

International Brotherhood of

BOILERMAKERS • IRON SHIP BUILDERS

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February 12, 2021

File: L-146-20-2

Sent via Email and U.S. First Class Mail

Dave Hummel
President, CESSCO Fabrication & Engineering Ltd.
7310 99th Street
Edmonton, AB T6E 3R8
Canada
dhummel@cessco.ca

Re: International Brotherhood of Boilermakers stands with our Brothers in Edmonton

Dear Mr. Hummel:

I am writing regarding your company's decision to lock out Edmonton unionized Boilermakers at CESSCO and to make it clear to you that the full power of the International Brotherhood of Boilermakers is firmly behind our Brothers at Local 146 — and particularly those Brothers you have locked out of jobs since June 2020.

The Boilermakers you have chosen to lock out rather than continue negotiating with are people who, in many cases, have dedicated decades to your company, CESSCO. They've honed their skills as craftsmen to make your products the highest quality possible. They've taken care of your machinery, equipment and facilities. They've put their pride into producing quality work for CESSCO and, most importantly, for CESSCO's *customers* and end users.

Yet, with complete disregard for these invaluable contributions, you have decided that bussing in "replacement workers" — of demonstrably less skill and arguably less vested interest in your company's quality or future success — is a better path for CESSCO's success than is bringing the Boilermakers back to work under their old contract while continuing to negotiate in good faith, as they've requested throughout the lockout.

Not only is it unconscionable that you would keep these working Edmonton families locked out for such a long period of time (and during a pandemic, no less), but it is simply unfathomable that your current course of action could be good for CESSCO in the long term.

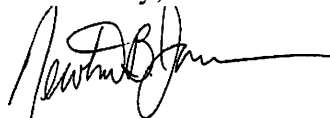
The International Brotherhood of Boilermakers stands with our membership and our locked out Brothers in astonishment that CESSCO would take such drastic measures against its loyal and highly skilled workers, when what they had asked for from the very beginning — in over 2.5 years of contract negotiations — was simply not to have their wages, pension contributions and

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seniority language gutted. Surely, there is room to continue that discussion rather than continuing this radical approach that harms families during a pandemic and time of heightened economic insecurity *and* causes harm to CESSCO's quality and reputation.

Recognizing this, coupled with your continued conspicuous inaction, one can only infer that the future of CESSCO's closure has already been written by your leadership and by your parent company, Canarector. The International Brotherhood of Boilermakers calls on you to end the lockout immediately, return with Boilermakers to the bargaining table, re-open discussions to address workers' fully-justified demands and secure your company's future.

Sincerely,



Newton B. Jones
International President

NBJ:krs

cc: Arnie Stadnick, IBB IVP-Canada
Hugh MacDonald, BM-ST, Local 146
Amanda Hawkins, CEO, Canarector
Jeff Major, Legal Counsel, Canarector
Jeff Myrfield, VP, Canarector
Andrea Baillie, Editor-in-Chief, The Canadian Press
Lorne Motley, VP Editorial, Postmedia; Editor-in-Chief, Edmonton Journal and Sun
Wayne Parrish, SVP Editorial, Toronto Star
David Walmsley, Editor-in-Chief, Globe and Mail