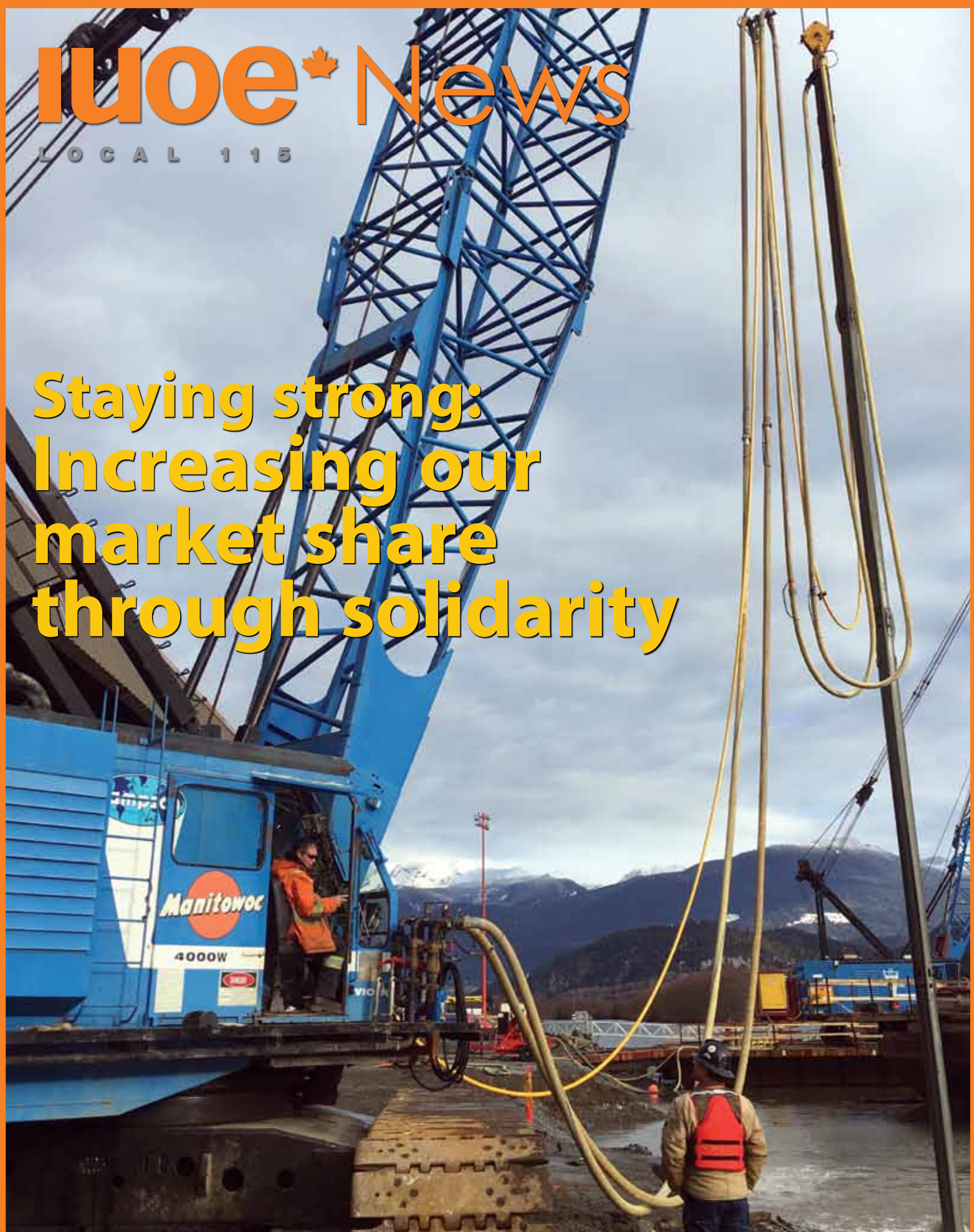


iuoe[★] News

LOCAL 115

Staying strong:
Increasing our
market share
through solidarity



IUOE News is the official publication of the International Union of Operating Engineers Local 115.

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Brother Rob Arnott operating a Manitowoc 4000w for Geopac at the Squamish Terminal dock replacement project.

Photo by Brother Frank Carr

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Brian Cochran,
Business Manager

Local 115 holds BC Hydro, Government accountable on Site C job promises

As we celebrated the 85th anniversary of our Charter, granted on February 19, 1931, the importance of unions protecting workers in this day and age has never been clearer.

Over the last few months, we saw some big wins for our local including the new federal Liberal Government moving towards repealing Bill C-377. This anti-worker piece of legislation designed by union-busting Conservatives was set to take effect December 31st.

Local 115 worked tirelessly alongside OE Locals from coast to coast and other unions in Canada to lobby the previous federal government not to go forward with the bill. IUOE General President James T. Callahan was unwavering in his commitment to Canadian Locals to support both a change of government and extensive lobbying efforts required to get rid of this anti-union piece of legislation.

As a result of collective action, our new Federal Minister of Employment, Workforce Development and Labour, the Honourable MaryAnn Mihychuk tabled legislation on January 28th to repeal both Bill C-377 and C-525. Bill C-525 was designed to make it more difficult for non-union workers to organize a union.

Provincially, IUOE Local 115 continues to hold the BC government accountable on promises of hiring BC workers first. We were disappointed the \$1.75 billion contract for the Site C dam's main civil works was awarded to Peace River Hydro Partners, a CLAC affiliated consortium that excludes any BC Building Trades affiliated unions. BC Hydro has rejected any Project Labour Agreement (PLA) proposed by BC Building Trades, and that makes our Union and others concerned the promised jobs could go to temporary foreign workers.

At a time when the provincial government keeps talking about BC jobs first, they haven't done a very good job at making it a priority especially when BC's largest infrastructure project in history falls completely under their control! BC Hydro spokesperson David Conway said to CKNW he can't even guarantee work will go to BC tradespeople because the consortium companies already have existing project agreements with Alberta and Saskatchewan—and possibly other areas.

The BC Building Trades unions put out several news releases expressing our displeasure and received great media coverage. BC's Energy Minister, Bill Bennett, then came out publicly saying our push to have BC workers build a \$9 billion project paid for by BC taxpayers was just "sour grapes." I corrected that comment with a letter to the editor published in the Vancouver Sun on Christmas Eve. (See page 3)

But, as Michael Smyth said on a talk show with CKNW in January, the BC Liberals are vulnerable to bad press if they don't start giving Site C jobs to BC workers, especially with just over a year before the next provincial election: "if... the unions start to win that public relations war and voters start to say 'oh, we're getting jammed on this and all the jobs are going to foreigners,' that could tilt the scales against the Liberals."

We plan to keep pushing on this until the workforce on Site C is 100 percent BC workers. We will not settle for 60-75 percent, the amount of BC workers Bennett claims are currently on the site.

Meanwhile, the Kinder Morgan pipeline expansion hit a major bump early in January. The BC Liberal Government came out against the project because it hadn't fulfilled two of five conditions laid out by the province. In contrast, Alberta's NDP Premier Rachel Notley is trying hard to get this project moving forward and both BC's NDP and Liberals have been opposed. With the current pressure on oil prices, it is not only important for Alberta but for all Canadians to find a way to move our energy to market, and pipelines are the safest and most economical way to do that. As negotiations continue, we will be ensuring the importance of these jobs to Operating Engineers is heard on all levels of government regardless of political stripe. 2016 is a big year for negotiations, and we are currently in bargaining for Utility/Roadbuilding, Paving and all of our Heavy Construction and Crane Rental agreements tied to the CLR bargaining process. Low oil and energy prices are no doubt going to have an impact on all of those negotiations as the economy takes a breather. I want to thank all of our members and negotiating committees who devote their time and energy to the process; on behalf of the entire membership—we couldn't do it without you!

Provincially, IUOE Local 115 continues to hold the BC government accountable on promises of hiring BC workers first.

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2016 will also be a year where the Local will be re-energizing the delivery of the Construction Organizing Membership Education Training (C.O.M.E.T.) program throughout the province. I encourage all of our membership to take the time to attend when it comes to your community. Getting engaged in the discussion on the importance of organizing, and how our collective efforts impact the livelihood of Operating Engineers is important for the future and growth of your Union.

I want to say how proud I am of our membership and the good work we do in communities across BC. Just before the end of the year, the Local's executive and staff managed to

come up with a considerable donation to the Share Society Tri-Cities Foodbank. Likewise, our annual participation in the Variety Show of Hearts Telethon proves how dedicated our members are not only to improving labour conditions, but also the lives of everyone around us.

I will conclude by wishing a happy and long retirement to two Business Representatives and Executive Board members: District 1 Representative Craig McIntosh and District 5 Representative Mike Spiruda. Both have been dedicated union representatives and their contributions to our organizing and continued success will be missed by the executive and membership. 🍁

Local members deckhand training



Deckhand class practicing their cable splicing.



Deckhand class receiving some rigging training.



Deckhand class visiting Fraser River Pile Driving. Special thanks to Brother Rick Anderson (2nd from the left) for overseeing the day of training in their yard.



L-R: Brothers Gordon Lindberg (instructor), Ken Knezetic, Gordon Newby, Sister Shauna Bruce, Daniel Stewart, Artem Safronov, Jonathan Klassen and Grant Washington (instructor).

Hire locals for Site C construction

Re: Bennett responds to claim BC workers getting short end of Site C hiring, Dec. 22

As we head into Christmas, BC workers have been given a lump of coal from the Liberal government. Instead of a commitment to hiring locally for the first large dam built in BC since 1984, BC Hydro spokesman David Conway stated this week BC workers can't count on jobs from the biggest Site C contract.

BC Energy Minister Bill Bennett then said our concerns were simply "sour grapes." The Building Trades make no apologies for lobbying to protect the interests of British Columbians.

We do not think it's enough on a \$9-billion project to simply "hope" BC workers can find opportunities, or claim "lots and lots" of British Columbians will work on the site. It's also not enough to say job fairs will be held to "try" to attract local workers. British Columbians need concrete assurances the jobs will go to our people.

The goal of 60-per cent local workers on a giant project where the Liberal government has complete control speaks to the obvious: either they don't really care about the BC workforce, or the structures they use for maximizing values are broken.

So no, Bill Bennett, it's not sour grapes — it's simply good policy to put British Columbians to work before anyone else.

BRIAN COCHRANE
Business Manager, IUOE Local 115

Published in the Vancouver Sun, December 24, 2015

IUOE Local 115 on Twitter: Be a part of it!

In December, IUOE Local 115 began using Twitter to inform members, the media and BC communities exactly how our Union is advocating for BC workers.

Social media has become an important organizing and advocacy tool. For that reason, we're asking everyone who has a Twitter account to follow @iuoe115, as well as our other account, @jobsfornorthBC. That account is connected to our campaign website, Jobs for Northern BC.

One of the main objectives for our Twitter accounts is to put pressure on the Provincial Government to keep their promise of putting BC workers first in line for Site C work. Energy Minister Bill Bennett and BC Hydro have now publicly stated they can't guarantee project work will go to local trades people—something we think is disgraceful.

Help us keep up the pressure. When you see a tweet, like the one to the right, please retweet it.

The tweet below went directly to the energy minister's account (@KootenayBill). Imagine if just half of IUOE Local 115 members retweeted this—that would be over 5000 people telling Bill Bennet they want BC workers on Site C!

Likewise, check out Twitter and our website for the latest from the Union. News releases and articles you see in IUOE News will be posted on the website so you can stay up to date on how your Union is working for you. 🍁



IUOE Local 115 @iuoe115 • 23 Dec 2015
BC Building Trades challenge claims by @KootenayBill "lots" of BC jobs will be created at #SiteC project. bit.ly/1Oja4K7

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Solidarity helps us stay strong in a rough economy

Brian Lefebvre,
Assistant Business Manager

It has been a rocky start to 2016 with the low price of oil and gas, our sinking Canadian dollar and the sputtering economy painting a less than rosy economic picture for the country as a whole. Additionally, news broke in late December the civil works contract for the Site C dam project was awarded to a consortium of companies calling themselves Peace River Hydro Partners. The consortium is CLAC affiliated and one of the partner companies, PetroWest, had to seek significant debt relief from its lenders shortly after the contract was officially awarded. All of this coupled with a busy bargaining year means member engagement is as important now as ever.

I challenge you in the next few months to reach out to a handful of people you know who aren't union members, and tell them about the benefits unions offer.

Of course, being a union member isn't just about collective agreements. Being a member of Local 115 is about honouring the Brothers and Sisters who have come before you, those who fought hard for the working conditions and benefits we all enjoy today. The reality is those benefits we enjoy as IUOE Local 115 members are rare. Most people in today's economic climate don't have pension plans, and if they do, their contributions are a mere fraction of what our Members receive through Employer contributions.

It's hard to turn on the news without seeing more workers laid off in all sectors of our economy. For that reason, in this time of economic turbulence, solidarity and union activism is imperative. We need to stand strong on our values and increase our market share so more work opportunities come our way. To increase our market share and get more work for every member of Local 115, we need to unionize as much of the workforce as we can. I challenge you in the next few months to reach out to a handful of people you know who aren't union members, and tell them about the benefits unions offer. If you are working on a non-unionized site, call in and let our Business Reps and Organizers know who you are working for and where the jobsite is located. Stay in contact, attend Union meetings to stay up to date and share what is

happening in your District and the province. You are our best advocates in the field.

Increasing market share and member engagement are some of the reasons we are reintroducing the C.O.M.E.T course. Business Representative Brother Josh Towsley has taken the lead in redesigning the course which had been taught to our membership in the past. Delivered as a short seminar, C.O.M.E.T. is a strong and engaging mix of the history of trade unions in our province, Local 115's history, the ups and downs of union market share, as well as an outline of how members can help boost our union in the workplace—and beyond. The course will be making its way around the districts, and I urge every one of my Local 115 Brothers and Sisters to attend.

IUOE Local 115 is always looking for ways to make it easier for you to be a part of our campaigns. For this reason, we have introduced an official Twitter account. Moving into social media allows us to stay connected with you better. Please follow and retweet/share our posts, especially those highlighting our campaigns to make sure Site C work goes to First Nations and BC workers first. The Union and you, the Members who give us our strength, need to keep up the pressure on government and BC Hydro, and using social media can help us get our message heard. 🍁



COMET participants listen intently to Brother Josh Towsley explaining what the course is all about. (see page 18 for details)



Wayne E. Mills,
President

Work picture in BC optimistic despite low dollar, resource prices

Happy New Year Brothers and Sisters and welcome to 2016. 2015 was an interesting and event-filled year.

Federally we saw an anti-union, anti-middle class Conservative Government removed from power to be replaced by a more centre-of-the-road progressive Liberal Government in its place. Prime Minister Justin Trudeau ended 2015 by following through on a number of his election platform promises—or at least starting the process of doing so.

One of the most important changes from the Trudeau Government came at the end of January. Minister of Labour MaryAnn Mihychuk announced on January 28th the Liberal Government had introduced legislation to move forward on repealing both Bill C-377 and Bill C-525. At the end of 2015, the Liberal Government also waived reporting requirements of C-377 set to take effect at the end of December.

2015 brought other news of note: BC's largest private sector construction job done to date in this province, the Kitimat Modernization Project, concluded. The project employed Building Trades workers under a Project Labour Agreement.

Then there was the Site C dam project: at \$9 billion, this will be the largest publicly funded project in the history of our province. The first phase has been awarded to non-union contractors and workers. In fact, there is still no guarantee from the government or BC Hydro that jobs will go to BC workers—or even Canadians for that matter.

With the prices of coal, gas and oil continuing to plummet, creating a chill effect on BC mines in addition to oil and gas development, Hydro's lack of commitment to BC workers on this huge project is even more of a shock.

Business Representatives Brothers Mike Spiruda in Fort St. John and Craig McIntosh in Burnaby have both decided to retire. Congratulations Brothers, you have worked hard and now is the time to relax, embrace downtime and enjoy your pension. Brother Andrew Hamilton has moved from being an organizer in the Prince George office to Fort St. John to take on Brother Spiruda's responsibilities. Additionally, here in the Burnaby office, Brother Josh Towsley came on staff this fall as a Business Representative. Both Andrew and Josh are hard-working, knowledgeable and conscientious Local 115 members and I have no doubt they will do very well within our organization.

Looking forward into 2016, there are a number of things on the horizon. In early January, through the Bargaining Council of BC Building Trades Unions (BCBCBTU), we started bargaining with Construction Labour Relations (CLR) for the Heavy Industrial, Commercial Institutional, Steel Erection and Crane Rental. With the state of BC, Canada and the world economies, only time will tell whether this is the best time to be in bargaining. However, I remain optimistic for the future of the energy sector in BC.

To make that a reality, your Union needs your help. We're working hard to turn the Site C project around, and Brother Hamilton at the new office in Fort St. John is at the forefront of this. Give him a call at 250-785-2746 and lend him a hand in making sure we get our workers on that job.

While we continue to hold Premier Christy Clark accountable on her promise to put BC workers first on Site C, the Union is also keeping an eye on the Kinder Morgan pipeline twinning project. The \$7 billion expansion from Alberta to Burnaby is currently going through the National Energy Board public hearings with final recommendations on the project expected by the end of May. The BC Liberal Government has said they cannot support the expansion because it has not met all five conditions for shipping heavy oil. Spill response was at the forefront of that decision; however Kinder Morgan still has time to make adjustments to meet BC's conditions.

Meanwhile, we're still waiting for Liquefied Natural Gas (LNG) projects to actually come to fruition. Several are currently on the books, but two bigger ones in particular look promising: Pacific NorthWest LNG near Prince Rupert and LNG Canada in Kitimat. LNG Canada was the first in the province to receive a facility permit from the BC Oil and Gas Commission on January 5th. This puts it slightly ahead of Pacific NorthWest. These two projects alone would create thousands of construction jobs over a five-year period with an investment of over \$80 billion.

Disappointingly, in their rush to court LNG business, our provincial government never stipulated to have BC workers exclusively build these projects. Therefore, these big jobs could go to temporary foreign workers, but your Union along

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with the BC Building Trades are working hard to make sure this isn't the case.

My worry is low oil prices and world glut could potentially impact LNG plants in BC. There is huge uncertainty on the stability of oil prices. January started off with West Texas sweet crude at \$33.00 a barrel and Canadian heavy oil (from the oil sands) trading for under \$17.00 USD per barrel. The oil surplus capacity right now actually isn't that large, but prices are impacted by even a small change in the production stream.

Should conditions on the Gulf Coast or in the Middle East change, the price of oil could climb quickly. I doubt we would see it rise over \$100.00 per barrel any time soon—but the oil sands and gas development could be reignited if oil reaches the \$70.00 range again.

Overall, even with uncertainty in oil prices and lack of government commitment on large projects, we are still optimistic for the work picture in BC. Many of the upcoming projects will take time to get off the ground once a final investment decision is made. In the meantime, as we fight together to make sure IUOE Local 115 members are working on the largescale projects I have outlined above, take care Brothers and Sisters. Work and play safe. 🍁



Day of Mourning

April 28th has been designated the National Day of Mourning to remember those who have lost their lives to work-related trauma or occupational diseases.

WorksafeBC, the BC Federation of Labour and unions from around the Lower Mainland will host the following annual public ceremonies to honour those lost:

10:30 am Jack Poole Plaza
(beside the Vancouver Convention Centre), Vancouver

1 pm International Friendship Garden,
32320 George Ferguson Way (North side of Clearbrook library),
Abbotsford

Dispatcher's Report



We need to work together to protect BC jobs

Jim Flynn,
Dispatcher

As most of you know by now, BC Hydro has awarded the major dirt works portion of Site C dam project to a company from Alberta called PetroWest. What you may not know is PetroWest is a CLAC company who has indicated they may employ at least some out of province workers. I don't know how the government can justify bringing in people from outside BC to work on this multi-billion dollar taxpayer funded project. BC workers, who pay taxes and spend their paycheques in our communities, are ready and willing to get the job done. We all need to let Hydro and the government know BC tax dollars spent on projects need to go to workers from our province before any other out-of-province workers are brought in to do the job.

Our Business Manager, Brian Cochrane, has spent countless hours leading the fight to make sure BC workers benefit from BC taxpayer funded projects, and it is the duty of all of us to speak up in support of Brother Cochrane's efforts. That means continuing to talk to government and Hydro, writing letters and sending emails to the media, even talking to our

neighbours so every British Columbian knows exactly what is going on. This project, and the work it creates, has the potential to affect every working person for countless years going forward.

Beyond Site C, we are hoping that there will be some news on at least one of the LNG projects in the not too distant future. It is important all members who want to work on these projects have their safety and operating tickets current. Please check the expiry date on your tickets and if you need to renew any of them contact the Training Association.

As for dispatches, in 2015 we received 1815 orders: 664 in District 1, 161 in District 2, 184 in District 3, 531 in District 4, 144 in District 5 and 131 in District 6.

A reminder for all operators to fax or email me copies of all tickets (jflynn@iuoe115.ca or call 604-473-5230). We must have them on file for dispatch purposes.

Going forward in solidarity, again I encourage all of you to get involved in the fight to protect BC jobs for all workers in our province, and demand that the BC Liberals and BC Hydro do what's really best for British Columbia and its people. 🍁

Organizing needs YOU

**Rob Duff,
Organizer**

As we celebrated the beginning of 2016, IUOE Local 115 looked forward to starting a new year of organizing. There were a number of successes in 2015 including the waste industry, and Ready Mix, which went great thanks to all the good people involved.

In my position, I have learned when it comes to organizing it takes teamwork—and lots of it. Our solid market share in some industries came from the organizing efforts of past IUOE Local 115 staff and members—something that left a legacy we all benefit from today.

Stepping back, there are many outside pressures continuing to make organizing a difficult task. The Labour Relations Board in this province often lacks teeth, and has been unwilling to act on many issues. Plus, we have a provincial government that puts big business first, all to the detriment of the BC workforce and unions in BC—not just IUOE. We cannot ignore the presence of

organizations parading as unions when we very well know they are not. These organizations have added to the steady erosion of union market share. This has undermined our ability to help maintain the standard of living our membership, and many workers across BC, have come to enjoy.

So how do we combat this anti-union sentiment? We need you! We have to fight back together, unified, in solidarity.

IUOE Local 115 has over 11,000 highly skilled and motivated members. Most of us have previously worked in non-union environments and know the benefits of being part of an organized workforce. If you know of someone working in a non-union company who wants to organize, let us know. Reach out to your non-union friends and let them know what it means to be a part of IUOE Local 115. Together, we can push back against outside pressures eroding

our standard of living in addition to expanding our bargaining power and market share.

The pressures on unions from anti-organization sentiment, both in government and industry, are not going to let up anytime soon. That means Local 115 members cannot let up either. I cannot stress enough it is YOU who makes the difference. We all need to act and stand up for our union way of life. Personally, I was the worker on the non-union job site who made the call to IUOE Local 115. I know my life and the lives of my coworkers improved once our organization drive was successful. It can be done.

I want to end by reminding you IUOE Local 115 is an amazing union filled with hard working and dedicated people willing to stand up for workers in this province. Our fight is far from over, but with you, we can really push back and make a difference. 🍁

iuoe 
LOCAL 115

**GENERAL
MEMBERSHIP
MEETING**



**Saturday, March 19, 9:30am
The OE Hall in Burnaby
4333 Ledger Avenue**

Former Business Manager Mike Parr looks to the future and the past

When you talk to former Business Manager Mike Parr, you may not realize he's nearly 93 years old. A humble and wise man, he will inform you it's important to look to the future, not the past. But with IUOE Local 115 celebrating the 85th anniversary of our Charter, it's hard not to think about Brother Parr's contribution to the Local.

Whether they know it or not, Brother Parr's influence and hard work is a legacy which benefits every member of IUOE Local 115 today. It was under Parr's leadership as Business Manager in the 1970s that Union pension, benefits and apprenticeship plans were introduced. Now, he says he enjoys the benefits of the OE Pension Plan. "Each of the plans was initially funded with a very small amount of money, but as I said to the members, over time through

In the 1960's, IUOE Local 115 had an exclusive agreement with BC Hydro to build dams, something Parr wishes had come through for the modern Site C project.

negotiations the amount will increase. Of course it has." Parr won't boast about his accomplishments, but points out the OEPP and benefits have managed to survive economic turmoil while other union benefit plans have not. Having been retired for a while, Parr admits he and his wife Gayle enjoy the lifestyle provided by the OE Pension Plan, traveling when they can.

Besides implementing pensions, benefits and apprenticeship plans, Parr, along with several other Union executives, felt strongly a solid, larger Union building than the previous East Vancouver office was needed closer to the Fraser Valley—and that's how IUOE Local 115's 4333 Ledger Avenue building in Burnaby came about. "The price was good enough that we thought if the executive of the Union in the day wouldn't agree to buy the land, some of us would get together and buy it ourselves." Luckily, the executive approved the land purchase. Parr explains the financing for the brand new building, opened in spring 1971, was through the OEPP, helping boost the plan's bottom line. On July 11, 1971, IUOE's International President Hunter Wharton dedicated the building.

A lot has changed since then, including the recent total renovation of the Burnaby building. Parr is thrilled with the redesign: "It really is beautiful. It really needed it. I think that Business Manager Brian Cochrane and the executive should be complimented for going ahead with it. They sure did a wonderful job."

Parr got the chance to visit the redesigned building in October, when he generously donated a miniature truck-crane to Brother Cochrane to be put on display in IUOE Local 115's Heritage Room. That model is the same equipment Parr operated when he was working in the field: "I was operating a [real] truck-crane for two summers. It was a good crane, I used it when I was working at the Waneta Dam [in the early 1950's]."

Parr recalls organizing for unions at that time was easier because a lot of the workforce had served in the armed forces and were interested in seeing improvements in working conditions. "You probably have more resistance today than you did then," says Parr. Ever looking forward, Parr thinks the Union should look to expand and have a sub-office in the Fraser Valley as more of the membership moves east of Metro Vancouver. Parr is in fact one of those people who lives in the Fraser Valley.

Sitting in his Langley living room, as he flips through a copy of *Firing Iron*, the commemorative history of IUOE Local 115, Parr recalls some of the politics of years past. His



Former Business Manager Mike Parr (right) donates a mobile crane model to current Business Manager Brian Cochrane.



favorite government to deal with was Premier W.A.C. Bennett's. "During Bennett's time [union workers] actually didn't suffer too much." In fact, IUOE Local 115 reached full employment during that time with three dam projects in BC. In the 1960's, IUOE Local 115 had an exclusive agreement with BC Hydro to build dams, something Parr wishes had come through for the modern Site C dam project. "So far I think [today's] provincial government hasn't been too ready to go for [a Project Labour Agreement]," says Parr.

Despite his surprise at IUOE Local 115 workers being shutout so far, Parr is still optimistic. When asked what advice he has for Local 115 members today, Parr says he doesn't like to give advice—but believes apprenticeships and education are vastly important. The bursary in his name is a tribute to his dedication to training and higher learning. It may also be why he served on IUOE Local 115's Application Committee after he retired, which he says was also a chance to socialize as the other committee members were also pensioners.

After reflecting on his experience as an Operating Engineer, when asked how he feels upon hearing the Union Charter has reached 85 years, Parr jokes "it makes me feel old," and chuckles. 🍁



Office Manager Sister Arlene Lindsay (Left), Brother Mike Parr (middle), and Jackie Hassan (right) revisit old times.



Gayle Parr (left), Brothers Mike Parr (middle) and Business Manager Brian Cochrane (right) at the Burnaby office in October 2015.



Business Manager Brother Mike Parr presenting the first authorization to Brother Gordon Douglas whereby members prior to December 31, 1971 are able to obtain their Class 3 and air endorsed license without having to take the air brake course and Class 3 drivers' test. Presentation was made in front of Engineers' "new" Auditorium in Burnaby.



Pictured above are Brothers Mike Parr and Fred Randall at the General Membership Meeting held on Saturday, March 15, 1980. Brother Parr is congratulating Brother Fred Randall on his election by the table officers to the position of Business Manager of Local 115.

Anniversary highlights rising worker deaths due to exposure

IUOE Local 115 joined the BC Building Trades and other unions from around the Lower Mainland in commemorating the 35th anniversary of the Bentall Tower IV construction workplace fatalities on January 7th. Business Representatives Brothers Josh Towsley and Craig McIntosh attended the memorial, placing a wreath on behalf of Local 115.

The ceremony is held yearly by the BC Building Trades to remember four workers, Gunther Couvreur (49), Donald W. Davis (34), Yrjo Mitrunen (46) and Brian Stevenson (21), who were killed on the job in 1981. The four plummeted 36 storeys to their death when a fly form gave way as they were working on or around it. The incident is considered one of the most infamous construction controversies in BC history and resulted in significant construction safety regulation changes.

This year's memorial came with disappointing statistics. There was a surge in construction deaths since January 2015, with 44 construction workers losing their lives. Only 18 of those deaths were from trauma—the remaining 26 came from diseases associated with asbestos exposure. Those numbers are a 40-percent increase from the 31 workers who died the year before, only 19 of which were due to exposure.

“Though the construction industry today is safer than it was 35 years ago, even one worker death a year is too many, and increasing workplace safety is still an issue,” says Business Manager Brian Cochrane. He adds the upsurge in exposure deaths this year proves historical unsafe work conditions continue to be a cruel reality for workers today.



Business Representatives Brothers Craig McIntosh (left) and Josh Towsley (right) next to the IUOE Local 115 Bentall IV memorial wreath.

Brother Cochrane urges the importance of remembering the Brothers and Sisters whose lives are represented in workplace death statistics. Those workers were loved and will always be deeply missed by their families and friends.

44 roses representing the workers who died from 2015 to 2016 were placed on the memorial plaque near Burrard Station. Since the Bentall tragedy, 942 construction workers have lost their lives while on the job or from occupational diseases. 🍁



IUOE Local 115's wreath against the backdrop of Bentall IV.



Families of the Bentall IV victims attend 35th anniversary memorial.



Looking back on 35 years with IUOE Local 115

*Craig McIntosh,
Business Representative*

After 35 years as a working member of the Operating Engineers Local 115 I have made the decision to retire. It might sound like a long time to a young person just starting their career but looking back I can't believe how fast the time has gone by.

I feel very fortunate to have been part of the Operating Engineers Pension Plan for the past 35 years which will allow me to pay the bills in retirement. I remember attending a meeting not long after becoming a member, and standing up and questioning the amount of money going into the pension plan from the increases that had been negotiated in the Heavy Construction Agreement. I had a young family and a big mortgage and I figured I could use the money in my jean pockets. Many of the older members sitting around me told me to sit down. They told me the OE Pension Plan is a good thing and someday I would be happy to have it. I am glad I became a good listener.

Fewer and fewer working people have the opportunity to participate in a pension plan like ours, which promises a specified monthly benefit on retirement. In comparison, RRSP's or Defined Contribution Plans are actually savings accounts requiring you to exercise discipline in putting enough money into them—and leaving it there until retirement.

I also feel fortunate to have had two different careers as a member of the Operating Engineers. The first 20 years I was an operator pumping concrete on many projects around the Lower Mainland. For the last 15 years I've worked on staff with the Local for the membership. Both jobs required meeting many people either on the job site or in offices. I have met so many of you over the years and I hope I will be able to put names to your familiar faces for many years to come.

As an operator on the job site, a successful day was starting and finishing the job safely and parking the equipment in good working order ready for the next day. As a Business Representative, successes take much longer and involve negotiations, grievance settlements, arbitrations, government policy changes, industry certification and WorkSafe regulation changes. It's not like turning the key on in the morning and turning it off at night.

The highlights from my time on staff would be the Local's

effort to get mandatory crane certification in BC and the continued effort to get members certified in their recognized trades such as Heavy Equipment Operator and Asphalt Paving Laydown Technician.

In retirement I'm going to stay on the Technical Committee for the Canadian Standards Association Concrete Pumps Z151 Standard. I am hopeful Concrete Pump Operator Certification will be recognized across Canada.

As tough as negotiations, grievances and arbitrations can be for a Business Representative, the toughest days were getting the phone call that a member had been killed on the job. During my time on staff I attended five services for members from companies I represented. They went to work in the morning and didn't come home that night. We can't stress it enough: the equipment we operate and the situations we can get into can be dangerous—but in almost all cases bad situations are preventable by taking your time and having a plan.

Wishing you all a healthy and prosperous 2016.

Work Safe. 🍁



Brother Craig McIntosh is thanked by IUOE Local 115 Executive Board, Table Officers and staff for his years of dedication.



2016 starts with new government, and a low dollar

Don Swerdan,
Business Representative

2016 has just started and already it is proving to be an interesting news year. Things at the top of my mind have been the federal Liberals' move to finally repeal anti-union bills C-377 and C-525, the dollar at a historic low, the continuing Site C dam awarded contracts controversy and the George Massey Bridge proposal to name just a few. There is little doubt that as the year progresses, there will be more "news-worthy" items to report on. Internally, there's a lot going on at IUOE Local 115 as well.

Bargaining update: Ritchie-Smith Feeds Inc.

I'm pleased to report that Ritchie-Smith Feeds Inc. recently accepted the tentative agreement reached by and between the OE and RS. In this round of negotiations in addition to wage increases, we succeeded in changing the language in a number of areas where further clarity was required. Many thanks to the crew and to Brothers Mike Dodd and Nick Heppner (the negotiating committee), who greatly assisted in reaching the renewal Collective Agreement.

Thermo King of British Columbia

This bargaining commenced last year and the Employer forwarded a proposal which was voted down by a majority. The Union canvassed the crew and received further proposals which were sent to the Employer, and the Union is awaiting a response. The Employer's proposal sought concessions in a number of areas that have not been well received by the crew. The Employer should be responding shortly, discussions will take place and another vote will be scheduled.

Emterra Environmental (Cumberland)

This is a new unit located in Cumberland which was certified last year. The bargaining commenced last year with Brother Tom Kinnear and I at the table and negotiations continue. We are currently in the process of setting up additional meetings to bring this first Collective Agreement to a successful conclusion.

Jay Adams Trucking

This is a newly certified unit based out of Courtenay. Brother Kinnear and I were in discussions with this Employer and are very close to achieving a proposal document for the crew to vote on.

Harvest Power-Richmond

This will be this crew's first renewal Collective Agreement. Proposal meetings for the membership will be set up shortly and notice to commence negotiations will go out thereafter.

Waste Management of Canada (Coquitlam)

A proposal meeting for the crew took place on Saturday, January 16, 2016. Proposals were discussed and a Steering Committee was elected at this meeting. The parties have commenced negotiations and exchanged proposal documents in February, 2016.

Hiway Fuel Services

Proposal meetings for the membership will be set up shortly and notice to commence negotiations will go out thereafter. To say the least it's going to be a busy spring! Until next time.... Work safe. 🍁

The graphic features the IUOE Local 115 logo in orange and grey, a blue Twitter bird icon, and the text "now @iuoe115 on twitter" in purple and blue. The entire graphic is enclosed in a blue border.



Tom Kinnear,
Business Representative

Opportunities line up for 2016

Greetings Brothers and Sisters, I hope the first months of 2016 have treated you well.

Two of the Local's Business Representatives have turned the page in the Book of Life, and have started their Chapter of Retirement: Brothers Mike Spiruda and Craig McIntosh have both retired from the Local. For a significant amount of his time with the Union, Mike Spiruda has been a Business Representative/Organizer for IUOE Local 115 in District 5. Craig McIntosh also has served as a Business Representative in District 1 for over fifteen years. Both Mike and Craig have been valuable resources for the Local and its membership over the years, and I wish them both health and happiness for many years in their retirement.

As these two gentlemen leave, two new faces have arrived in the Burnaby office. I would like to welcome Brother Josh Towsley as Business Representative and Sister Sara Norman as Communications Coordinator onto the Local's staff. Josh has tremendous experience in the BC labour movement, and will definitely be a strong asset. Sara brings valuable experience and education in communications; as well, she is extremely savvy in political issues and relationships that go along with the like. Welcome to Josh and Sara.

In addition to Union staff changes, 2016 is shaping up to be a year of opportunity for Operating Engineers. With major projects in natural resources, hydroelectricity, civil utility and roadbuilding throughout the province, it is important the Local and its membership stay engaged, as well as non-organized Operating Engineers.

If you find yourself working in a non-union environment, contact a Business Representative or Dispatch and let them know your circumstances. If you know people working non-union, talk to them and listen about their work conditions. Let them know the positive aspects of having a Collective Bargaining Agreement as an Operating Engineer. Have them contact the Local, or pass on the stories they tell you to your Business Representative. These conversations, and the

information passed on, may all be important in our next organizing campaign. The next campaign may be started by you, and include you as an integral asset!

All of us as Operating Engineers have a role in the growth of our Union. As the membership grows, and the Local gains new relationships with signatory companies, we attain greater market share in our industries and jurisdictions. Market share is extremely valuable as it can establish parity in industry, adds leverage in bargaining, and builds revenue for member pensions and benefits. Beyond these benefits, market share raises the bar across industries—a bar Operating Engineers have set and continue to attain!

To help us keep that bar high, make sure you stay involved.

If you are not confident you can spearhead a massive organizing drive then simply have a conversation. Take the time to visit our website, www.iuoe115.ca, and educate yourself on political and organizing campaigns the local is fight-

ing. Speak about the positive aspects of IUOE 115 membership for you and your family to friends or people working outside the Union. Write a letter to the editor of your local newspaper regarding your pro-union ideologies and how they positively affect projects or construction conditions in your home town. Call in to news radio stations when they're talking about projects that are non-union, and tell them how important unions are to workplace safety, worker rights and fair wages. All efforts big and small are important and valuable for present and future IUOE Local 115 members.

For this reason, it is imperative we as Operating Engineers stay active. This includes in the workplace, at union meetings, in municipal, provincial and federal political venues, as well as in day-to-day conversations. If you would like to be more involved in your Union, make sure you are at the next district meeting. Above all else, feel free to contact your local district office or Business Representative to find out how you can make a difference.

Work Safe. 🍁

With major projects in natural resources, hydroelectricity, civil utility and roadbuilding throughout the province, it is important the local and its membership stay engaged.



Pile driving industry thriving

Frank Carr,
Business Representative

As we begin 2016, the pile driving industry is near full employment: our signatory companies have many projects ongoing. Fraser River Pile and Dredge Inc. (FRPD) is working throughout the province. In the Lower Mainland they are currently working on the Squamish Dock Replacement, Geopac is onsite building stone columns with two crews, and project completion is estimated for early to mid-summer.

FRPD has been hired by Golder Engineering to begin the George Massey Tunnel Replacement test pile program. They are working with 2m diameter pipe piles that will be driven to a depth of 250 feet. The work is estimated to take five months to complete.

The tunnel will be replaced with a 10-lane toll bridge expected to cost \$3.5 billion. It is reported the new bridge will have one transit/HOV lane and four lanes for general traffic in each direction. The new Massey Bridge will be the largest ever built in BC with

estimated completion slated for 2022. Now we just need to get hold of an elusive Project Labour Agreement with the Ministry of Transportation and Infrastructure and the BC Liberal government; based on the government's labour relations record we will have our work cut out for us. Politically we have less than 15 months until our next provincial election (May 2017). In February we saw two local provincial by-elections: Coquitlam-Burke Mountain and Vancouver East both elected NDP MLAs.

Vancouver Pile Driving is involved in close to a dozen projects. Recently they were awarded work in Kitimat for LNG Canada with Boskalis, a large dredging company based out of the Netherlands.

FRPD's hydraulic dredging division continues to stay steady with the FRPD's 309 Trailing Suction Hopper Dredge and levee crews working three shifts. The company has roughly 500,000 cubic meters to pump in Richmond, which will keep the membership employed for the next couple of months. Negotiations for a new contract continue and I hope to report a successful conclusion in the next newsletter.

Vancouver Pile Driving Ltd. is involved in close to a dozen projects. Recently they were awarded work in Kitimat for LNG Canada with Boskalis, a large dredging company based out of the Netherlands. Boskalis reports



Brother Jason Krickan working for Fraser River Pile at the Squamish Terminal replacement project. He is operating a Manitowoc 4100, building stone columns.

having 8,500 employees in over 75 countries across six continents with a fleet consisting of 1,000 vessels and equipment.

The Pile Driving Industry Collective Agreement expires this year (April 30th). We have called for proposals and negotiations are tentatively scheduled to commence this March.

Quite a few congratulations for this newsletter: District 5 Business Representative Brother Mike Spiruda and District 1 Business Representative Brother Craig McIntosh have decided to retire—I join many others in thanking them for their hard work with the Local and wish them well.

Congratulations to Brother Andrew Hamilton on accepting the position of Business Representative/Organizer in District 5, and welcome to Brother Josh Towsley as Business Representative in District 1 as well as Sister Sara Norman as the Local's Communications Coordinator. All bring years of experience and I know firsthand they each have a strong work ethic and will be an asset in growing the Local. 🍁



Brother Frank Carr with newly elected Coquitlam-Burke Mountain MLA Jodie Wickens.



Chip Dhaliwal,
Business Representative

Wastech one of several companies on the bargaining radar

It's been a busy start to the year with multiple bargaining sessions in full swing, or set to begin over the next few months. Some of the bargaining has been tougher than others, especially given the current economic climate.

One of the biggest files we've been working on is Wastech Services Ltd. In the Lower Mainland and Cache Creek, the comprehensive plan with Metro Vancouver is set to expire at the end of this year, so we're working out an adjustment plan. We're also working on a new Collective Agreement so they can put in a bid to continue the work they're doing at Metro Vancouver's transfer stations.

Meanwhile, we're working on another adjustment plan as the Cache Creek landfill winds down. In addition to this, we will soon be working out a new Collective Agreement for the crew who will transfer over to the new merchant landfill Wastech will be opening. In the Thompson Nicola Regional District, we will begin bargaining for this part of the Collective Agreement in the fall.

Outside of Wastech, bargaining for United Rentals of Canada begins in March while Catalys Lubricants bargaining is wrapping up. Terrapure Environmental bargaining is going well, although we did have four months of tough negotiations. BC Rentals bargaining began in late February, along with arbitration for a member who was terminated.

While all this bargaining was happening, IUOE Local 115 members took some time over the holiday season to help out with the BC Federation of Labour's Christmas Dinner. We were called on last minute to help out with the food drive, and I have to say a special thank you to Western One Rentals. As soon as we mentioned we needed some help for a good cause, Manager Mike Barone jumped into action right away to save the day. Western One Rentals provided us a truck, and driver, Brother Tristan Krueger, who worked tirelessly to help us transport a significant amount of donations.

However, 2015 ended with less optimistic news. Despite our long and successful history of partnerships with BC Hydro building dams in this province, Hydro decided to award the \$1.75 billion Site C civil works contract to a consortium of companies calling themselves Peace River Hydro

Partners. The companies involved include Petrowest Corporation, Samsung C&T Canada Ltd., and Acciona Infrastructure Canada Inc. Business Manager Brian Cochrane has done a great job at garnering media attention and making sure the public knows the jobs generated by the nearly \$9 billion project may not actually go to BC workers.

Despite our long and successful history of partnerships with BC Hydro building dams in this province, Hydro decided to award the \$1.75 billion Site C civil works contract to a consortium of companies.

To do your part and help us keep up the pressure on BC Hydro and the province to hire BC workers, make sure you sign up on the Jobs for Northern BC website, www.jobsfornorthernbc.ca. Let us know what trade skills you are trained in so we can let the province know BC workers want these jobs.

In other news, I would like to welcome Brother Josh Towsley to the IUOE 115 team. Josh brings years of experience and know-how to the Local. I know he will do a fabulous job and look forward to working with him in the future.

I want to close by wishing Business Representatives Brothers Craig McIntosh and Mike Spiruda a happy and long retirement. I will miss working with them both, and hope they will stay in touch with our Brothers and Sisters in the Union.

Above all else, stay safe in your jobs and together, let's make 2016 another banner year for IUOE Local 115. 🍁



Brothers Mike Spiruda and Craig McIntosh celebrate their retirement.



Brett Chapman,
Business Representative

2016 begins with lots of bargaining

Brothers and Sisters, I would like to start by welcoming aboard new Business Representative Brother Josh Towsley, and Sister Sara Norman, our new Communications Coordinator. Welcome to the team Brother and Sister. We look forward to working with you for many years to come.

On the bargaining front I'm happy to announce that First Truck Centre of Vancouver, formerly known as Freightliner, accepted a fair deal just before Christmas that will carry them well into 2018. First Truck Centre of Vancouver is currently in the process of building a new facility in Abbotsford. They are looking for several qualified Commercial Transport Journeyman Mechanics, not only for the new location in Abbotsford but also for their current location on 96th in Port Kells. If any of our Brothers or Sisters are interested please feel free to contact me for further information.

Congratulations to our members at Harbour International Trucks Ltd. for their new Collective Agreement. It was recently ratified and will carry them well into 2018.

Upcoming negotiations for 2016 are as follows: Parrish & Hiembecker Ltd., Inland Kenworth/Parker Pacific, both locations for Pacific Coast Heavy Truck Group (formally known as Volvo), H.M. Trimble and Sons (1983) Ltd. (Company Drivers, Owner Operators, Maintenance), and Columbia



River Reload. These units are all falling into line at the same time so this will be my first challenge for the year.

On the subject of challenges, H. M. Trimble and Sons (1983) Ltd. is going to be exceptionally difficult considering they deal with commodities. As we are all aware, the coal, oil and gas industries are at an all-time low, and only getting worse. The value of the Canadian dollar is also living up to its name — the LOONIE. If our dollar continues to plummet we could see the value drop to about 65 cents by this summer.

Dollar and commodity prices aside, as we move forward into 2016 it is good to know that our new Prime Minister,

It is good to know our new Prime Minister, Justin Trudeau, has kept his word by working to repeal Bill C-377.

Justin Trudeau, has kept his word by working to repeal Bill C-377. Passed by the previous Conservative Government, the bill is a piece of anti-labour legislation that would have had a negative impact on labour unions. Getting the bill overturned wouldn't have been a success without the tireless political

efforts of our Business Manager, Brother Brian Cochrane, union members and as well the Building Trades as a whole. Great work Brothers and Sisters. This was one of the hurdles we managed to overcome together for the years of 2014 and 2015.

That brings me to an important point. I have been asked on several occasions from members, "why does the Union engage in the political arena?" This is a prime example of exactly why we get involved. We need to be aware there are political predators out there looking to kill labour unions.

To stave off those attacks, it's important that our membership become more engaged in organizing and as well monthly meetings. I challenge all members to participate fully in the labour movement. You can do that by simply attending meetings so we can hear your feedback on any problems you may be having on-site, and/or any ideas you may have with respect to organizing the unorganized across the province of British Columbia.

Take care and we will see you in the field. 🍁

Brother Brett Chapman (left) with volunteers from unions across the Lower Mainland that helped with the BC Fed Christmas dinner.



Jeff Turner,
Business Representative

Site C contract delivers disappointment

Welcome to 2016 Brothers and Sisters. I am looking forward to the opportunities in 2016 that come along with being a Business Representative. Recent bargaining has been tying up a lot of my time, but visiting members of the companies I represent has also been a top priority for me. Getting to know and talk to the owners and fellow members is important in maintaining the relationships that help this Union grow and succeed.

As we move into the spring, the price of oil has caused a downturn in the number of our members working—but the price at the gas pump hasn't reflected that. There are a number

Our Local, led by Business Manager Brian Cochrane, has been in an ongoing battle with BC Hydro and the BC Liberal Government over their claims that union workmanship would add billions to the [Site C] project.

of reasons gas prices remain relatively expensive even with a surplus of cheap oil: higher demand from North American motorists, a consumer shift to larger vehicles and a sharp decline in the Canadian dollar in recent months.

The high price of gas isn't the only disappointment we've been dealing with in recent months. The Site C dam project is now underway and unfortunately all of the contracts handed out so far have gone to non-union contractors. The latest \$1.75 billion contract was handed to a consortium of companies consisting of Acciona Infrastructure Canada, Samsung C&T Canada and Petrowest Corporation. Our Local, led by Business Manager Brother Brian Cochrane, has been in an ongoing battle with BC Hydro and the BC Liberal Government over their claims union workmanship would add billions to the project.

In a December radio news story, we learned workers from Alberta and Saskatchewan could be considered for employment before workers from BC. When I heard that story, I was appalled. BC workers should come first on a project this large in scale. While all IUOE Local 115 members can probably discuss this until we are blue in the face, the fact of the matter is we need to take action. That starts with logging onto our

campaign website: www.jobsfornorthernbc.ca. Sign up to say what jobs you're qualified for, and watch our website, www.iuoe115.ca, for updates. If you have a Twitter account, please follow and retweet our official IUOE 115 account: @iuoe115. Together, we can make a difference.

In other business, I have been assisting Brothers Wayne Mills and Frank Carr with proposals for the upcoming Paving and Utility Agreements—among other things. We held our District 1 meeting on the 7th of January and included the Paving and Utility proposal meeting following it. The members gave us their proposals and we will bring them to the attention of the signatory companies in bargaining. More on this to come.

Meanwhile, two Local 115 Business Representatives retired at the beginning of this year. Brothers Craig McIntosh and Mike Spiruda are both long time members who will be missed by the membership as well as their co-workers. Best wishes to both of you on your retirement. Enjoy a rest that's overdue, and take pleasure in the finer things that are awaiting you.

In Solidarity. 🍁



Brother Eric Miller working at Pitt River Quarry, doing maintenance welding on a Cat 349 excavator clean-up bucket.
Photo: Brother Frank Carr



Membership engagement focus of new COMET classes

*Josh Towsley,
Business Representative*

Unions by definition are “an organized association of workers formed to protect and further their rights and interests.” It is the members who give IUOE Local 115 its strength, it is the members who can make a difference, and it is the members who organize their workplaces. With that in mind, Local 115 will begin offering Construction Organizing Membership Education Training Program (C.O.M.E.T.) classes in 2016. C.O.M.E.T. is offered to engage members in organizing drives across the province.

Membership engagement doesn’t begin or end with organizing campaigns. Our Union is active in many areas of advocacy that members can be involved in. Some of those include workplace safety, protecting jobs for BC workers on publicly funded projects and/or projects resulting from extraction of BC’s natural resources, plus federal, provincial and municipal election campaigns. Our great strength comes from our vast numbers, the professionalism we display in our work, and our commitment to values that benefit all workers.

While C.O.M.E.T. is meant to ensure members understand why we must organize unorganized workers in our industry, the program also speaks to celebrating our members’ successes. We aren’t just Operating Engineers – we are hockey

coaches, baseball coaches, community volunteers, and fund-raising coordinators. Our members are the face of our Union in communities across the province; the more people recognize us as IUOE members, the more momentum we can sustain while projecting our message.

I’ve been on staff since early November 2015 and if I’ve learned one thing while working at the District 1 office, it’s that our members are unabashedly proud to be part of IUOE 115. Members are willing to promote the benefits of belonging to IUOE Local 115, participate in campaigns and offer opinions about our direction.

Members are willing to promote the benefits of IUOE membership, participate in campaigns and offer opinions about our direction.

One of the easiest ways for members to engage with the Union and our campaigns is through social media. In an effort to promote our values as a labour movement, I am active on Twitter (@joshtowsley), Facebook and LinkedIn

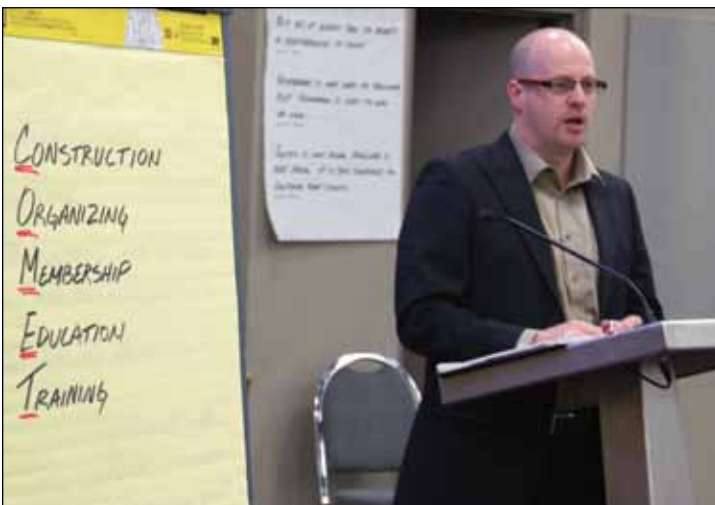
sites. Follow the official Union Twitter account (@iuoe115); your “retweets” and “likes” help build our momentum and are a great first step in promoting our message.

Much like we work as a team to produce some of the largest, most complicated projects in our province’s history, our teamwork extends to building our Union and its market share. It is by increasing our market share that we increase the strength and influence our Union has when executing campaigns, negotiating Collective Agreements, and lobbying politicians.

This Union can move mountains – both literally and figuratively. You can help build our Union brand by taking an active role in promoting what we do, which will help show our strength and demonstrate our resolve.

Finally, I would like to thank Business Manager, Brother Brian Cochrane, the table officers, executive board, business representatives, staff, and members for your trust and for welcoming me as part of the IUOE 115 team. My commitment to all of you is that I will spend my days working tirelessly to promote our Union and its values.

“Throw yourself into some work you believe in with all your heart, live for it, die for it, and you will find happiness that you had thought could never be yours.” – Dale Carnegie 🍁



Brother Josh Towsley teaches the COMET course in District 1.

GET OUT THE WORD!



You've heard it from Business Manager Brian Cochrane, IUOE Local 115 organizers and business representatives: We need your help to get our message out.

Be a part of IUOE Local 115's campaigns.

On the back cover of this magazine is an easy way for you to get involved:

Flip to the back and you'll find two posters. Tear off the back cover, pick your favorite message, then...

Post it in your workplace!
Share it with your coworkers!
Distribute it to your friends!



Curtis Harold,
Business Representative

Steady work continues on Vancouver Island

Brothers and Sisters, a new year is upon us and so is a new federal government. With the removal of the Harper regime we can hope to see significant change at the federal level for the Canadian working class. Despite the damage from the previous government we are already witnessing change in the right direction. Just recently it was announced that the Liberal Government has moved forward to repeal two anti-union bills, C-377 and C-525.

As you know IUOE Local 115 has been at the forefront of many campaigns at the local, provincial and federal levels with the membership's best interests in mind. Our campaigns

We need to engage our MLAs and find out what their positions are on the current and upcoming issues... We have a provincial election in the near future and our voices will be heard.

have also focused on making sure jobs go to British Columbians first before other provinces or temporary foreign workers. Every day we continue to rise above and make a difference in the lives of our membership.

All of us have a role to play in these campaigns, especially when it comes to holding the provincial government and BC Hydro accountable for the decisions on massive projects like the Site C dam. At present, taxpayers are on the hook with no guarantees of local hires, equity hires or apprenticeship positions. Simply put, we need to engage our MLAs and find out what their positions are on the current and upcoming issues—then we need to let them know they will be held accountable. We have a provincial election in the near future and our voices will be heard.

Meanwhile, work continues to be steady on Vancouver Island with the continuation of the John Hart Generating Station, the expansion of Point Hope Maritime Shipyard and several other smaller projects. Upland Contracting is currently working at the Nyrstar mine site doing maintenance on the tailing ponds. That project in Campbell River should

continue for a fair amount of the year, and hopefully will extend into Phase 2 in Bella Bella.

Hazelwood Construction Services Inc. is wrapping things up at Toba Inlet and diligently working on bidding some upcoming projects locally on the island. There are other run-of-the-river projects slated for the Toba area and north. Hazelwood's excellent reputation for high quality work would be a major strength in bidding.

Chew Excavating Ltd. is working through a transition of ownership and trying to secure work for our membership. There are several utility and maintenance jobs secured, as well some bigger projects slated for the proposal stage this year in the south Island that we are hopeful will be awarded.

Crane work is still slow for the most part while the dealership, rental and repair shops remain steady.

On the paving side of things, the membership looks forward to another very busy year. With all the carryovers and upcoming work our contractors have secured, it will be all hands on deck again once the completion of the maintenance shutdown is over.

I look forward to seeing you throughout the year. Be safe and let's work together on shaping the future. 🍁



Island Asphalt crew working at the Victoria airport.



Bryan Railton, Business Representative/Organizer

Another construction season approaches

This year marks the 85th anniversary of Local 115 and it has us looking back at a legacy we can all be proud of. It is important we remember the struggles endured and the triumphs celebrated, as they have great bearing on the issues we face now and in the future.

With spring just around the corner and the earth beginning to thaw, we prepare ourselves for another construction season. 2016 promises to bring a season much like the last, with paving leading the way in man-hours and a busy schedule for our contractors. The bidding has started, including highway work through Kelowna and improvements to existing infrastructure in the area. Twinning of the Trans-Canada headed to Alberta continues, with the Ministry hoping to put another section out for bid in either Chase or Salmon Arm later in 2016. We also have contractors continuing highway

Local 115 has been engaged in a CLAC raid since the beginning of the winter season for Cantex Mining Services Ltd. out of Penticton. Although the process is still before the Labour Board, it proves IUOE Local 115 is always ready to take up the sword for workers.

work from last year in the South Okanagan. Our local development contractors should be looking at a good year as the demand for housing and subdivision work continues to grow year after year.

Regardless of the recent downturn elsewhere, our shops on the industrial side are managing to keep the membership busy, in hopes they can hold onto workers until the economy turns around. So far we have been insulated to a degree with few layoffs, but that trend may reverse with downturns in mining in the area and few large scale projects on the horizon.

One of the emerging issues we are noticing due to the situation in the oil and gas sector is an influx of people seeking work within District 3. We have already seen the effects of this with some non-union contractors forcing wage rollbacks within the construction industry. As members, we must do our part to educate this new workforce within our industries.

These workers can prevent contractors from taking advantage of a desperate situation by organizing their workplace and enforcing their bargaining rights.

To that end, Local 115 has been engaged in a CLAC raid since the beginning of the winter season for Cantex Mining Services Ltd. out of Penticton. Although the process is still before the Labour Board, it proves IUOE Local 115 is always ready to take up the sword for workers who are tired of being under-represented and taken advantage of. We must now prepare to build off organizing success, and look to the competing contractors that take work from our members year after year.

There are a number of contracts that will be up for bargaining in the beginning of the year, including: Kamloops Augering, C.G.L. Contracting Ltd., Village of Cache Creek, Eagle Rock Construction Ltd., Vernon Paving Ltd., Action Concrete Pumping Ltd., Cache Creek Machine Shop Ltd. and Pacific Abrasives and Supply Incorporated, all kicking us off to a busy start. So, with that Brothers and Sisters, let's shake off the winter dust and make 2016 a productive and safe year! 🍁



Valid at any


**10% Member discount at all
Mark's Work Warehouses**

Just show this card
(pick one up at your district office or district meeting)



a division of 



The card bearer is a member and is entitled to a 10% discount on the following items:

Carhartt, Helly Hansen & Fire Retardant Merchandise;
Dakota Industrial Workwear; DH & WR Shirts and Cotton Twill
Pants; Jeans; Rainwear; Work Socks and Gloves; Winter and Safety
Accessories; Casual and CSA Approved Footwear.

or show your IUOE Local 115 union card



Herb Conat

Few layoffs despite low Canadian dollar, resource prices

Herb Conat and Wayne Kemp, Business Representatives



Wayne Kemp

With the arrival of spring around the corner, our road building industry is waiting with bated breath to continue after a banner year last season and is expected to do very well again this year. The construction industry has slowed dramatically in the past eight months in District 4. That has us sitting and hoping the LNG projects the province has been talking about for the last three years will proceed to construction phase.

Meanwhile, with the price of oil and the Canadian dollar continually falling, in addition to resource sector prices following a similar trend, 2016 is shaping up to have some long periods of slowed construction. Now would be the time for all members to ensure that all your

WHMIS, first aid, hearing tickets and others are updated accordingly. That way, when any of these projects start, you will be prepared to begin work immediately.

That said, the good news is District 4 truck and equipment shops have managed to survive with little or no layoffs. Some have actually increased their workforce by providing opportunities for apprentices.

While we wait for these sectors to pick up, we're emphasizing the importance of being prepared for megaprojects happening in Northern BC. We must stand together as British Columbians and demand our MLAs and Premier Christy Clark build these projects with trade union workers, using Project Labour Agreements.

As residents of this province, if we sit back and let the politicians hire workers from out of province, we know it could have further ramifications for our Collective Agreements. The province

and BC Hydro claiming it's cheaper to use workers from other parts of Canada—or the world—to build the Site C dam doesn't make sense. Workers who reside in this province will pay taxes here, contribute to local economies, and make sure the money spent on this massive project boosts BC's economy.

To help us hold government to account, please register at the Jobs for Northern BC website (www.jobsfornorthernbc.ca). Let our politicians know you're ready and willing to get working on the megaprojects the province is investing in.

In closing, I want to extend a warm welcome to all our new members and say thank you to all the shop stewards, safety reps, organizers and their spouses for the countless hours of hard work and dedication they continue to give on behalf of their union Brothers and Sisters. 🍁

We're looking for photos

If you have recent photos showing off your skills or workplace, send us your pictures for the next OE News.

Upload your newsworthy stories and photos at: www.iuoe115.ca/media/submit





Great importance in union membership

Andrew Hamilton,
Business Representative/Organizer

Brothers and Sisters, I would like to start my first article as the newly minted Business Representative for District 5 by congratulating Brother Mike Spiruda on his retirement after 19 years of service to the Local and its members. Filling his shoes will be a challenge, but a challenge I look forward to.

I was first initiated into the OE in 2008 after I started working at Waste Management as a roll-off truck driver. That transitioned into a heavy duty mechanic apprenticeship which I finished off at Sterling Crane.



Brothers Rhett Humphreys and John Galloway of Sterling Crane in the Yukon on their way to Inuvik, Nunavut.

In early 2015 I jumped at the chance to work for the Operating Engineers as an organizer. It's been a steep learning curve and I continue to learn on the job, but I'm a firm believer no matter how long you have been in any position, you should never stop developing new skills.

During my career I have worked in both union and non-union sectors. I will be forever grateful to the Local for the opportunities it has afforded me. The stark difference existing between a union and a non-union workplace is something that sticks with me to this day. Everyone should have the opportunity to work in a union environment and realize there are significant benefits accompanying union affiliation.

Too many people in this province have the wrong idea about what it means to have membership in a union. That misconception is purposely spread by certain people who would rather see unions go the way of the Dodo bird.

Unions protect workers from being taken advantage of, making sure employees have fair wages, benefits, safe workplaces and are treated properly. While the current environment

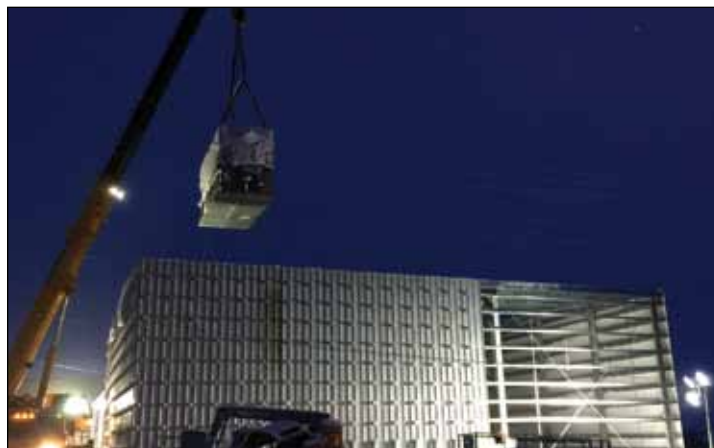
for organizing is difficult, we as members can step up to help employees who do not enjoy the protection of a union. The best way to do that is to educate workers on what they will gain from belonging to a union.

Should you encounter a worker represented by an organization that does not have their best interest at heart, instead of shunning them, tell them exactly how a strong union works to give them the benefits they need. Tell them how you and your family live, as people who benefit from the hard work our union does to make sure their quality of life is comfortable. Explain to these unrepresented workers how non-union organizations undermine the industry in this province—and undermine the wages, benefits and working conditions they could be enjoying.

As we've seen with the Site C dam and other recent projects, bidding has become a race to the bottom—something premier Christy Clark and the BC Liberals are cheering for. We, as a group, have to counteract that attitude by organizing as many workers as we can. You, the members, are our eyes and ears on worksites. If you hear or see something related to employees in need of representation, let us know.

I look forward to representing you, the members in District 5, and hearing from you. I'd like to thank Business Manager Brian Cochrane and Assistant Business Manager Brian Lefebvre for giving me this opportunity.

Work safe. 🍁



Brothers Rhett Humphreys, John Galloway and Jaye Brown lifting a filtration unit into a water treatment facility with a 130 ton Tadano AT in Inuvik, Nunavut, at noon.



Stay united to weather the economic storm

Rob Foksett,
Business Representative

Bargaining has dominated a lot of my time in the first few months of the year already with new agreements being negotiated with Terrapure Environmental, Maxam Explosives, and SMS Equipment. The Village of New Denver's agreement is coming up for negotiation as well.

As the negotiating train's wheels continue to turn moving forward, it will be a true test of union solidarity in these ongoing trying times. I challenge everyone to keep together in the mandate set out from each of your bargaining units, but at the same time realize the reality of the current economy. That said, I have all the faith in the world that we can do this if we work together in solidarity.

Without a definitive forecast as to when things may turn around, the Elk Valley Mines and the contractors servicing the mines continue to struggle. A great number of construction projects have also been put on hold until further notice. Some members have also been receiving layoffs without knowing when or if they may be recalled. Sadly for some who have thought "it'll never happen to me," that very circumstance has reared its ugly head.

I have been invited to many meetings over the past few months with a number of companies who either want input from the Union for creative ways to deal with the downturn, or simply just to keep the Union up to speed with their agendas

and how they plan to deal with it. I am surprised at how many companies seem to zero in on cost cutting as a desperate attempt to stop the bleeding in order to stay afloat. Don't get me wrong, cost cutting can be a good thing, but some are so focussed on this they are blind to the fact they still need to create revenue in order to survive. Some in this situation have even mistakenly sacrificed future work in order to save costs now, only hurting themselves for future projects.

The companies not involving the Union in their agendas seem to be the ones with an influx of grievances for not following the Collective Agreement. This is also very time consuming, costly for both parties, and in most cases completely unnecessary.

Lately I have seen typically unstable groups band together in order to show the companies they work for they are strong, and that takes a lot of courage. It's very easy for members to be divided when they think that it may benefit them more than their union does. In reality, most of the time they still face layoffs. It is very difficult for the Union to attempt to pick up the pieces when a member has gone down this path, especially when all the usual side deals come without any sort of record of the conversation.

Don't be that member that only thinks of his or herself!! Be a strong member who stands up with your Brothers and Sisters—in unity! 🍁

IUOE LOCAL 115's Annual Open House Heavy Equipment Rodeo



Saturday June 18, 2016
10:00 am to 3:00 pm
At our Maple Ridge
Training Site

Members, family and friends are invited to attend the Training Association's popular Annual Open House and Heavy Equipment Rodeo.

We will have all our heavy equipment set up for everyone to operate as well as additional equipment provided by our contractors and equipment dealers. Our simulator trailer will be on site and ready to try.

We will have a booth set up to provide information on the various courses and apprenticeships we have to offer. Site tours are available. Complimentary soft drinks, hot dogs and hamburgers will be served.

We are located in Maple Ridge. Take Dewdney Trunk Road to 256th Street. Travel north about 2.5 km. Watch for our signs.

Call the Training Association at (604) 291-8831 for more information.

See you there!



New year brings many changes to pension plan

Shawn Hatch,
Administrator

On September 30, 2015 the provincial government brought into effect a number of significant changes to the Pension Benefits Standards Act (PBSA). In conjunction with these changes the OEPP Trustees have introduced a number of changes as well.

The PBSA is the provincial legislation which governs and regulates all pension plans in British Columbia. It was first introduced in British Columbia back in 1993.

The PBSA is designed to set minimum standards which pension plans are required to meet. The PBSA also promotes retirement savings by requiring the benefit of a terminated member to be transferred to a locked-in vehicle such as an RRSP unless the value of the pension is below a certain threshold.

A number of the key changes are discussed in this article.

Target Benefit Plan

Effective September 30, 2015 the OEPP Trustees decided to convert the pension plan to a target benefit plan. **There is no change to the amount of monthly pension benefits associated with this decision.**

The PBSA rules that apply to target benefit plans are far more appropriate for multi-employer plans like the OEPP where the level of contributions made by employers is fixed by collective agreement. The OEPP Trustees firmly believe the plan will enjoy greater stability as a target benefit plan.

Detailed communications regarding this conversion have been sent to all members and a series of pension information meetings are being held in all districts to provide full details of this important decision.

Immediate Vesting

Under the old PBSA, most pension plans required that a member have 2 years of membership before becoming entitled to any benefit. This was commonly referred to as the “2-year vesting rule”.

Under the new PBSA, the 2-year vesting rule has been abolished in favor of immediate vesting.

Lock-in Rules

Under the old PBSA, if a terminated member transferred out their pension benefit the transfer had to be done on a locked-in basis. However, locking-in did not apply if:

- the monthly pension benefit was less than 1/12th of 10% of

the current CPP Year’s Maximum Pensionable Earnings (YMPE) (\$457.50 in 2016); or

- the commuted value of the pension benefit was less than 20% of YMPE (\$10,980 in 2016)

Under the new PBSA, the locking-in rule is simplified. If the commuted value is less than 20% of YMPE the locking-in rule does not apply. There is no longer a test tied to the amount of the monthly pension benefit.

Pre-Retirement Death Benefit

Under the old PBSA, if a member died before starting their pension the surviving spouse (or beneficiary/estate if there is no spouse) was entitled to a minimum of 60% of the commuted value of the deceased member’s pension benefit.

Under the new PBSA the pre-retirement benefit must now be 100% of the commuted value of the deceased member’s pension benefit.

Cash Termination Rules

Effective September 30, 2015 the OEPP Trustees amended the cash termination rules.

Withdrawal or suspension from union membership no longer qualifies for a cash termination.

Before March 30, 2016, if a member has had no reported hours of pension contributions for at least 6 months and is **under the age of 55** they may apply for the commuted value of their pension.

After March 30, 2016, termination options are only available to members who have less than 350 reported hours of pension contributions in two successive plan years. Options will automatically be sent to these members by the end of July each year. For:

- a member **over age 55**, they are not entitled to a commuted value and may only receive a pension benefit from the OEPP,
- a member **under age 55**, they will be entitled to the commuted value or a deferred pension, unless the commuted value of their benefit is less than 20% of YMPE in which case they will only be entitled to the commuted value as a cash lump sum or transfer. 🍁



IUOE Local 115's Training Association delivers deckhand course

Jeff Gorham,
Interim Administrator

Deck Hand Training

The Training Association delivered a deckhand course this past December at the request of our employers to meet future demand. To meet the needs of the employers we consulted with Craig Longmuir from Fraser River Pile & Dredge Inc. (FRPD), Larry Carrier from Vancouver Pile Driving and Business Representative Brother Frank Carr.

Brothers Grant Washington and Gordon Lindberg delivered the training at our site in Maple Ridge and one day in the FRPD yard. The content of the training included cable splicing, rope splicing and knots, forklift certification, rigging and signaling.

The class enjoyed their day at FRPD. Brother Rick Anderson showed them how to properly tie up the derricks and secure them for tow. Brother Peter Young spent time with them showing proper torch cutting techniques. Brother Rick Fraser gave the class a tour of the Columbia and spoke to them about the dredging industry. Brother Mark Jorgensen explained the roles and responsibilities of a deckhand and showed them how to properly maintain the engines on derricks, welding machines and gensets.

The class of six members truly benefited by having the opportunity to learn from our Brothers who have years of experience in the marine industry. The passion they showed in their instruction has had a positive effect on the students and their desire to be a part of it. I would like to thank all those involved who have made this program a great success.

Donations

Over the years, many of our signatory contractors have provided assistance to the Training Association in a number of different ways. Many contractors have allowed us to use some of their specialized pieces of equipment. Others have donated equipment or have sold us equipment for less than they would have received normally.

In 2015 we have continued to receive generous support. Both Vancouver Pile Driving and Fraser River Pile Driving Inc. have donated different lengths of 24" steel pipe that will be used as lifting props in our Mobile Crane and Rigging courses.

Sterling Crane also has donated a large vessel with

engineered lifting lugs that can be used as a prop with mobile cranes in practicing dual lifts.

I would like to thank all those that have generously supported the Training Association over the past year. Such partnerships demonstrate how industry and labour can successfully work together to achieve their goals.

Program Advisory Committees

Back in 2010, the Training Association implemented Program Advisory Committees (PAC) for the four following programs: Mobile Crane Operator, Heavy Equipment Operator, Asphalt Laydown Technician and Plant Operator.

The committees are made up of members who are actively working in the industry as an operator, foreman or manager. The committees review the program outlines, instructor qualifications, training materials, classroom and equipment.

The value the committees bring to the Training Association cannot be overstated; they ensure the training we are providing is meeting the needs and expectations of industry. They also provide us with excellent recommendations on what we can do to improve.

I would like to take this opportunity to thank all the committee members who took the time to be part of this process. It is because of your dedication that the Training Association is able to maintain our reputation as an industry leader in the training world. 🍁



Brothers Randy Grisewood, Training Coordinator, and Organizer Andrew Hamilton present Brother Brad Yaholkoski with his BC Truck and Transport Mechanic Certificate of Qualification with Red Seal Endorsement. Brad completed his apprenticeship while working for Inland Kenworth in Prince George.



Brother Andrew Malbet being presented with his Heavy Equipment Operator BC Certificate of Qualification with Loader Operator Endorsement by Brother Jeff Turner, Business Representative, at Construction Aggregates North Vancouver Depot.



Brother Mike McClary being presented with his Parts Person 3 BC Certificate of Qualification with Red Seal Endorsement by Brother Darren Suehsschlaf, Training Coordinator. Mike served his apprenticeship while working at the Surrey Branch SMS Equipment.



Brother Tadeo Fernandez being presented with his Truck and Transport Mechanic BC Certificate of Qualification with Red Seal Endorsement by Brothers Curtis Godfrey (Service Manager) and Darren Suehsschlaf (Training Coordinator). Tadeo served his entire apprenticeship while working for First Truck Centre in Surrey.



Heavy Equipment Operator December 2015 class standing in front of the 344K John Deere loader provided by the International. L-R: Instructor Robyn Bishop, Rino Genzale, Eliasim Aninon, Fousseyni Diarra, Alborz Hedayati, Patrick Moore, Scott Thomsen, Paul Lee, Rolando Mabilog, Marco Garcia, Instructor Brian Koch.



Level 2 Mobile Crane Lattice Friction class standing in front the Lattice Friction American Crawler. Special thanks to Brothers Glen Seeley and Grant Washington for continuing to support our apprentices by assisting the Training Association with the pile driving training. L-R: Grant Washington, Glen Seeley, Adrian Claudepierre, Kyle LaPrairie (top), Dean Kenny, David Bruneau, Instructor Wes Bauder, Leonard Uchman.

IUOE Local 115 helps bring Christmas to less fortunate

Members of IUOE Local 115 were an integral part of the 21st Annual BC Federation of Labour Community Christmas Dinner. The event for the less fortunate included a turkey dinner, toys for children, items for teens, a free clothing boutique and blankets as well as a food hamper for every one of the 2,400 people who attended. Marisha Zuckerman with the BC Fed says they had around 350 volunteers from various unions, but the Operating Engineers had one of the most important jobs.

District 1 Business Representative Brother Brett Chapman led the OE volunteer team in arranging the toy drive. “We were told by IUOE Local 115’s Executive Board that if anyone contacted us from the BC Fed for the Christmas event to go out of our way to do whatever we can,” says Chapman. He, along with Brothers Craig McIntosh, John Munro, Jeff Turner, Darren Suehsschlaf, and Randy Grisewood, collected over 700 toys to distribute to the children attending the event.



Over 700 toys were donated for the annual holiday event.



Some of the hundreds of volunteers.



Toys donated to BC Federation of Labour Christmas Dinner.

All photos courtesy of the BC Federation of Labour

Zuckerman says part of the continued success of their Christmas charity is thanks to IUOE Local 115: “When I call, IUOE 115 members are like ‘what do you need?’ They just coordinated everything. That’s a huge load off, and I trust that Brett will do it year after year.”

This year, however, the person handling the food dropped out last minute. Chapman stepped in and saved the day, managing to secure a 48-foot tractor trailer with the help of District 1 Business Representative Brother Chip Dhaliwal, who contacted trucking company Western One.

With very little notice, Western One donated a truck and driver to help out with the event. “We would like to send out a special thank you to Manager Mike Barone with Western One for providing the truck so quickly, and the driver, Brother Tristan Krueger, for all his hard work helping out with the charity event,” says Chapman. He adds, “as soon as he heard it was for charity, Barone dropped everything and made sure we had what we needed.”

Over \$50,000 was spent on the event with \$30,000 going to food, and \$5000 spent on toys. The Christmas dinner was held in two places, the Maritime Labour Centre in Vancouver and the Whalley Legion in Surrey. 🍁



Volunteers provide hampers for Christmas guests.

IUOE Local 115 steps up to help Share food bank

On the last day of 2015, Business Manager Brian Cochrane found out the Share Society food bank was facing a donation shortage. That meant more than 400 households living in the Tri-Cities who rely on Share's services every week would receive less items from the food bank in the New Year. Brother Cochrane and Union officers made the quick decision to help out with a \$1000 donation, and Union staff came forward to donate an additional \$835 in less than two hours.

"While most of us have been fortunate to enjoy joyous holiday seasons filled with food, there are many families in need of the basics right here in our communities, year-round. A large portion of those people are children," says Cochrane, stressing the importance of donating to food banks to help less fortunate neighbours, not just during the holiday season, but all year round.

Over 6,000 food items are given out by Share Society at three locations in the Tri-Cities every week. More than a third of the recipients are children.

Cochrane, along with Assistant Business Manager Brother Brian Lefebvre and Business Representative Brother Josh Towsley, delivered the donation to the grateful Share Society representatives later that morning.

This donation is another instance in a long history of IUOE Local 115 advocating for better living conditions for everyone

in British Columbia. Unions in BC continue to push for work improvements as many British Columbians still don't have a living wage, strong pension or medical and dental benefits.

You're encouraged to make a donation to your local food bank, especially outside of the holiday season. Canned meals, canned fruit or vegetables, canned fish, peanut butter, and condiments are most in demand at food banks, but cash donations go even further in buying nutritious meals for those in need. 🍁



Business Manager Brother Brian Cochrane (right), Assistant Business Manager Brother Brian Lefebvre (centre left) and Business Representative Brother Josh Towsley (left) present Share Society with a cheque for \$1835.

Variety Telethon

IUOE Local 115 shows some love for the 50th annual Show of Hearts Telethon.



IUOE Local 115 Business Manager Brian Cochrane and Union staff present a \$10,000 cheque to Variety.



IUOE Local 115 staff take donations on the gold and silver panels.

IUOE Local 115 opened their hearts and wallets with a \$10,000 donation to the Variety Show of Hearts Telethon February 13th. "Local 115 is thrilled to have participated in the telethon for the past 16 years and has contributed over \$100,951 to date," says Business Manager Brother Brian Cochrane.

Further supporting the 50th annual charity telethon, Local 115 staff volunteered their Valentine's Day, Sunday February 14th, helping answer phones and taking donations. Over \$6.8 million was raised during the two-day event. 🍁

Honouring our members

Celebrating 50 years of membership



Clifton Krebs holding his 50 year Membership watch. Brother Krebs became a member on October 16 1956.



President Wayne Mills (left) and Business Manager Brian Cochrane (right) present Brother Ed Giesbrecht (centre) with his 50-year watch.



District 1 Business Representative Frank Carr (right) presents Brother Antonio Pellin with his 50 year watch.



Business Representative Curtis Harold (left) presents Brother Gil "Harry" Jackson with his 50 year watch.



District 1 Business Representative Frank Carr (right) presents Brother Michael McGuire with his 50 year watch.

Membership Service Awards November-December 2015

60 year

Quitin Davidson

50 year

Ed Albrecht
 Gary Baumeister
 George Brent
 William Burris
 Peter Chernoff
 Ron Clarke
 Harley Cochrane
 Peter Dick
 Eugene Dion
 James Doud
 George Eliades
 Kenneth Fraser
 Ervin Friedenstab
 William Gilbert
 Dennis Gradin
 H. Ken Griffith
 Hermann Heilemann
 Peter Hoffman
 Barrie Howard
 Ole Jensen
 Patrick Lamoureux

Bradley Lewis
 Gordon MacKenzie
 Andrew Malahoff
 Alvin McDonald
 Bruce Pausche
 Kurt Pitsch
 Mirko Sakic
 Sante Santi
 David Sholes
 Arthur Teske
 Glenn Tietjen
 Yosh Uno

40 year

Gordon Anderson
 Roland Brown
 Wayne Byron
 Sheldon Clarkson
 Ken Foulds
 Allan Gairns
 Edwin Hamson
 Richard Kobus
 Rodney Laughlin
 Danny McMorris
 Ken Person

Filomeno Santorelli

30 year

Sidney Blanchett
 Mark Genovese
 Curt Ginter
 Irvin Hawkings
 David Hoenderop
 Garry Janker
 Peter Jorgensen
 Hugh MacKay
 Ray Norgren
 John Simpson
 Ken Vallance
 Brian Whitney

20 year

Cornelis Bakker
 Jeff Bone
 Michael Brune
 Guy Busato
 Steven Crane
 Earl Crouse
 David Dobbs
 Sergio Gallina

Jeffrey Hanaghan
 Chris Hansen
 Darin Heinemann
 Trevor Hillman
 Scott Jensen
 Allan Johannesen
 Michal Krukowski
 Darrell Lowes
 Lawrence Madrigga
 Peter Myrhoj
 George Oulton
 Steve Parfiniuk
 Robert Peterson
 Bruno Rimaldi
 Douglas Squair
 Barrie Surina
 Wesly Tetlock
 Desmond Thomas
 Hugo Timmers
 Andrew Walter
 Dan Winder
10 year
 Chris Allen
 Candice Arimare
 Jaynal Arjun

continued on next page



Left: District 4 Business Representative Brother Herb Conat (left) presents Brother Jason Hladchuk with his HEO certificate.



Right: District 4 Business Representative Brother Wayne Kemp (left) presents Brother Brad Carr with his Mobile Crane certification.

Membership Service Awards Nov.—Dec. 2015

continued from previous page

Michael Auerbach	Clarence Girard	Dennis Lyth	Percy Snow
Dexter Baillie	Peter Grady	Donald MacArthur	Stacey Sommerfeld
Kevin Barnes	Karl Guderyan	Mark MacDonald	Rory Sorenson
Peter Bartsoff	Grace Halcro	Robert March	Cassandra Speers
Rene Bernard	Craig Hayman	Chris Martin	Nathan Stafiej
David Blackwell	Dwaine Head	Vincent Matheson	Tarn Starbuck
Joseph Boese	Bob Howe	Alexander McCloy	Isaiah Stevens
Robert Boles	Curtis Hudec	Ryan Medynski	Lance Strandberg
Anthony Brand	Aaron Humphries	Brian Moonie	Tristen Taylor
Mark Carnduff	Wendell Isenor	Barry Myers	Bryan Tracey
Curtis Chamberlain	Michael Jantzen	Richard Odne	Calton Tuftin
Remi Charbonneau	Ken Jeffrey	Justin Paterson	Harvey Turnbull
Kai Leung Cheung	Lloyd Johnson	Philip Paul	Randolph Verigin
Ben Creek	Richard Jones	Stephen Paul	Richard Vernon
John De Angelis	Mike Kelly	Anthony Peradenic	Jamie Walker
Victor Desnoyers	John Kemle	Vaughan Query	Tony Watts
Douglas Diachuk	Kim Kisyel	Robert Reinhart	Robert Weiss
Steve Doebert	George Kratochvil	Torrance Ruck	Edward Westlind
James Doyle	Curtis Lacroix	Jeremy Rusnak	Glen Whitter
Dale Dyck	Lawrence Laine	Trevor Salekin	Kyle Wiebe
Trevor Embree	James Larkin	Rico Salema	Derrick Williams
Patrick Farnum	Wendy Lavergne	Gordon Scheibe	Jamie Willis
Richard Fieber	Carmine Linza	David Silvester	Barry Woods
Justin Flundra	Glenn Loepky	Peter Skiboff	Greg Wright
Hans Frederiks	David Longstaff	Michael Smith	Aaron Zukowski
Gurpreet Gill	Matthew Lunt	Bradley Smith	

Pensions Awarded

NOV. 2015

Thomas Babijowski
 Robert Bastock
 Danny Bennell
 Daniel Brewer
 Robert Coakley
 Larry Gawne
 Raymond Goyette
 Robert MacDowell
 Leonard McLean
 Ronald Rose
 Lloyd Shields
 Barry Taylor

Richard Thompson
 Bernard Togher
 Andrew Walter
 Calvin West
 Robert Wright

DEC. 2015

David Commins
 Morris Cratty
 Tomas Dosil
 Raymond Goldade
 Jack Klassen
 Len Leduc

Joseph Lohbrunner
 William McIntyre
 Wayne Pighin
 Ron Tadei
 Rejean Trottier
 David Viscount
 Charles Williams
 Frank Zecca

JAN. 2016

George Jenkins
 Bruno Kovacic
 Donald Kuhl

Paul Leavell
 David Panton
 John Postma
 Michael Potter
 Duane Redden
 Edward Ryan
 Scott Stoppard
 Norman Sztuhar
 Donald Tegar
 Gordon Wallace
 Blaine Willey

Welcome to our 223 new Local 115 members Nov.—Dec. 2015

Robert	Allen	Steven	Flanagan	Greg	Koop
Tyler	Anderson	David	Fleming	Jamie	Koval
Cody	Andrykew	Tina	Freake	Rory	Krenzler
William	Atherton	Erin	Fulljames	Nicolas	Lacaille
Derek	Atherton	Robert	Gent	Kari	Laitinen
Allan	Aumonier	Patrick	Gentes	Lucas	Lapinski
Logan	Ayers	Michael	Goncalves	Jusleen	Lester
Gregory	Bachmeier	Dylan	Gouldhawke	Ryan	Lupul
Robert	Bain	Zane	Gravelle	Andre	Lussier
Kian	Banner	Jesse	Griffith	Grant	MacMillan
Joseph	Barros	Krystal	Gross	Christopher	Margetts
Oleksandr	Benyuk	MacKenzie	Grouhel	Danniel	Marques
Ryan	Bernier	Lucian	Gruiescu	Darren	Mason
Fleix	Bernier	Joseph	Guzzo	Dean	McBeth
Thomas	Betts	Karl	Hancox	Brian	McCabe
David	Blaich	Michael	Hansen	Mike	McCrinkle
Erek	Boake	Marcel	Hekker	John	McCullough
Nathaniel	Borland-Kristinsson	Rory	Herritt	Jeremy	McDonald
Michael	Brennan	Adam	Hicks	Tyler	McGill
KY	Brisebois	Shawna	Hicks	James	McLaughlin
Josh	Bronk	Ryan	Hill	Randy	McMorran
Michael	Cadham	Brent	Hoard	Alexander (Jim)	McNeil
Stewart	Chambers	Danika	Houston	Brent	McTavish
Chris	Chanin	Luke	Howe	Travis	Metecheah
Clinton	Chapman	Robert	Howe	Jared	Miller
Chad	Clark	Scott	Hudson	Nathan	Mills
Matthew	Clarke	Cory	Huggins	Dwayne	Minnabarriet
Terry	Clarke	Victoria	Jacobson	Darren	Mitchell
Travis	Cook	Rick	Jeannotte	Don	Moffett
Spencer	Copan	Kenneth	Jones	Jesse	Moore
Kevin	Crawford	Paul	Jones	Mathew	Morrison
Amanda	Dandy	Jason	Jonkman	Tod	Musyowski
Kenneth	Davey	James	Judge	Nora	Niles
Merl-Dean	Derbyshire	Robert	Kealey	Lance	Norman
Cole	Derkatch	Warren	Kean	Troy	Ofukany
Denver	Derose	Chantelle	Keene	Hartt	O'Hearn
Kelly	Di Tomaso	Mehmood	Khan	Nicholas	Ollier
Mark	Edwards	Jules	Kier	Andy	Olszewski
Tammy	Egan	Frank	Kilpatrick	Terry	Ould
Travis	Evanoff	Walter	Konkin		

continued on next page

Welcome to our 223 new Local 115 members Nov. - Dec. 2015

continued from previous page

Daniel	Oviatt	Lance	Roy	Chris	Thorne
Prabdeep	Pabla	Travis	Rumsby	Joshua	Towsley
Christopher	Palmer	Paul	Sager	Liam	Tracy
Michael	Pantlin	Melanie	Savage	Zach	Unrau
Amretpul	Parhar	Corbin	Shamley	Byng	Uttley
Clay	Parsons	Robert	Siemens	Mark	Vanderberg
Damian	Paulson	Nathan	Smith	Mitchell	Vandersluys
Matthew	Peters	Bobby	Smith	Jonathan	Vanzella
Shayne	Petrie	Carmen	Smith	Kevin	Varandas
Andy	Popoff	Kahla	Smith	Kourtney	Vitcoe
Roy	Porter	Ross	Somerville	Matthew	Walker
Tanya	Porter	Edward	Speitelsbach	Bryce	Wall
Stephane	Provencher	Christina	Spencer	James	Walton
Donald	Rach	Jonathan	Strasdin	Joshua	Ward
Jason	Ralston	Jordan	Sugden	Daniel	Warkentin
Janelle	Ramm	Sean	Tardif	Ryan	Webster
Krislynn	Reimer	Fiona	Taylor	Craig	Whittaker
Russell	Relke	Gari	Teodoro	Spencer	Willett
Cody	Rode	August	Thibault	Cindy	Williams
Mark	Roenicke	Brent	Thomas	Ivan	Wilson
Mitchel	Rogers	Harvey	Thomas	Guy	Wilton
William	Rowan	Travis	Thomson	Ryland	Winteringham

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jackets
watches

and much much more

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LOCAL 115

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GPU-2040-137

Members who passed away

Name Years of Membership

November 2015

Raymond ARNOLDUS	39
Mary BIRCH	18
David DOUDIET	60
Kevin DWYER	10
Lewis HASLAM	59
Howard JOHNSON	45
Hugh KINNISON	42
Trevor LEA	47
Alonzo SAUNDERS	61
George SMITH	50
Wade STOWE	24
Drew THORNETT	14

December 2015

Steve MELESKO	48
Brian MERRICK	42
Jack MUIR	43
Brownie PICHURSKI	37
Peter RENARDY	25
Edward RIEMER	51
Hans ROSVOLD	52
William RYDER	52
Joseph SCHEELAR	36
Gary TOPHAM	24
Glen TURNER	34
Francis TUYTTENS	60
William WULF	40

January 2016

Yuk Long CHANG	27
Kenneth DE FEHR	61
Brian POWER	16
Stanley WOZNY	56

Please note: the following members were not included in the last newsletter as we were notified of their deaths after publication.

May 2015

William HILTS 3 year member

October 2015

Edwin CARLSON 48 year member
Wayne CONLEY 43 year member
Charles CROWLEY 43 year member

Local 115 District Offices

District 1 and Main Office

4333 Ledger Ave., Burnaby, BC V5G 3T3
Phone: 604-291-8831 Toll Free: 1-888-486-3115 Fax: 604-473-5235
E-mail: iuoe@iuoe115.ca Online: www.iuoe115.ca

Business Manager: Brian Cochrane

Assistant Business Manager: Brian Lefebvre

President: Wayne E. Mills

Mgr. Administration & Special Projects: Lynda Arland

Office Manager: Arlene Lindsay

Business Representatives

Frank Carr **Brett Chapman** **Chip Dhaliwal** **Tom Kinnear**
Don Swerdan **Josh Towsley** **Jeff Turner**

Dispatcher

Jim Flynn: 604-473-5231

Organizing Representatives

Rob Duff: 604-473-5206

John Munro: 604-473-5272

Bryan Railton: 250-320-4840

Benefits and Pension Plans

Shawn Hatch, Administrator

Training Association

Jeff Gorham, Interim Administrator

District 2

Vancouver Island:

Curtis Harold, Business Representative

35 Wharf Street, Nanaimo, BC V9R 2X3

Mailing Address: PO Box 213 Stn A, Nanaimo, BC V9R 5K9

Phone: 250-754-4022 Fax: 250-754-5513

District 3

Kamloops-Revelstoke-Okanagan:

Bryan Railton, Business Representative

785 Tranquille Road

Kamloops, BC V2B 3J3

Phone: 250-554-2278 Fax: 250-554-1766

District 4

Central Interior-Yellowhead:

Herb Conat & Wayne Kemp, Business Representatives

Unit B, 3339 8th Avenue

Prince George, BC V2M 1N1

Phone: 250-563-3669 Fax: 250-563-3603

District 5

Peace River and Yukon Territory:

Andrew Hamilton, Business Representative & Organizer

Unit 9912 – 100 Avenue

Fort St. John, BC V1J 5S7

Phone: 250-785-2746 Fax: 250-785-0151

District 6

East and West Kootenays:

Rob Foskett, Business Representative

103 Centennial Square, Sparwood, B.C V0B 2G0

Mailing Address: PO Box 1567, Sparwood, BC V0B 2G0

Phone: 250-425-2161 Toll Free: 1-888-605-9955 Fax: 250-425-2166

Meeting Notices

District 1

BURNABY: 1st Thursday of every month

7:30 p.m. at 4333 Ledger Ave., Burnaby

Except March & September (due to General Membership Meeting)

District 2

Monthly meeting locations alternate:

NANAIMO: 2nd Monday of odd months

6:00 p.m. at the Coast Bastion Inn, 11 Bastion St.

VICTORIA: 2nd Wednesday of even months

6:00 p.m. at the Pro Pat Legion Branch 31, #292 - 411 Gorge Rd. E.

CAMPBELL RIVER/COURTENAY:

Members will be advised of meeting date, time and place.

District 3

Monthly meeting locations alternate:

KAMLOOPS: 2nd Thursday of even months

7:30 p.m. at the Union Hall, 785 Tranquille Rd.

KELOWNA: 2nd Tuesday of odd months

7:00 p.m. at the Teamsters Hall, 185 Froelich Rd.

District 4

PRINCE GEORGE: 2nd Wednesday of each month

8:00 p.m. at Coast Inn of the North, 770 Brunswick St.

PRINCE RUPERT, TERRACE, KITIMAT, SMITHERS:

Members will be advised of meeting dates and times.

District 5

Monthly meeting locations alternate:

FORT ST. JOHN: 2nd Tuesday of odd months

7:30 p.m. at the Masonic Hall, 10441 100th Ave.

DAWSON CREEK: 2nd Tuesday of even months

7:30 p.m. at the George Dawson Inn, 11705 8th St.

TUMBLER RIDGE/PEACE RIVER COAL:

Members will be advised of meeting date, time and place.

WHITEHORSE:

Teamsters Hall, 407 Black St.

Members will be advised of meeting dates and times.

District 6

Monthly meeting locations alternate:

CASTLEGAR—1st Wednesday of odd months

7:00 p.m. at the Super 8 Inn, 651 18th St.

CRANBROOK—1st Tuesday of even months

7:00 p.m. at the Labour Centre (Boardroom), 105 9th Ave. South

Teck's Line Creek Operation:

Members will be advised of meeting dates and times.

JOBS FOR NORTHERN BC

Register at
JobsForNorthernBC.ca

Shouldn't Jobs in Northern BC Go to British Columbians First?

Billions of dollars are being invested into northern BC—creating thousands of jobs to build mines, dams, LNG plants, pipelines and infrastructure. We have a simple request: Let's make sure local residents and all British Columbians are first in line for those jobs.

We're here to make that happen. The Operating Engineers want to help connect you to these jobs being created in northern BC.

We also want our leaders in government and business to understand this: Employing northern British Columbians, First Nations and apprentices is both their responsibility and duty.

BC workers will spend their pay cheques in their communities. Pay their taxes to the province. And our young people will learn the trades that will help build BC's future.

We need your help to make sure jobs in northern British Columbia go to local residents and British Columbians first. Please sign up and tell us what work you want to do. Get your friends, family and neighbours to do the same.

Just visit the website below to register.
It takes less than a minute.

iuoe 
LOCAL 115

Register Now To Show Your Interest in Northern BC Jobs
www.JobsForNorthernBC.ca



Cut and post at your workplace

