

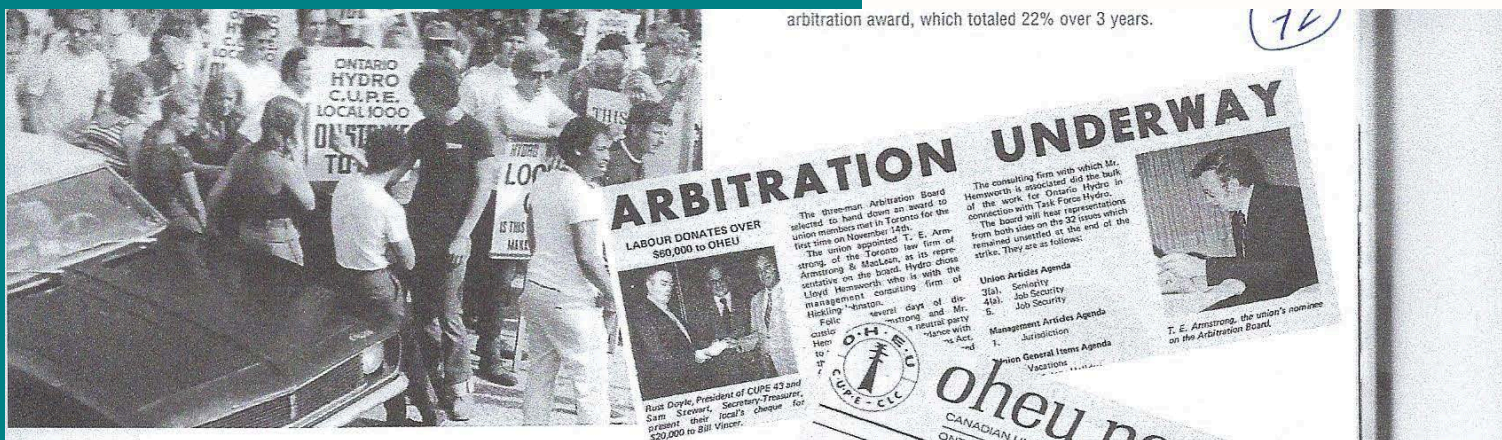
THE FORTIETH ANNIVERSARY OF THE 1985 ONTARIO HYDRO STRIKES



Many RWC members will remember 1985 and many more will remember hearing about the events around the 1985 Ontario Hydro strikes.

These strikes, one a wildcat and the other a legal strike occurred in April and May of 1985. That period in our union's history saw a very strained Labour Relations environment.

"LOCAL 1000 CAME ALIVE IN 85"



The last Ontario Hydro strike prior to 1985 occurred in 1972 and lasted 4 months. There were some small rotating strikes in the late 60's. The Union at that time was known as the Ontario Hydro Employees Union – CUPE 1000. In the early 80's the name became CUPE 1000

After the 1972 strike labour relations began to deteriorate. This lasted for several years, and each set of negotiations saw some groups voting against the Collective Agreement renewal. Another factor was there were a large number of new workers hired during this period. It was the boom days for Hydro. Several Thermal plants were being built, and the Nuclear Plants were also starting up. These younger workers did not want to put up with some of the employer's tactics of the times. This resulted in some rifts with the other Hydro divisions. However, over time, the other groups came on side and the Union took a stand in 1985. The saying then was "Local 1000 came alive in 85".

40 Hydro pickets arrested after power plant sit-down

By Cal Millar and John Deverell Toronto Star

Forty strikers were arrested today when they blocked supervisors from going into Ontario Hydro's Lakeview generating station. Pickets screamed insults at police, complaining they were letting people in to do strikers' jobs. "Let's see those goose steps," one yelled. Another shouted, "You're stopping me from feeding my children."

There was no physical resistance when police began arresting strikers, though several went limp and had to be carried to a waiting paddy wagon.

Helicopters used



In the late 70's, prior to the commencement of contract renewal negotiations, CUPE 1000 decided to structure a strike committee. The role of the committee was to prepare for a strike in the event that negotiations failed. The motto was "The best way to prevent a strike is to be prepared for a strike". Elected representatives from the different Union divisions backed up by a Staff Officer developed a strike plan.

Elected Chief Stewards across the Province were mandated to set up local strike committees in the event of a strike. They were assisted by the main strike committee. Plans were put in place which included publicity about an Ontario Hydro strike.

During this pre-85 period, there was a lot of frustration building within our membership. This peaked with the issue of contracting out. The Company had extensive plans to use contract staff and it was predicted this could eliminate a few thousand regular jobs. Wages were naturally also an issue. Labour relations were at an all-time low.

This peaked on Easter weekend 1985. On April 8, Good Friday, frustrated workers in the Nuclear Division began a wildcat strike and were quickly followed by workers in the Thermal Plants including our current RWC President, RWC Sector 2 Vice President and our RWC Secretary Treasurer.

MR. R. PRUDIL
 Shift Control Maintainer
 Nanticoke TGS

**Suspension For Participation
 In The Easter Weekend Illegal Strike**

Further to your letter of June 5, 1985, please be advised that your 2 days suspension will be July 24, and July 25, 1985. Please report back to work on your next regular scheduled shift.

INFORMATION COPY
 ORIGINAL SIGNED BY
 H. S. KIRWIN

H. J. Kirwin
 Station Manager
 Nanticoke TGS

cc M. Korostil
 F. B. Cruickshanks
 J. A. Guley
 Chief Steward

MR. R. PRUDIL
 CONTROL MAINTENANCE
 NANTICOKE TGS

YPPT-942.1

Illegal Strike Activity

Our records indicate that during the period April 5 to April 8, 1985, you were scheduled to work.

During that period, some employees in the Nuclear Generation Division and the Thermal and Hydraulic Generation Division participated in illegal strike activities. This action has been confirmed as illegal by the Ontario Labour Relations Board and a cease and desist order has been issued and posted.

At the present time, Management is investigating the nature and extent of individual involvement in illegal strike activity. Questions of possible disciplinary action are also under investigation. Management will inform employees who may be subject to disciplinary action in due course.

H. A. Jackson

H. Allen Jackson
 Vice-President
 Production

MR. R. PRUDIL
 Shift Control Maintainer
 Nanticoke TGS

June 5, 1985

**Suspension For Participation
 In The Easter Weekend Illegal Strike**

You participated in an illegal strike during the period of April 5 to April 8, 1985 by failing to report for or complete one or more of your scheduled shifts.

Your participation in the illegal strike is major dereliction of duty which is viewed very seriously by Ontario Hydro.

For this act, you will be suspended for 2 days without pay as disciplinary action. You will be advised as soon as practical of the specific dates on which your suspension will be served.

The Collective Agreement and the Ontario Labour Relations Act provide legal means to resolve conflicts. Any future involvement in similar illegal activities will result in more severe disciplinary action, up to and including termination of your employment with Ontario Hydro.

This naturally created havoc. After local and provincial discussions Union officials were able to get the striking members back to work on Easter Sunday 1985.

The CUPE 1000 Bargaining Committee returned to work on the Monday with a new strength.

Within a couple of weeks, Hydro officials indicated that they were having all the members that participated in the wildcat charged. The legal papers began arriving. This naturally further deteriorated the Labour Relations attitude.

Negotiations were not going anywhere. CUPE 1000 conducted a strike vote and received an 85% strike mandate. The Employer (and Government) decided to take the Union on. CUPE 1000 began strike action at midnight on May 5, 1985.

The CUPE 1000 Strike Committee action plan was put into effect and local strike committee plans were initiated.

There were plenty of strike related activities, court appearances etc.

After a hectic 12-day strike the workers returned to work with the issues going to Arbitration.

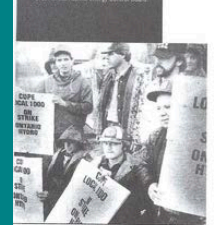
The issue of the wildcat strike charges was resolved. Members received a 2-day suspension but were paid a per diem by CUPE National. This infuriated management as members got 2 days off losing very little pay plus some had to work overtime to cover for the workers that were off.



15,000 strike Ontario Hydro plants

By John Devereil Toronto Star
Fifteen thousand Ontario Hydro workers walked off the job 11:01 this morning, but the utility says there is no immediate threat of disruption to service.

At 10:01 a.m. on May 5th the legal strike began and management began operations of the Thermal and Hydroelectric plants. The nuclear plants had been shut down by order of the Atomic Energy Control Board.



Quick settlement now unlikely
Hydro to sue striking union

Hydro announced that it would seek \$10 million in damages from the union because of its wildcat strike. The striking workers say from Toronto Star.

Wildcats, lawsuits, police and pickets - behind the drama of the Union's second province-wide strike was the singular issue of job security.



From the moment the bargaining agenda was first exchanged for the 1985 negotiations, both sides knew there was going to be a strike. The disappointing 1984 agreement was only months old and green hat has been growing like mushrooms in both nuclear and thermal stations. The coloured hats were worn by contract workers hired under the maintenance agreement between Hydro and the Electrical Power Systems Construction Association (EPSCA). To Local 1000, every green hat represented one less member. As Hydro management got holdier in its contracting out, and the "green slime" spread, the Union's anger grew. Studies showed that the contract workers were, in the end, more expensive than Hydro staff, who were often called in to fix mistakes that the inexperienced contractors had made.

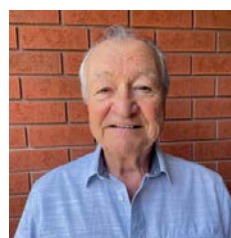
In eleven weeks of bargaining the two sides had met for only 53 hours. Every minute of that time it was obvious that management was not interested in a settlement anywhere near the Union's position on contracting out. Even in the face of an 85% strike vote, the most Hydro would offer was a three-person panel to look at and make "non-binding" recommendations on contracting out issues.

An Executive Board meeting was scheduled for Tuesday, April 9th, following the Easter weekend to discuss Hydro's final offer, which was expected on Thursday, April 10th. No one in the Union doubted what the Board's recommendation would be. Anticipation and excitement were high, but so was anxiety. The memory of the four-month strike of 13 years ago still burned in many memories. And just as in 1972, Hydro management were determined to crush the Union and keep Local 1000 members out on the street five months, until they caved in. Managers were being promised "all the overtime you want" and they gleefully followed the bad news coming out of negotiations. Some wore out and bought new cars and boats, spending their reward for loyalty to Hydro before they had it.

Other issues were resolved not to our full satisfaction, but the main issues were sorted out.

Workers returned to work with their heads held high compared to 1972 when they endured a four-month strike. Since that time, the PWU, as our union came to be known, has only come close to a major strike a few times over the years.

Attached to this article are some Toronto Star newspaper clippings in regard to this strike which indicate some of the activities that were taken by members that helped reduce the strike to 12 days. The old saying is that every bit large or small always helps in a strike.



Dave Shier

CUPE 1000 Executive Board
Member & Strike Committee
Chairperson
1985

A14/ THE TORONTO STAR, WEDNESDAY, MAY 8, 1985

Hydro to ask court to restrict picketing after day of violence

By John Deverell Toronto Star

Ontario Hydro today is asking the Supreme Court of Ontario to restrict picketing at its Nanticoke, Bruce and Lambton generating stations after a day of violence on the picket lines.

About 200 members of the Canadian Union of Public Employees yesterday smashed windows and punctured tires of buses taking non-striking personnel into the utility's coal-fired plant at Nanticoke on Lake Erie.

No one was injured and no arrests were made.

"The right to strike and picket is within the law but violence such as this is beyond the law," said Arvo Niitenberg, Hydro's executive vice-president of operations.

There was no violence at Bruce or Lambton but strikers blocked access roads. The Ontario Provincial Police closed the Bruce concession road and Hydro laid off 2,000 non-striking construction workers at the nuclear complex until Monday.

The Nanticoke plant is continuing to generate electricity and a Hydro spokesman said the besieged personnel inside will keep it going until they are relieved.

Tense situations

Doug Johnson, chief union steward at the plant, described the incident as "quite a tense situation. Our guys were quite adamant in not wanting them to go into the plant."

The strike by 15,000 workers began Sunday, and is costing Hydro about \$3 million a day in lost export revenues and increased costs for thermal generation and power imports. Ten nuclear generators which provide 6,700 megawatts of power — about 45 per

cent of peak Ontario demand at this season — are shut down by order of the Atomic Energy Control board until their licensed operators return to work or replacement operators become qualified.

Hydro management last week-end rejected a union proposal to use binding arbitration to settle the key strike issue of outside workers. The union wants limitations on the contracting out of line and forestry work, and new rules to reduce the number of building tradesmen working on generating plant maintenance projects.

Hydro says that it must use outside workers to cut repair time on costly generating equipment and that the issue is "too complex" to be decided by a panel of arbitrators.

Limit on pickets

Hydro's injunction application today asks the court to limit picketing at the three troubled locations and to restrict the length of time vehicles can be delayed while entering and leaving its properties.

Union president Jack MacDonald said yesterday's violence was provoked by a Hydro announcement that it will continue to demand the union pay \$13 million for wildcat strikes at generating stations on the Easter weekend.

Hydro also intends to take action against 65 union stewards it says were involved in organizing and promoting that illegal strike.

MacDonald said Hydro's decision to reject the union's proposal and to proceed with legal action against the union and its members was a tactic to distract public attention from the utility's responsibility for "a needless and costly strike."

Wildcat ends but blackouts still possible Hydro says

Ontario Hydro workers whose wildcat strike forced a shut-down of two nuclear plants have returned to work but the utility is still asking electricity users to conserve as much power as possible.

The Bruce generating station will come gradually back on line today but the huge Pickering plant will be out of action until sometime tomorrow.

The Pickering and Bruce nuclear plants supply about one-third of Ontario's electricity. Hydro is buying replacement power from utilities in neighboring provinces and states at a cost of about \$3.5 million a day.

Homeowners, small businesses and major industrial plants were earlier warned they might face brief power blackouts, but a Hydro spokesman said today the situation has eased slightly with electricity again being produced by coal-fired plants at Thunder Bay, Lambton, Lakeview and Nanticoke.

Hydro also wants Ontario homeowners to avoid using, or to use only when necessary, appliances such as stoves, washers, clothes dryers, dishwashers, hot water heaters and television sets between 8 a.m. and 10 p.m.

Legal action

Ontario Energy Minister George Ashe said today Hydro should take legal action against the union, Local 1000 of the Canadian Union of Public Employees.

"It's very disconcerting when you can have a number of people who are literally trying to black-mail the system and I think, frankly, that's what has happened," he said.

"They are costing a lot of money . . . Possibly some kind of legal action would be in order in my view."

Ashe said cabinet will discuss the pros and cons of legislation that would prohibit Hydro strikes and guarantee electrical supply.

"It is an essential service in my view," he said.

Two units at the Bruce nuclear plant were back on stream by noon, another was to come on line later this afternoon and the remaining three by midnight. But it will be 30 hours before the Pickering plant is again in production.

Workers on the picket line there held an informal meeting at 8 a.m. today and decided to end their walkout.

The wildcat was triggered by workers impatient with the speed of negotiations on a new contract

See HYDRO/page A4

1 Canadian in 5 wants to leave Gallup says

Given the choice, more than a quarter of Canadian adults under the age of 50 would move to another country, according to a Gallup poll released today.

While the older generation is more settled — only 10 per cent over 50 would move — over-all figures show 21 per cent of the population would settle in another country if they could.

The new figures are almost dou-

□ See Gallup chart for detailed breakdowns. Page A3.

ble the 12 per cent who said they would like to move in 1960.

Today's poll was broken down by age, education and size of community of residence.

It shows that university graduates are the itchiest — 27 per cent would like to move, compared to 7 per cent of those with public school education.

Twenty-six per cent of Canadians between 18 and 49 and 25 per cent of those living in cities with populations greater than 100,000 would like to move.

The survey was based on 1,029 personal, in-home interviews conducted at the end of January.

A sample this size is considered accurate within 4 percentage points, 19 in 20 times.

Hydro workers vote to strike

Sunday walkout looms as utility refuses 'unacceptable' demands

By John Deverell Toronto Star

Ontario Hydro says it is prepared to face a possible strike by 15,000 union workers at Saturday midnight to protect management control of the huge corporation.

In a heavy turnout over the past two weeks, members of the Ontario Hydro Employees Union rejected Hydro's final offer by a 71.8 per cent majority, the union said yesterday.

The workers cast 13,487 ballots, with 9,686 favoring the strike mandate sought by union negotiators.

Union president Jack MacDonald said he will call the utility's workers out Sunday morning unless he sees a major change in Hydro's position.

"I hope Hydro will listen to us now," MacDonald said. "With a little effort we can settle this before the deadline."

The union chief's optimism is not shared by Hydro management.

The union's proposals "would place unacceptable limitations on our ability to run the business," said Hydro negotiator Ron Belton.

"Our offer was fair and reasonable," he said, adding there is no disagreement between himself, Hydro chairman Tom Campbell and Hydro president Milan Nastich.

"We said it was final, and it's still final."

Both Hydro and union negotiators were to meet top labor minis-

try mediator Vic Pathe today to see if the showdown can be avoided. Belton, however, said he was "very pessimistic."

The only major strike in Hydro's history, in 1972, lasted four months.

Buy power

Under any circumstances, a strike or lockout will be costly to the public. Hydro has sufficient personnel to operate only three of 10 available nuclear generating plants, which will place an extra load on the more expensive coal-fired plants.

Costs will increase, as will the risk of electrical brownouts or blackouts, if the Atomic Energy Control Board denies Hydro per-

mission to operate two generators at Pickering and one at the Bruce complex during a strike. A hearing on the application is scheduled tomorrow.

The control board earlier favored a union argument that Hydro management personnel are not well enough trained to operate the reactors safely in emergency situations. Hydro will argue that management can now handle all possible situations because of crash training programs.

Without any nuclear reactors in service, Belton says Hydro would have to buy supplies from neighboring states and provinces, "and get a lot of co-operation from industrial and domestic customers in cutting demand on the system."

The union's strike mandate is broadly based. Discontent is strongest in the nuclear division (87.6 per cent), followed by the thermal division (85.4), construction (77.4), and trades (76.2). Even the weekly salaried group, located primarily at the head office in Queen's Park, voted 55.8 per cent to give their negotiators the authority to call a strike.

Security and money

MacDonald says the key issues are job security and money. The union wants a one-year raise of 5.8 per cent, on rates ranging from \$380 a week for the lowest job class to about \$900 a week for the highest. Hydro has offered 4 per cent for the first year and 3.5 the second in a two-year pact.

To secure the future of 2,000 union members who are likely to be declared surplus in the next few years, the union is trying to assert control over construction and operational work that Hydro now tenders to outside contractors.

Under union proposals "they could contract work out only if members of our union can't do it," MacDonald says.

But Belton said the union proposals "would place unacceptable limitations on our ability to run the business. What they are looking for is unavailable."

He has countered with offers of conditional job security for employees now on payroll. The union says this provides inadequate protection for individuals and for the long-term bargaining position of the whole group.

Hydro estimated a recent wild-cat strike at the Pickering nuclear station cost an extra \$3 million a day.

13 brave people honored by OPP

By Cal Millar Toronto Star

A man who saved a child from a real Halloween horror is among 13 people honored for bravery by the Ontario Provincial Police.

Last Halloween, James Murray, 41, of Norwood took his three young sons and Jamie Patterson, 9, to collect candy.

When a woman dressed as a witch answered a door, young Patterson panicked and ran — right into the path of a pickup truck. A quick-thinking Murray bolted after him and pushed the youngster out of harm's way.

Murray suffered an eight-inch gash and needed 60 stitches. He and several others received their bravery awards at a ceremony in Peterborough last night.

☆☆☆

Three Peterborough area people received OPP citations and commendations from St. John Ambulance for rescuing Kirk Moxam, 31, of Mississauga from Stony Lake after his two boating companions drowned last October.

Marjorie Loomis, 58, of Lakefield alerted her husband, Robert, 59, and friend, John Rigby, 61, of Woodview after hearing a cry for help.

☆☆☆

OPP Corporal Merv Banbury saved garage owner Royden Wasson after his clothing caught fire while repairing a Lakefield police car. Banbury received

minor burns while ripping off the man's clothing and beating out the flames.

☆☆☆

Roland Brundle, 47, William Shaver, 51, and his son, Neil Shaver, 21, of Copeland's Marina on Lake Anstruther rescued Philip Dunkley, 22, of Toronto after his snowmobile plunged through lake ice in December, 1983. Neil Shaver smashed the ice with a sledgehammer to manoeuvre an aluminum boat toward Dunkley, and the two other men hauled him out with a rope.

☆☆☆

John Kenneth McAdam, 27, of

Minden rescued William McKay, 51, of Minden who drove his snowmobile into Big Hawk Lake in blinding snow. McAdam got a rope and pulled the man to safety.

☆☆☆

Myra Collins, wife of Peterborough judge Ted Collins, was commended for taking the licence of a car after her bicycling companion, Patricia Stegenga, was abducted by a gunman just south of Lakefield last October.

The information helped police identify the suspect and set up a manhunt to locate the car and the victim.

☆☆☆

Hugh Lyons Beatty, 41, of Grafton pulled William Newman, 37, of Thamesford from a blazing car after smashing the window.

☆☆☆

A separate ceremony will be held tonight at Belleville to present certificates to several area residents.

Leo Reginald Wood, 49, of Trenton is to receive a St. John Ambulance commendation for pulling John McCormick, 56, also of Trenton from a blazing vehicle just before it exploded.

Ambulance attendant Ginger Lynn Meeks, 26, of Belleville will be honored for spending almost 45 minutes inside the cab of a burning tractor trailer while helping a trapped driver.

Carnegie medal goes to Canadian in Quebec shooting

PITTSBURGH (AP) — Rene Jalbert, the Quebec National Assembly sergeant-at-arms who talked a gunman into surrendering last May, is one of 15 Americans and Canadians awarded Carnegie Medals for heroism today.

Jalbert, 63, persuaded the gunman, who was armed with two submachine guns and a pistol, to release four hostages and eventually to surrender to police. Three people were killed and 13 wounded in the attack on the National Assembly in Quebec city.

40 strikers are arrested at Hydro plant

Continued from page A1

and when they asked to go to work, Young called in reinforcements.

About 50 police officers began arresting pickets when they refused to move from the roadway.

Shier, who was among those arrested, had told Young he would ask his members to move aside but if they refused he'd stand with them to block the vehicles.

Police loaded a dozen picketers into a paddy wagon, put three more into a police car and then loaded the rest into a police bus which had brought the reinforcements.

Police said later the arrested strikers were released without being charged.

Union steward Gary Hogge said today's mass picket was part of a campaign by strikers to hamper Hydro operations. He said they arrived around 5 a.m. and made sure no one was getting in or out of the plant.

Hogge said the action trapped about 25 management and trainees inside the plant.

In the Ontario Supreme Court today, a provincial government lawyer said violence on the picket lines threatens "interruption of an essential public service" and asked on Hydro's behalf for an injunction to restrict picketing.

But a lawyer for the the Canadian Union of Public Employees, Steve Goudge, said the crown has "no place in a private sector labor dispute," and added that "it is for the Legislature and not the attorney-general to decide what is an essential service."

Helicopters fly managers over pickets **40 Hydro pickets arrested after power plant sit-down**

By Cal Millar and
John Deverell Toronto Star

Forty strikers were arrested today when they blocked supervisors from going into Ontario Hydro's Lakeview generating station.

Pickets screamed insults at police, complaining they were letting people in to do strikers' jobs.

"Let's see those goose steps," one yelled. Another shouted, "You're stopping me from feeding my children."

There was no physical resistance when police began arresting strikers, though several went limp and had to be carried to a waiting paddy wagon.

Helicopters used

When one striker grabbed another who was being arrested around the waist, colleagues shouted to him to let go.

After four vans carrying management and maintenance personnel were stopped by a line of 200 strikers at the plant on Mississauga's lakeshore, Hydro used helicopters to bring out non-union workers who had been in the plant overnight.

Helicopters were also used today to bypass picket lines at the Nanticoke plant on Lake Erie and Lambton, near Sarnia.

Dave Shier, chief union steward at Lakeview, said strikers want to shut down the three coal-fired generating stations to force a settlement of their contract dispute.

Forcing the plants to shut down would cripple electrical supplies throughout Ontario, he said.

Shier said supervisors are working 12 and 14 hour shifts and predicted someone "is going to be killed" if they continue working at that pace.

He accused company officials



DAVID COOPER/TORONTO STAR

Breaking the line: Police move in to arrest 40 Ontario Hydro sit-down strikers who refused to allow workers through the gates at Lakeview generating station, Mississauga, today. Pickets screamed "Let's see those goose steps," and "You're stopping me from feeding my children."

of intimidating non-striking employees from other departments to work in the plants.

Vans carrying more than two dozen supervisors arrived at the main Lakeview gate at 10 a.m.

and faced pickets sitting down on the road.

Peel Regional Police Inspector Peter Young pleaded with strikers to let the vans through.

"The law allows them to go in,"

Young said. "We don't want to arrest anyone . . . Please open the line."

He allowed Shier to appeal to the occupants of the four vans
See 40 STRIKERS/ page A4

usually cold May as thousands of Local
 ers hit the bricks to put an end to job
 arbitrated settlement after the two-week
 and Hydro's trend towards more and
 cting out.

Action on the Pickering Line



Keeping the Scabs Out
 Peel Regional Police move in to break
 up a human barricade at Lakeview GS,
 in Mississauga. 52 were arrested.



Hydro loses bid to limit picketing

By Rick Halfebeck Toronto Star
 The Supreme Court of Ontario yesterday rejected Ontario Hydro's bid to permanently limit picketing at all its generating plants and offices by its 15,000 striking employees. Justice John Sopinka said the province's attempt to restrict picketing was unconstitutional.

Such as licenses has been on strike since May 5. The terms of the new injunction are similar to the original one, except the limit of 15 pickets at each plant entrance will be increased in the case of Bruce to 50, while the other two will remain at 15. Sopinka said that the increase was necessary because of the fact that the workers at Bruce are far larger (about 2,400) than at the other plants and because there are more people readily available in case of trouble.

Similar terms



Split Decision

The Supreme Court of Ontario rejected Hydro's request for a permanent injunction limiting pickets at all its stations and offices, but agreed to restrict the number of pickets at Bruce, Nanticoke and Lambton after hearing evidence of "violence" on the lines at those stations.

Provincial conciliators called the sides together on Sunday to try and end the illegal strike and, if possible, get both sides to back off from their hardened positions. The Union tried, offering to take all contracting out issues to voluntary, but binding arbitration. Hydro refused. On April 11th, after the strikers had returned to work on the Union's advice, the Executive Board voted unanimously to recommend a membership rejection of the offer and commence a legal, province-wide strike. On May 5th, it began, after the nuclear operators ensured that their units were safely shut down.

As had happened in 1972, things didn't exactly go the way management expected. The strike was at the top of the news every night and on the front pages every morning, the reporters attracted by police cordons and the threat of picket line violence. The public was not inconvenienced, as Hydro was able to buy enough power from surrounding jurisdictions, but the newly-elected Liberal minority government was worried about the impact of a lengthy strike. The Union's offer of binding arbitration seemed reasonable, making Hydro's refusal look intransigent. Management insisted they could operate the nuclear stations without Local 1000 members, but the risks seemed high; the Three Mile Island nuclear accident in the U.S. had happened only six years earlier. Under intense political pressure, Hydro agreed after two weeks to send the entire contract to arbitration. The wildcatters were given two day suspensions - one for each day on illegal strike - but the CUPE National Office agreed to pay \$75 per day strike pay to the suspended workers, which infuriated management, especially those who were now going to have trouble paying for those new cars and boats. They didn't get all the overtime they had counted on.

The arbitration award, in yet another parallel to 1972, was a victory for the Union. ESPCA contract workers were limited to 450 in the province, along with other restrictions on contracting out. It wasn't the end of the issue, however, as policing those restrictions in the years following the settlement proved difficult and expensive. Persistence on the Union's part paid off, though, in 1992's Purchased Services Agreement, under which Hydro agreed to identify in advance any construction or maintenance work that might require an outside workforce and discuss with the Union just who would get that work.



Picketing shack at Nanticoke.



STAR May 5, 1985
 50 CENTS
 March/85 Sunday paid circulation 522,540

15,000 strike Ontario Hydro plants

by John Deverell Toronto Star

Fifteen thousand Ontario Hydro workers walked off the job at 12.01 this morning, but the utility says there is no immediate threat of disruption to service.

Strike at Midnight

At 12:01 a.m. on May 5th the legal strike began and management began operation of the thermal and hydro-electric plants. The nuclear plants had been shut down by order of the Atomic Energy Control Board.



Striking workers at Thunder Bay's coal-fired generating station. Mark Webster

Quick settlement now unlikely

Hydro to sue striking union

SPENDING

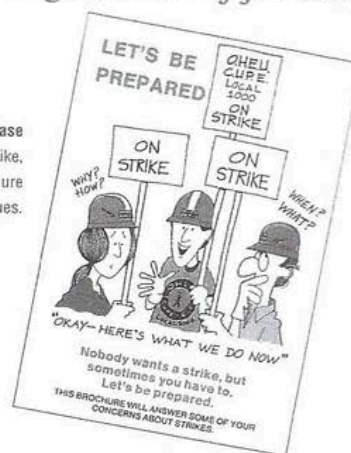
Hydro announced that it would seek \$13 million in damages from the Union because of the wildcat strike. The picketing members are from Thunder Bay.

"Hydro Employees are Fighting for Hydro Customers"
 from the 'ne' Union

1985

Wildcats, lawsuits, police and pickets - behind the drama of the Union's second province-wide strike was the singular issue of job security.

Getting Ready - Just in Case
 To help prepare for a strike, the Union distributed this brochure explaining legal and tactical issues.



From the moment the bargaining agendas were first exchanged for the 1985 negotiations, both sides knew there was going to be a strike. The disappointing 1984 agreement was only months old and green hard hats were sprouting like mushrooms in both nuclear and thermal stations. The coloured hats were worn by contract workers hired under the maintenance agreement between Hydro and the Electrical Power Systems Construction Association (EPSCA). To Local 1000, every green hat represented one less member. As Hydro management got bolder in its contracting out, and the "green slime" spread, the Union's anger grew. Studies showed that the contract workers were, in the end, more expensive than Hydro staff, who were often called in to fix mistakes that the inexperienced contractors had made.

In eleven weeks of bargaining the two sides had met for only 53 hours. Every minute of that time it was obvious that management was not interested in a settlement anywhere near the Union's position on contracting out. Even in the face of an 85% strike vote, the most Hydro would offer was a three-person panel to look at and make "non-binding" recommendations on contracting out issues.

An Executive Board meeting was scheduled for Tuesday, April 9th, following the Easter weekend to discuss Hydro's final offer, which was expected on Thursday, April 4th. No one in the Union doubted what the Board's recommendation would be. Anticipation and excitement were high, but so was anxiety. The memories of the four-month strike of 13 years ago still burned in many memories. And just as in 1972, Hydro management were determined to crush the Union and keep Local 1000 members out on the street for months, until they caved in. Managers were being promised "all the overtime you want" and they gleefully followed the bad news coming out of negotiations. Some went out and bought new cars and boats, spending their reward for loyalty to Hydro before they had it.

The offer didn't come on time. Hydro informed the Ministry of Labour that it would send an offer to the Union on Tuesday, April 9th. As word of this further delay spread like wildfire, so did the province-wide wildcat strike it triggered at midnight on Saturday, first at Bruce (led by veterans of the 1972 Bruce Blockade), then on to Pickering, to Lakeview and to Nanticoke, where buses carrying in management staff were pelted with stones. Outside the plants, the rest of the membership were eager to join the strike, legal or not, but didn't get the chance, as they weren't at work when it started.

Our Side of the Story

The Union ran ads throughout Ontario explaining the reasons for