

Alex Grimaldi

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AG: Funny enough, I was born in a little town in Southern Italy about 50 or 60 kilometers from the Amalfi Coast. In 1959 my parents immigrated. The little town was called Grimaldi, same as my last name. I'd like to say we're famous because of it, but really my dad took the name because he was an orphan. When he was 11 years old and started working, because he was an orphan and only going by a first name, they asked him what his last name was and he said, well I'm Marcel from Grimaldi. So they called him Marcel Grimaldi, and that's how we got our surname. In 1959, because we were in such a small town and because there was not much of a future for my parents or me and my three siblings -- there were three siblings: me, my brother and my sister; three of us in total -- my parents, with the insistence of my mom's brother, who lived in Edmonton, decided to move to Canada because of promises of a better life. So we did. As five-year-old, I looked at it as an adventure. I had no idea what we were walking into or where we were going. We landed at Pier 21 in Halifax, and I've been back to visit -- very emotional for me. I remember getting off the boat and being in this huge room, and one incident with customs. My mom had brought my sister's dowry in one trunk, but inside the dowry was gifts for all our relatives that were in Canada and friends, and they were mostly Italian liqueurs. We're watching all these other people having salamis thrown away and chunks of cheese and other bottles and stuff thrown away. They get to this trunk and my dad's just sweating, and they can't open it; the key won't work. So my dad notices a hammer and just pries it open and goes, here. They lifted one sheet and closed it up and said, you're good to go. Then we took the train all the way from Halifax to Edmonton. I remember one stop-off in Winnipeg: that was my brother and my dad got off to go and get us some fruit and something to eat. I don't know what made them think that they could find their way around in a strange country. But the train started moving and we hadn't seen them yet, and they just barely got back. That's when I saw my first like lots of snow on the ground. This was the end of October. We landed October 19th and took five days to get across, four nights five days, or the other way around, I'm not sure. It was the first time I saw a lot of snow on the ground; so that was interesting. We all lived at my uncle's house. We got there and there was my family, my uncle and his wife, his sister and her husband, and a cousin -- all living in the same house, all that he'd

helped to sponsor coming over to Canada. Then I went through the whole thing – going to school, changing cultures, having my name changed. My parents used to call me Sandro; I'd go to school and I was an Alex all of a sudden. . . .

Q: We were just talking about the house.

AG: Right. We were living in a house; it was a two-storey house. My family – my brother and sister, my dad and I and my mom – would take up the main floor. My uncle who owned the house was upstairs. They had their own kitchen up there, with his sister-in-law and her husband. Then my cousin was in the basement. He was about 23 years old, in a one-bedroom, and he would go up and down the stairs for supper to my uncle's place. It was a nice house back then. It was on 92nd Street and 105th Avenue, half a block from the elementary school I went to, which was St. Mike's. So we grew up there. My dad started working right away. Mom never worked. You have to realize they were both illiterate. My parents were totally illiterate, except my dad could understand numbers. My mom not so much, and yet she handled all the finances of the family; she could understand money.

Q: How much English did your parents have?

AG: None. When we came, none of us had any English. Back then, English wasn't taught in the schools. I was five and my brother and sister, my brother would've been 13 and my sister would've been 18 at the time. There was a large span. But there were other children that didn't make it in the family. There were nine total – three stillborn and three that died before the age of two, double pneumonia and that kind of stuff. So, a very hard life for my parents. My mother was sick as well, which is surprising that they even let us into the country. She had a disease called trigeminal neuralgia, which is probably still rated as one of the most painful diseases you can have. She used to describe it as hot knives being stabbed into the side of her face. She would scream for hours. I still remember as a child crawling under my bed covering my ears because she was screaming so much. Ironically enough, it was because of her illness that I learned how to cook. I would come home from school and my brother would be working, my sister would be working, my dad would be working, and my mom would be on her bed and

she'd tell me, go put the potatoes on, turn the water on, go start the sauce, that sort of stuff. So I did all that, and that's where I got my love for cooking. But dad worked; he worked hard. My brother quit school after about a year so he could go work on the railroad gangs. When he was 15 he was already working on the railway gangs, with very little English. My dad started working as a dishwasher at the Macdonald Hotel I think for about 50 cents an hour. So we weren't making a ton of money but we also weren't spending a lot. One story I remember is my mother sending my sister grocery shopping and giving her \$10, and she came back with a cart just loaded. My mother was upset with her because she didn't have any change left from the \$10. What a change. But as time progressed, we hear now about all these immigrants and the families that all lived in one house and stuff. There's a reason for it. They can't afford to do it any other way, and it's their way of getting ahead. We moved in 1959 to Canada, and by 1965 my dad had bought a house about eight blocks from where we were, right by the Italian area, 108th Avenue and 93rd Street. He bought a house and lived there: 6 percent interest was the going rate; that's what he bought it at. Mind you, it was \$14,000 compared to \$300,000 and whatever now.

Q: But your father was working for 50 cents an hour.

AG: Exactly. Well by then I think it was probably a dollar something, because he'd moved from dishwashing to construction and was working all over. He got lucky, he got a union job with a company called Hashman Construction. It's got its landmark here – the CN Tower in Edmonton was the very first high-rise, 46 storeys. My dad worked on it from start to finish. He was the guy that went up and helped disconnect the crane at the very end. I would sit in my bedroom window, because I could see the CN Tower sign glowing at night, and I would watch it and be very proud that my dad was part of that.

Q: So he was working as basically a labourer?

AG: A labourer. But he worked for that company; he was the first on every major project and the last person they would let go. He was such a hard worker, and very conscientious. He did well for himself. He was part of the Labourers Union, Local 92 I believe it is. I think they still

exist. But he collected a pension from them. It wasn't much; it was \$20 or \$30 a month, because he was working and not making an awful lot of money.

Q: But 50 cents an hour would be below the minimum wage at that point, wouldn't it?

AG: At the Macdonald Hotel as a dishwasher? I don't know. . . . We were lucky, because there was an established Italian grocery store which still exists, the Italian Centre Shop. But Frank Spinelli, the owner at the time, really was a very smart businessman. He would take any new immigrant that was introduced to him from Italy, and maybe from other countries as well, but especially from Italy. He pulled my dad aside and said, you feed your family, and when you're working, you can pay me. My dad was a loyal customer and I'm actually, when I'm in town, I still go to the Italian Centre because I like Italian stuff. But I have a sense of loyalty to them because of that. I used to kid with my parents and say, how dare you? You take me from a place where I could've grown up just right next to the Amalfi Coast, and you bring me to Edmonton, Alberta. I said, you could've gone to Kelowna or Vancouver. But Edmonton? So we kidded around, but as I grew older I realized how brave they really were, incredible. If somebody told me that at that age – they were in their 40s – that I would pick up with my three kids to a country where we didn't, like it would be like me moving to China, and I wouldn't do it. So I'm very proud of them. I went through the usual things as a teenager, rebellious years. I was the black sheep. My brother and sister were older and more accustomed to the Italian ways; they followed that tradition. I was more--I'd gone through school. So I was more Canadianized. My parents didn't like that very much, but we made it all work. I lived at home until I got married and started working. I worked as a sort of a social worker at a place called Maple Ridge Residential Treatment Centre for Wayward Girls. It was located by Strathcona High School, just down the field from there. I think now it's a Catholic archdiocese place. But I worked there for a couple of years straight out of community college.

Q: What kind of work did you do there?

AG: Social services work. I did that for a few years. It was very stressful; a lot of things happened. I left the field and went and worked construction for a few more years with Standard

General and Arthur A. Voice. Arthur A. Voice I did deep sewer pipes where we worked in a cage where all these huge pipes that you could walk through would be lowered down, and you helped level them and set them. Then I did a lot of sidewalks for Standard General Construction. I learned how to do cement and stuff like that. But of course these were all non-union and they were also very dictatorial on how they operated. Something in me always had a streak of there's either a better way; your way isn't actually right. I remember working for Standard General one day. I had built my way up to being a cement finisher and a form setter, so I was a part time form setter. The guy that did it fulltime phoned in sick one day. My boss's name was Rosie. He said, I've got cement coming in an hour. I said, you know, I'm just here by myself and the other guy's not here. Can you delay the cement for a couple hours? He says, yeah, no problem. One hour later the cement trucks start rolling in. I look at him and said, did you not tell them? He said, ah you know you can get it done. I said, no Rosie. There's the truck; there's the cement. See you later. We were working in St. Albert. I went from St. Albert to Okay Construction, which is now Lafarge, right by the stadium. They said, can you read grades and stuff? I said, yeah, I'm a form setter. They said, well we've got a job for you as a string setter for the big, I think they call them Comanche machines. They're the curb machines that the moonwalkers or whatever, they set curbs, but you set the string line for them. It was the easiest job I ever had and they actually paid me more money. It was great. I had two labourers with me who actually laid all the string out and the pegs and everything, and all I did was sit at the end of this line going, up a little. I really didn't know what I was doing, but it worked because we ended up with some pretty good sidewalks. But then my uncle, the one that sponsored us, said, you know, you should come work for the City because you can get a career out of it. So I thought about it. He talked to his boss and they phoned me one day. It actually happened to be the day my mother passed away. They were very nice. They phoned me and said, you know, you've got a job. So I told them what had happened and he said, take a week and we'll talk to you then. So I got on with the City as a temporary worker at the time, because the City never hired you fulltime right at the start. So I got on and then worked at Borden Park. I spent my winter removing snow every day out of the Borden Park outdoor rink that never got used because I was always removing snow. The whole month of January that whole year it just snowed, and that's all I did was remove snow. I'd get to the rink the next day and start removing snow, and nobody got to go on the rink. But that was my job. So I did it. That's how I got involved with the unions really. There were a couple of shop

stewards from CUPE at the Borden Park site, and they kept inviting me to go to a meeting. Then the Gainer's strike happened and they were talking about this. I wasn't involved; I was a kid really. By this time I was. I'm thinking maybe 30, maybe 30.

Q: Gainer's was '86.

AG: Yeah, and I was born in '54. So I was 30 something. So all of a sudden I'm starting to hear about this and I started watching the news and I'm seeing that. Borden Park's not far from the Gainer's site. So one day I decided to. . . Oh, and I lived on the north end of the city. One day I saw the bus. Nobody knew where the bus was that was bringing in the scabs. It was on Fort Road that this bus was picking up the scabs by the old Londonderry Hotel. I actually happened to see the bus picking up the scabs. So I decided to follow it. I parked my car a ways away and went to watch what was going on. It was just horrid, what I saw. These guys were trying to take people's jobs away, and the bus, these guys fighting for their lives trying to stop this thing from doing that, the scabs from going in. It had a huge impact on me. That was just a couple of times going down there and almost getting arrested one day. There was one time when the police would be marching down the road and there was a sergeant that said, take that one and that one. I think I was like two away from the one over here. But that was a big impact. So I went to a union meeting, and I wasn't happy with what I was seeing at the union meeting. It was like some typical union stuff back then, a hierarchy. People were getting shut down and stuff. I kept going back and I started getting some union education. My first shop stewarding course was run by a guy from UFCW. It wasn't Doug but it was a friend of Doug's, I think his last name was French. He was another big man, and they always went around together. It was like the UFCW giants, both great people. But anyway, I learned a lot. Dave Werlin, I think at the time was president of the Fed; so he spoke. I thought, gee there's something to this. Jim from the Fed, Selby: Jim Selby was one of the instructors as well, and Winston Gereluk. So hanging around these folks you really got a sense of what a union could be. I worked my way up. I started running for executive positions and taking courses. I don't think I missed a week-long school for ten years. A lot of it was to go and have fun, but a lot of it was to learn how to do things properly and stuff. Eventually I got to the point where I got on the executive of the local. It was an interesting executive because out of that executive that I sat on, one person became

the president of the Fed, I became president of the Labour Council, there were two CUPE reps, no three CUPE reps, and the City councillor – all on the one executive. So, we were a force at the time, and that was neat. CUPE again has its own hierarchy and how they hire and stuff, and I was having problems with the City because the local was trying to book me off on all these leaves. By this time I was working at the Muttart Conservatory with the City of Edmonton, and I remember the foreman there or the director coming down at a meeting with HR with a calendar with all this stuff blocked off. How can I run this place when he's only here ten percent of the time, and stuff? My response to that was, look at the training opportunities we get for all these other people that once he's gone you're gonna have trained. He couldn't really argue that, because it wasn't costing him anything. It was just a matter of bringing somebody in and retraining stuff. But that was a huge battle getting the leaves and stuff, so much so that we, with that executive we had, because there were a few of us getting leaves with what we were all doing on other temporary rep jobs or political action stuff. So we actually wrote it into our collective agreement that union leave would not be unreasonably denied. They had to have a really good reason to deny you union leave, which worked out well for a lot of us actually. I think they may still have that clause in the agreement.

Q: In the '60s and '70s the workers had more power, because there was a network of jobs.

AG: One of the renters we had at our home, his name was Orest. I can't remember his last name. But he worked at Canada Packers. While he was renting the basement of our house, he actually left Canada Packers to go to Gainer's. Then there were other packing plants, three or four right there. It was the same with construction. Everything was booming back then and things were going well. There was lots of work, lots of road work. You look at Edmonton now and it's slowed down considering what it was. All of a sudden you went from no skyscrapers to the CN Tower, then the Centennial Building, then the TELUS buildings and the skyscrapers just kept going up and up and up, getting bigger and larger, and the city just grew. I think when we came to Canada there were under 300,000 people in Edmonton. By the time I left Edmonton there was close to a million. It's really in one lifetime or one short segment of time. So yeah, there was lots of opportunity. It's funny when we talk about wages and stuff too. I remember thinking to myself that if I made \$1,000 a month I would be a rich man. Now you look at \$1,000 a month

and it's like I'm not even sure if you're over the poverty line at that much a month. I wouldn't think so. Your rent is more than than.

Q: During the time you were president of CUPE 30, were there other things that you guys were bargaining for?

AG: Yes there were actually a few things. One is the garbage collection. The big garbage giants would come into the city wanting to take over. I'm gonna say BFI but I could be wrong; but it's the ones that have the mountain in Jasper Place here. We had a big fight with them to the point where we were thinking that we needed to get some protection for president, Don McCaskill. I was on that executive because he had been threatened because he was working so much lobbying and stuff. That was a huge one, a huge battle.

Q: Were they trying to privatize the garbage service?

AG: There was a fragment of City Council, actually at the time it was almost the majority of City Council, that thought, because of all the lobbying and pressure that the big companies had done, that thought this was a good idea. It was one councillor's vote, and I think it was Kiniski, the weather guy. Anyway, it was one of the councillors that finally came up with this 50-50 like we'll give half of it to contractors and half of it to the City, as long as the City can keep up, and vice versa. I think it's still like that now. But that was a huge fight. We did a ton of stuff. We brought in an economist from the University of Alberta, Stan Druggie, who did an environmental impact or an economical impact on what it would've been. I believe the booklet was called Beyond the Bottom Line, how City workers helped the City as much as they did and stuff like that. But we weren't scared to do anything; we really weren't. The thing is, we lived and breathed union. We would have our executive meeting, then we'd sit in the parking lot for two hours talking about things, this whole six or seven of us. How do we make things better?

How do we get this done? We lobbied. That's how I got involved with the Edmonton District Labour Council at the time. I was sort of the person that was sent. We hadn't been involved; we hadn't been affiliated with the Labour Council. One day I said, why aren't we? Here's another whole labour movement that I'm certain would help us if we'd just let them know. It was a fight within our union. There's always this one segment – oh no, more dues and you're gonna pay more affiliation – very non-progressive thinkers, always worried about that extra 50 cents that was gonna come off their cheque. And yes you have to be worried and stuff, but it's like taxes. If you don't pay taxes you're not gonna get services, and that's all there was to it. But we finally joined the Labour Council, and I bet we hadn't been a member of the Labour Council for two years before I became president. We saw a need for change, because we were starting to do all kinds of political action stuff. The person that was there was doing some of it but not as much as we needed to. So I got approached and asked to run. It's funny, because I got approached by the private sector more than the public sector to run. They'd seen some of the stuff I'd done with the Political Action Committee of Local 30.

Q: Was Les Steel on that committee?

AG: Les Steel was on that executive as well. Dave Theil, Don McCaskill, Ed Hansen, and a couple of others that didn't get in our way. Some of them tried, but we held the majority in that core group. That core group is the ones that would sit around after the meeting rehashing things. We didn't always agree, but we always came up with what was best for the local, and that's what we tried to push: I don't like the way you're going, but you're right. It's probably gonna work out best for the local. And spending money on education. We were always trying to get our members more educated, because it made sense.

Q: It's a highly centralized union with headquarters in Toronto, right?

AG: Yeah. We had control. As CUPE 30 we had control over our own destiny. We did something that didn't make national very happy. I don't care if they see this or not. We formed a building society. The building society actually owned our building and rented it out to the union. We also bought a second building, which was on 105th Avenue and about 104th Street. It was some old

geologist's place or something, but we bought this little building for \$100,000 or \$80,000 and ended up selling it for \$800,000 many years later, because it's right by the Ice District. It was like the building we owned on 101st. That was prime land at the time, and then we ended up buying. . . My last thing as president of CUPE Local 30 was setting up the purchase of the building they're in now, which unfortunately the Labour Council is no longer there. I just shake my head on some of these decisions, and I guess it's not for me to say because I'm not there. But I'm still a lifetime member. So I still care.

Q: Was AUPE in the Labour Council when you started there?

AG: It was in, and UFCW was in.

Q: The nurses were not?

AG: Nurses were not; Health Sciences were not. The Building Trades were not, except for the Carpenters, and that's where we rented. The carpenters were in at the time because they were under administration.

Q: Talk a bit about your efforts to bring the nurses in.

AG: We're looking around the city, as the executive board of the Labour Council, to see who's around that we can bring in. We need to be bigger. If we're gonna do some of the things we want to do as a labour council and really be a real force to be able to speak for labour, who do we bring in? The two groups we really went after hard were the firefighters, because they were very active, especially during elections and stuff, and the nurses, because healthcare was a big issue and they had started to have a very strong voice. I met with both of them a few times. Heather at the time had no clue how the labour movement worked, because they were apart from it. They were a professional association really is what they were, but they didn't realize the power behind. She says, well what's with all this other stuff: What's the CLC? What's the AFL? So I explained it to her, and it took a long time, that it was like politics. The municipal politics are taken care of by the Labour Council, the provincial politics are taken care of by the Federation of

Labour, and the federal politics are taken care of by the CLC. But we help each other with all of them. I spent a lot of time talking to her and her vice president, Jane, and there was another vice president, Bev. She was very bubbly and very happy all the time, Bev. So with the three of them, every chance I got I would have coffee with them or whatever, and in the meantime, I think Audrey and Les were working on them as well. They were working with their counterparts in other provinces to join the CLC. So once that happened they joined the CLC and then immediately after became part of the AFL and the Labour Council and actually very active. The Firefighters were a different story, because they had broken away from the international. There was this big fight with the international union and the CLC not letting them into the labour movement. My executive, being what it was, said, the hell with that. These guys are one of the most active unions in the city, they want to be part of us. Let's give them a membership and a voice. We moved that motion. I had a phone call from Ken Georgetti the next day telling me I would be, well first of all they had me planning to do a bunch of work out of town and that had all been canceled on me, and that I wasn't a team player. Finally I told them, I said, Ken, blow it up your ass, exactly like that. I hate to say this on video, but Georgetti was an asshole. Why he wouldn't let a union that was as active as them, and knowing that there was talks with the international for the firefighters to go back to them, knowing that and still denying them. I remember Bernie, the CLC regional rep, coming down and trying to slap our wrists and stuff. Right in front of them we voted to accept them, but that's how strong that executive was. But those two unions. And the firefighters, even though they refused to join afterwards when they joined because we had turned them down, I said that's all on Georgetti, not on us. They said, yeah, but you know what, it still hurts us that you had to give us our money back really is what we did. So those were some mistakes along the way that the labour movement made, and I regret those.

Q: There was also a whole thing with the building trades.

AG: Yes. I met with them and met with them. They were so very gracious, but they really had their own thing happening. They brought me down to their convention so I could help talk about joining and stuff. If memory serves me right, the ironworkers did join and there might've been one or two others. But they always worked with us. The Labour Day barbeque, plumbers

and pipefitters had the biggest barbeque going there. They were always there. If we phoned them up and said we needed something, they were there for us. It was like the teachers; we tried to get the teachers onboard. But they couldn't get over their professionalism stigmatism at the time, even though one of them was my old high school principal, the president of the teachers at one point.

Q: Talk about the work you did organizing around municipal politics.

AG: It actually all started with the Political Action Committee at Local 30. We had a strong group of people, that executive: Dave Thiele, McCaskill, myself, all on that as an executive. I was the chair of that Political Action Committee. There was that core group of members that, no we don't get involved in politics, blah blah blah; we piss off our bosses. I said, we can hire our bosses. Oh no, we can't. Yeah, we can. So we worked a lot. We started this process, how do we get people elected, how do we get people interested, our members working on campaigns and stuff. We started interviewing potential candidates, not only potential candidates. The way the City worked was there was a day that everybody had to announce that they were running. We would get that list, and sometimes we'd get it beforehand, depending on who you knew. Betty Lory was wonderful with City Hall; it was funny how much in she had, and liked me. For some reason she liked what I was doing, so this list magically appeared. We'd send out letters or emails at the time, I think it was probably letters at the time, saying, here's a list of questions we'd like to ask you in front of our committee, a chance for you to say why our union, at the time 3,000 members, should vote for you. So that carried on and we interviewed a ton of people. We would let people know how they answered the interview questions. Then we took it a step further because then we would say, well, we recommend that these are the best people that are going to do things that are good for us a workers. So that was what we started doing when we start saying, well we need a bigger group than 3,000 people. We need the 40,000 people that are at the Edmonton District Labour Council. So we did that; we joined the Labour Council. I started talking about the benefits of political action. We formed the two committees, and sometimes we butted heads because for some reason or another somebody wouldn't like one council person. So we had to figure out how to make it work, and we did. I said, first of all we should refer – and I guess I was being selfish, because the City union that's where it affects

the most. Yes it affects everybody whose taxpayers, but this is their livelihood. So if they think this person is good for them, why should we deny them that? I'm still of that belief. If the City unions, and especially now, well they had formed the Coalition of Civic Unions as well, so it was the firefighters, the bus drivers, the City inside workers and the City outside workers. The only ones that weren't there on a fulltime basis was the ambulance workers, and that was because they were fighting with the firefighters all the time back then. I still think they might be. I'm not sure. But they would be in and out and finally we said, to heck with you. Until they went on strike, and then we all helped them.

Q: I remember that process of drafting the questions.

AG: Yeah, we would look at all sorts of things, like if they were incumbents how they voted on past issues. If they weren't incumbents, what was their background? Who was backing them? If the Ghermezians were backing them, did we really want them?

Q: There was a time when there was more flexibility for people to book off and go work campaigns.

AG: Oh absolutely, and we would do that. But it also led to, as Labour Council, because then we started realizing that it wasn't just – and you were a big part of this too – it wasn't just the unions. It was the other groups in town. That's how we started getting involved with May Works in the arts community as well. I'd always been a big supporter of that as getting help to get our message out. I just believed that that was true. I read a lot and used to think, well how did people get their messages out in medieval times? Well they used minstrels, who sang songs and people remembered. I said, why aren't we doing that? My background with the Vietnam and the whole Woodstock thing and all that: how did we protest? We did it by music. How did Crosby, Stills, Nash & Young fight the government with Nixon when he was blowing up his own people? They wrote a song in half an hour and had it published in a week. That kind of stuff. So I thought it was very important. When you came along and offered this wonderful thing you had, when we talked about the artist-in-residence program, I thought, wow this is what I've been

waiting for all my life. It worked; it worked for us, and I still think it still works. We got Maria out of it. We got a few other people out of it: Memi and Robert, the guitar player.

Q: It was interesting to watch the evolution of, say, the nurses.

AG: Being nonpartisan like AUPE said they were until they weren't. It was, it was an evolution. It took time. I had to be very conscious of it as Labour Council president, saying, as a joint unit we're partisan. We're going to vote with this bloc of people, left-leaning, NDP, because in reality the president of the NDP was from the AFL and the provincial treasurer was president of the Labour Council. So we basically controlled the NDP at the time as well. But really who were we going to vote for? Klein? But that was the mentality out there. Even Local 30, there was a lot of people that thought we should be out of politics completely. Yet we were the only CUPE local across Canada that actually had a percentage membership with the NDP. It was on our books for years until we finally said no more, until things changed. But we were paying 10 percent of our membership towards being NDP members. They tried to challenge us in court. We had members that were so against this that took us to the Labour Board over it, as well as--I don't think that part of it got taken to the Labour Board--but our donation to United Way did. So I think somewhere along the line, it was either the courts ruled that the 10 percent, that the donation part of it was fine, because we could assume that 10 percent of our members were supportive of that.

Q: This is quite a contrast to Bill 33 now.

AG: Oh yeah, huge. But we brought that upon ourselves too. Left-leaning people in the government thought they couldn't get elected if they took union money. But it's funny because the right-wing people took business money forever and got elected. But we got scared, for some reason. Who's the first government that passed the 'we won't take any more union or business donations'? Who did it help the most? Businesses are still finding a way to give money.

Q: Let's talk about AUPE, the elephant in the room.

AG: It was a huge elephant, and yet until the very end it was an unnecessary fight. It was a fight caused by, I hate to say it, another union. CAW at the time was the big push behind AUPE starting to raid other locals. What was his name? Hargrave? Hargrove, Buzz. That's right, it was Buzz that took Buff under his arm and convinced him that that was the way to go. Buff and I knew each other for years, and we had some private conversations.

Q: Buff is Dan MacLennan, right?

AG: Buff is Dan MacLennan, right. He was not sold on that was the way to go; but he got pushed. He had a business director at the time who had taken the hospital employees union out of CUPE. I can't even think of his name, but his name was hated by CUPE and by a lot of the labour movement, because he was a stand alone kind of guy. He came out of the health hospital employees union. They used to be CUPE and then became back to CUPE, but they were taken out of CUPE by this guy. This guy became the director under the guy that was the managing guy at AUPE. Hodgson, that's who it was. But I know David Werlin hated him so much that he thought he'd want to put a contract out on him. He asked me, he said, do you have any connections? I said, let's not go there.

Q: Just because you're Italian.

AG: Exactly. Nowadays it would've been, c'mon Dave. But that's how hated he was; but he was part of it. So all of a sudden we're in this battle, and as a labour central it was really strange. I'm a CUPE member, Audrey was a CEP member, and all of a sudden we're caught in this battle that really had nothing to do with the Edmonton District Labour Council or the AFL. But the CLC was dangling the ropes.

Q: Was there also a guy that worked for Klein, Rod Love, who set up that whole thing that the hospital could only have one union?

AG: Right, but that was after; I think that was after. There was a couple of locals that AUPE went after because they went to AUPE is what Dan told me. He said, I didn't actually go after anybody

but if anybody came to my office and said, we don't like the way our union is behaving, will you take us? He said, I wasn't gonna turn them down. That was their answer to everything. So at convention and Audrey and I always gave greetings on behalf of the Labour Council. This happened right in the middle of one of these AUPE raids. We decided we were going to and in our address to them talk about how raiding wasn't a cool thing to do. But of course CUPE's got people outside and they see us going in. I've been called all kinds of names by CUPE reps, because I was a traitor going into their convention. Same with Audrey. Finally I said to them, you weren't there to hear the message we were giving. So shut your mouth and let us try to keep the work going to get everybody together. As a labour central, we need AUPE; as a union, you need AUPE. At the time they were about 25,000 members.

Q: They're over 75,000 now.

AG: Yeah, but that's 17 years later or actually more, 20 some years later, and they've had huge growth. But I think they were paying affiliation of about 25,000, which is another thing the unions like to do, is hide their true numbers. It was funny because the UFCW, and Doug and I were good friends, but it took Doug and I becoming good friends for them to actually pay more than their 4,000 members a month, because they had a ton more than that. I found out afterwards how much more when they started actually paying.

Q: That division still exists to this day.

AG: Yeah, but they also grew big enough. Once that happened, then they had the runoff votes, which CUPE lost. So they gained all those other numbers. So all of a sudden they went from maybe 25,000 or 30,000 to 40,000 or 45,000, and they had money. They could run their own show. They still had the CAWs of the world supporting them and the Teachers Association and at the time I think the nurses as well, because the nurses weren't part of the Labour Union, yet supporting. If they needed some support during a strike they had it, and the rest of the labour movement always came in and supported them anyway. What do you do? You're a labour council. Somebody's on strike; you're not going to go and support the workers on strike? You have to. But did they pay their fair share? No, at the end of the day, and I think that was part of

when globally across Canada anyway that unions became more of a business than a union, which was sad. It all became about what can you do for me and how much money are we going to make? We see it now. CUPE National, CAW, Unifor. Unifor is still out of the CLC, right? Or are they back in? . . . It was like a few years ago the co-op strike in Regina. All of a sudden there's a rally. Who's there helping Unifor? President of CUPE, president of CLC, they were all there helping Unifor. Sometimes leading is putting your pride aside and doing the right things, and some leaders haven't figured that out yet. I hate to say this on camera, but I'm 70 years old and I don't give a shit anymore. But really some of these leaders should've just had a V8, as the commercial goes.

Q: People talked to each other. You were always talking to Audrey at the Fed.

AG: Always. Almost to the point where we felt obnoxious. We wouldn't do things without consulting each other. One of the things was the booklet that the EDLC did, the leaflet that we got out to every high school in Edmonton and surrounding area about knowing your rights at work. That would've never happened without the help of Audrey. Then getting the school board onside was incredible, because we got the school board to actually print the leaflets for us and come out with a joint statement saying this is good; we'd like this in our curriculum. There hasn't been any follow up on that. Why isn't that leaflet or that knowledge part of the curriculum now? Still kids are getting exploited at work. So why aren't we doing it, especially with the government here, the UCP? I say the UCP, but it's no different in Regina with the Saskatchewan Party or the Conservatives that were in Manitoba or the Conservatives or Liberals that were in New Brunswick where I lived as well. But it's those types of things that they're not taking on anymore that they need to.

Q: Let's talk about the healthcare campaign, Bill 11.

AG: I think the unions kind of led the charge on that, but I think the general public was what pushed us. They finally caught on that this wasn't a good thing for anybody. When you can fill the Coliseum up with the general public, not just union members, I think it woke a lot of people up. We were very good at being able to get the names to help us. Getting Kiefer Sutherland in

was huge. Having the Banner group here, lucky as we were that they were here during that time, writing the healthcare song and performing every night. That was huge.

Q: What was Klein trying to do to the healthcare system?

AG: The way I saw it is what he was trying to do was make it so that there would be a definite two-tier system. There was not going to be a public healthcare system that was totally funded. It was going to be minimally funded but a private healthcare system that would use government money on top of individual money to go miles and miles ahead, because that's how they thought the better health system would work. And you still get it today. You get people with money saying, if I can go to the States and get something done at the Mayo Clinic, why wouldn't I? I'm saying, go ahead, go to the States but don't expect Canadians to pay for it. That's not the way our system is designed. We are supposed to have a universal healthcare system that's fair to all. Do I think sometimes the doctors have hijacked our system? Yeah. I truly believe that, as much as I respect doctors and stuff. I think they've made it impossible on how the system works now, the surgeons especially. There used to be a time when if you were sick you had a family doctor and he was in charge of your health plan, your health to recovery. You would go to a hospital; he'd be there. He'd tell you you're getting an operation with this surgeon, but he would look after your general health period while you were there. Now you go to a hospital and you only get admitted if a surgeon has a bed and you need an operation. They don't care about anything except that broken foot or that hip replacement. They don't care that you've got thrush in your mouth because of all the antibiotics they put you on. But those little things are the things that make up general health. So they've changed that whole system and made it such a bureaucracy, and then the fact that there's doctors in this country that are still janitors. It's ridiculous. People that are trained as doctors in their own right and can't be allowed to practise because the Medical Association won't let them in – that's bullshit. So Klein puts this bill forward that's going to do this and the public say, whoa, hold on. The NDP had a lot to do with it. Raj Pannu was a one-man show basically at the time. I don't think Brian Mason had been elected yet, I think it was just Raj. He really raised the alarm. The nice part about it was he was a respected person. People didn't think he was a left-wing nutcase like Pam was. Well that's the reality of it. Raj actually had some credentials behind him and knew he could bring forth a topic.

He'd never shut up either, but. . . So people respected that, and when he started raising that alarm, the public and the labour movement. . . Did we have Friends of Medicare, or is that when Friends of Medicare started?

Q: It was just getting started.

AG: Yeah. So the nurses were already starting to get active and get labour's attention as well. They were actually inviting us, and that was part of getting them affiliated is they started inviting us to the Friends of Medicare, the Labour Council and the AFL. All of a sudden you became part of that and you would be able to say, well we can help with this, we've got some money for this, or we've got some people who can help with this rally, or whatever it is they were doing, using some of the research people we had at the Fed as well writing some things. Selby wrote some great little leaflets that were incredible.

Q: I remember those two rallies coming very much out of the Fed.

AG: Oh yeah, definitely. The Fed, through CLC affiliation and stuff, we were able to put that one huge rally at the Coliseum up for sure, then every night in front of the Leg building. You saw it on TV, you thought Alberta was burning really, that the people in Alberta were really pissed.

Q: Were you there that first day when everybody ran into the building?

AG: Yep. It was something. First of all, it changed the security ever after at the Legislature.

Q: Describe what happened.

AG: Well a few folks decided that being outside wasn't good enough, that we weren't being heard. It was just like we don't care if we get arrested, we don't care what the outcome is, we're going in and we're gonna be heard. They took a very few brave souls, and I think Scot was one of them, but a few other people that led the charge. Then people just followed; that's the way it is. Once you've started something like that, there's no stopping it. You're not gonna stop 500

people or 300 people or however many people there are from going into the building. I remember during the laundry strike in Calgary Dave Werlin and Mutton, who was the regional director for CUPE at the time, were in front of some health facility going around. Terry says with a megaphone, we've had enough; we're gonna storm the building. So we're walking around and he didn't realize what he had said. I said, now what are you gonna do? I said, you've got a bunch of seniors in that building who are gonna be scared shitless when you storm it. I said to him, Terry, here's what you do. They get to the front doors and you stop and say, we've proven our point that we can go in; we don't wanna scare the people inside. So there's ways to stop it, but sometimes there isn't. If somebody had said, screw you Terry, we're going in; you said go in, we're going in. But that's what happened at the Leg. People were that angry and they wanted to be heard, they wanted to be noticed, and I think they wanted the publicity. The more outrageous things you did at the time, the more the news covered. It was just like anything else. That 15 second sound byte could turn into a 15 minute event on a news show, not only in Alberta but across the country. We needed the rest of the country to wake up and know what Alberta was doing to our healthcare system.

Q: The American medical companies could argue that they could do it.

AG: Absolutely, and that was a big fear for sure. That's why we fought NAFTA as a labour movement. That was part of it. My one big involvement in that was I was actually hired by – this is before I was president of the Labour Council – I was hired by the Fed to organize, first of all speaking for the Fed on NAFTA, and then for the labour movement as a whole. CUPE paid for half my wages and the Fed paid for the other half, and we organized the trek from Edmonton to Calgary, the anti-NAFTA trek. We met people from Calgary at Crossfield and then carried on from there. We had a whole couple of hundred vehicles anyway travelling down the Queen E until we got to Crossfield, and there were 500 vehicles going into Calgary on that.

Q: I remember an anti-NAFTA parade in Edmonton that Memi von Gaza had designed things for.

AG: That was it. We had used Memi; I think she did this big-balloon type thing. I think we got her from Barb Byers, because Barb Beyers had used Miss Piggy in Saskatchewan. That's where

we got the idea to use Memi here. That's how the labour movement works. We share ideas; sometimes they're good and sometimes not so good. But we shared them.

Q: I can remember seeing the people go up the steps into the building, and then every night for ten nights until the bill was defeated.

AG: Oh yeah, it was not gonna end until that bill was defeated. Thank god it was. Could you imagine our lives now with Bill 11? Yeah, we did some good things. I think it's gonna have to happen again with this UCP party, because they're heading down a very dangerous road. I live in Manitoba with an NDP government; we'll see how that goes.

Q: There were some big strikes during that time.

AG: If I want to go back to the very first strike that I dealt with as president of the Labour Council, I'd only been president for two or three weeks, and I got a phone call about the laundry workers strike in Calgary. So I called an emergency meeting of the executive and said, I think we need to be there; this is big.

Q: Why was it big?

AG: It was big because of a couple of things. Ralph Klein was picking on this small group of women to prove a point that we could privatize services in hospitals. It was a start, but his philosophy was privatize everything. Then he ends up shutting the whole hospital down. Picking on a couple of hundred women was just wrong. Everybody realized that this wasn't what was causing the healthcare system to fall. It was just Klein being a bully. The labour movement said, enough, we're not going to let you do it. Klein had the backings of the big laundry machine, whatever the brothers were, I forget now.

Q: K-Bro?

AG: Yeah them. So all of a sudden this became bigger than anybody thought. I think Klein thought, oh it's just a bunch of laundry workers and nobody's going to care. All of a sudden he had a fight on his hands. It wasn't just CUPE, Local 40 I believe; it wasn't just them. It was the labour movement as a whole. AUPE was involved, NUPGE was involved. I remember the president of NUPGE coming down for that, and CAW and CEP and all the major heads of unions came down for that strike. When I phoned the Labour Council executive to get together and talk about this, they'd just passed a motion saying, go down there for as long as you need to; we'll cover the expenses. I did. I spent two weeks, at first not knowing exactly what I was going to do. But I finally got a hold of Gord Christie, the president of the Labour Council in Calgary, and said, I'm here to help any way I can. He says, well come on over. We sat down and worked on the things that we could do in coordination with CUPE. CUPE, Dave was the regional director I think at that time, so he would say, you know, I'm gonna need a hand with this or a hand with that. We would coordinate buses so the people could meet, and huge rallies at different healthcare centers and stuff. That was a big strike.

Q: Were you busing people to the rallies?

AG: We were busing people to the rallies. We were busing the workers so they could meet each other. We would get to these rallies and they wanted to see the hospital workers, the laundry workers. So we would sit on these buses and we would always plan a meal for the end of the day for everybody. I remember one day they said, is it gonna be hotdogs again? I said, no, tonight it's Italian. They said, Italian? I said, yeah we're gonna have a hotta dogs. And they'd just howl. Those are little private moments that helped make the day go by. Then it was over.

Q: How was it settled?

AG: I'm not sure it ever really was. They closed the hospital down and blew it up. So there was nothing left really of the local. But it was all a continuation or the start of getting to Bill 11. When it was over we got Bill 11.

Q: I remember the Herald strike.

AG: Yes, the Herald strike. We organized buses, we went down there and we took on the United Way that year because of the Herald strike. I remember we were having the Jim Shewchuk awards. Perry was the United Way coordinator. I phoned him up and said, I'm gonna talk about this strike. I know you're not gonna be happy with me, but I'm gonna tell the United Way that they can't just turn their heads and hide in the sand over this. When you've got a guy like Conrad Black telling us we're a cankerous sore, which is the exact words he used, you can't. We're gonna have to tell him that we're gonna be diverting our money away from United Way to strike support. So I phoned Jim Selby up and I said, I need you to write me a speech. I'm not a speechwriter. I can deliver a pretty decent one, but I'm not a speechwriter. So Jim said, what do you wanna say? I told him, I said, I wanna say that the United Way, as much as we value our relationship, can't just turn a blind eye and remain silent when people are calling us cankerous sores and hurting workers. We give a ton of money to both United Ways. So that night I was nervous as hell because nobody had ever done it, and Jim Shewchuk thought it was supposed to be a happy thing, rah rah rah. All of a sudden I'm giving this speech and looking right at the president of United Way and the chair and I'm saying to them, I'm not saying that our relationship will end, but it's strained right now. If we have to choose between giving money to United Way, which we believe is a good thing, and supporting workers who are on strike and losing their jobs, we're gonna chose the workers every time. I had a standing ovation, and I think it's the only standing ovation I've ever had. But it got the message across. All of a sudden it was, okay, what can we do? Not that they did a lot, but they didn't turn a blind eye. They realized that there was a strike and they talked about the positive things the labour movement was doing. It wasn't often. They were good to take our money, but talking about the good things we did, unless they were grabbing a cheque, it wasn't always there. So it changed that relationship a bit. That strike was because Conrad Black was just a ruthless bastard. I remember taking those buses down to big rallies. I remember people got arrested, getting a little bit out of hand. I was almost one of them. Unfortunately, I was sitting there and we were stopping a vehicle and a guy pulls in as a scab going across. As I'm looking up at him, I'm still kicking his shins underneath. The guy says, I'm a cop; I could arrest you for this. So I stopped kicking his shins. Then we had to get Dan Comrie out of trouble because he was totally. . .

Q: And Don Macneil.

AG: Donny Macneil as well, yes, from CEP. There were a few. But tempers were high. They were picking on, I think the difference too, and I hate to say this, but they could vocalize their plight better than the Gainers workers could or better than the laundry workers could. And they did. So it really brought people together. I hate to put class distinction on it, but that was the reality. These were accomplished writers. They set up their own website; they did all sorts of things to set up their own paper. Climenhaga was one of them.

Q: Its interesting how that forged him into someone who then went into communications in AUPE.

AG: Yes, and an activist as well.

Q: A-Channel was in there somewhere too.

AG: A-Channel. They were on the fringe. I went and walked their picket lines a few times and gave them some support, but they didn't really ask for an awful lot until the end. But we were there for them as the Labour Council. There was a theatre group, IATSE, was on strike, the projectionists. I remember being at a theatre on the south side and we were picketing. I actually had my two dogs with me. But Billy Ranford, who was a goalie for the Oilers, was gonna cross the picket line. We had just supported the hockey team that was on strike, because it was during the strike year. We'd supported them as a labour movement. He was actually the players' rep from the Oilers. I said to him, because I recognized him, I said, what are you doing? He said, oh, I just wanna take my girlfriend to a movie. I said, there's a theatre three blocks away. He said, well we wanna go to this one. I said, well you shouldn't. He said, get out of my way. He was ready to swing and I said, go ahead and take a swing; I know how much you make. He looked at me and then they just walked away. But I shouldn't have had to do that. This is a guy that's supposed to be a player. It just goes to show the difference between their supposed strike and our strikes which are rooting for regular working people and not millionaires who can afford to be on strike for a year because they've already got \$5 million in the bank.

Q: I just want to touch on the strikes with Shaw.

AG: Shaw was very interesting, because there were many facets of that. First of all, that strike, the night before it started: I would sometimes get asked to go into negotiations with the unions just as a figurehead, president of the Labour Council supporting. Doug had phoned me up and said, you wanna come? I sat in on three or four of their negotiations. It wasn't going well. Doug says, we're gonna go out in the morning. This is about 1 o'clock in the morning. I said, do you want me to make a call and see if we can stop this right off? We phoned Bill Smith at home. He was the mayor of Edmonton at the time. So I phoned Bill, woke his wife up, woke him up. He said, Alex, what are you doing? It's 1 o'clock in the morning. I said, we're still in negotiations and we're trying to stop the strike. I said, this guy from EDE, Allan, I think his name was, is not budging. He's dead set on not having a union and they're going to end up with a union, whether it's now or a year from now. They're going to end up with a union. We're not giving up on them. I said, can you come and talk to them? He said, give me a half hour and I'll be there. So he comes down and spends two hours with this guy, comes back to me and says, Alex, he won't budge and I can't make him budge. It's a board thing, and there were rules involved and political stuff. So they couldn't make him get off this no union stuff. So that's how the strike got started, with that and with the mayor of Edmonton having a little bit of knowledge. So Doug says, well ultimately they're responsible. They set up this board; they should get rid of this board. But it's not really that easy to get rid of those types of boards. So we had to go through a whole rigamarole. But that whole strike, seven months of it, I have to give kudos to UFCW and Doug O'Halloran. He treated those workers with dignity and respect. He took them under his wing and protected them as much as he possibly could, even to the point of almost getting arrested one day when some idiot tried to run them over on the picket line. I then had to step in and get in Doug's way before he killed a guy. But I didn't know how to do that without offending Doug. I still have that clip somewhere, the newsclip, because Bev helped in Lethbridge and all of a sudden I'm on the news. The story was the police were looking for two union leaders reported in some sort of hassle at the Shaw Conference Centre. There's Doug grabbing this guy and you can see the glass buckling as he pushed him into this guy, then me stepping in between him and Doug and getting in his face. I can't just say, Doug. get out of the way, because that would really

piss him off, but I got in the guy's face and started yelling at him. I said, you wouldn't want anybody to do this to your family; so we don't expect you to do it to ours. Doug was very protective but he was also very meticulous in the way he went about things. He started building a PR campaign. Instead of picketing a lot in front of the Convention Centre, he'd set up barbeques for the homeless. He did it at City Hall. At one point he did it at City Hall and left grease marks under the barbeque on those nice shiny bricks that were there. He actually hired someone to come and clean it up. He said, tell Betty, who was in charge of the whole City Hall, that I will pay to have that done. Tell them if they need to be replaced, tell them I will pay for that. There was a hotdog dealer, like a wagon or bus, who had a business and was there whenever he had a barbeque, and the hotdogs were free at Doug's. So Doug asked him what he makes in a day, and Doug paid him. These are little things that don't get noticed, but when you accumulate them they make a big difference in how people perceive you and how the strike is perceived. We weren't there to put anybody out of work. All we wanted was these guys to have a collective agreement where they were treated fairly at work. A lot of them were immigrants, and they should've had that opportunity and they didn't. They were all part-time workers and were getting nothing. The fact that UFCW did this for seven months, they spent millions. I'll bet you at least \$2 million on that strike.

Q: It was very much a workforce of colour.

AG: Oh it was. I remember the billboards of Gabriel. He was the dark skinned person that was on strike with us and one of supporters. There was a billboard saying he shouldn't be called this name. I forget the whole gist of it. But we took the fight to City Hall. Doug said to me, okay you're sort of inside the Civic Workers Association of unions. And Dave Loken was the liaison on that. So he said, can you get me to their meeting? So he came and said, can I be a member? He said, EDE is an extension of City Hall. So the committee decided, yeah, we'll let UFCW in. So then we started as a group lobbying City Council. Dave did a ton of work getting into EDE, having a council person get into EDE and to, I wanna say his name was something Allan anyway, but whoever the guy was in charge of EDE. What it took finally at the end, along with all the lobbying that we did – we went to City Hall, we caused a ruckus one night in City Hall, which isn't allowed. But Betty said to me, because it was you and I knew it wouldn't get out of hand, I

didn't call security on you. Which was nice, but really we did go in and we were respectful but we made enough noise to disrupt council and let them know that we were there and if they came out we grouped around each one of them and said, what are you doing about this strike? I remember one of the UFCW reps confronting Bill Smith, and I can still see it in my head. As Bill's walking to his office the UFCW yells at Bill, that's right Bill, walk away, that's all you know how to do. Bill turns around and says, you don't know what you're talking about. If you knew what I was trying to do for you guys, you wouldn't have said that. He was right. He had done a ton of work. Truly he was more on our side than EDE's side. People don't know that about Bill. He was certainly full business, but not on this strike. Him and Doug developed a pretty decent professional relationship. The thing about the Shaw strike too was that it was a big PR campaign from the get-go. We knew that eventually the Grey Cup was coming to town, and that's how it all ended. We had planned a big rally for the Grey Cup awards night, the Thursday night. We were not going to let anybody in. UFCW had gone to a whole ton of expense. Well not just UFCW, but a few other unions, had rented a bunch of vehicles. I don't know the technicalities, because I'm not a mechanical kind of guy, but apparently there's something you can do to a rental vehicle that will basically shut her right down, and you can't do anything. So they had figured all this out. The Convention Centre is on a hill and there's only so many different ways to get to it. So they were going to shut down the hills and shut down the parkades so people couldn't get there. We had all this planned. We had probably the most coordinated plan. We had all the unions, the building trades, everybody going through the Labour Council to make this rally happen. We had planned this for a couple of months now. The day of the Grey Cup awards night, I got a call at 3:30 when we were going to just start mobilizing everybody saying, the deal's done. We can go into how that deal got there. Doug did some very innovative things. He voted the contract before it was-- he wrote the contract with the lawyer and went back to EDE and said, this is the contract you're going to end up signing; it's already ratified by our members. So he ratified the contract, had a vote with the Labour Board present. Unheard of. And really the contract that he got at the end of seven months was the basic same contract that we could've had that night that Bill Smith came to try to get it. So it was just one stubborn group of people that were just so tied up, and all it was was being anti-union. It wasn't anything else. It was just we can't have a union; we're not gonna have a union; we don't believe in unions. Their lawyer was like that. There were a few incidents that happened that didn't put

their lawyer in good light. He phoned up one day to set up something and forgot to shut the phone off, his cell phone. Doug happened to overhear. So Doug said, grab me a pad of paper. For two hours Doug took notes. When we went to the Labour Board for unfair labour practises or not bargaining in good faith, Doug brings out these notes. This was a two-hour conversation. You left your phone on; so you gave us access to it. You phoned me; I didn't phone you. We weren't taping you. I took notes. I didn't actually get a tape recorder and tape you, but here's exactly what you said. Things on how they were going to break down bargaining that night and that big fat guy over talking about me or Doug, sitting over there, we're gonna ignore him for a while because he doesn't know what he's talking about, blah blah blah. We're gonna go here and we're gonna go there; we're not gonna give an inch. So they talked about bargaining in bad faith really. So that helped us a lot. John Carpenter was the lawyer and he just shredded them at the Labour Board meticulously.

[END]