

Winter 2017

iuoe[🍁]news

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Photo by Allan Kindrat

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Working to restore Labour balance

As we are fast approaching the end of another year, it is important to reflect back on the many initiatives and activities we have been engaged with on behalf of the membership of our great Or-

ganization.

While there are many highlights, our work on the Site C dam project stands out. We started this year with an extensive and well-resourced campaign in Fort St. John organizing the workforce at Site C, alongside the Labourers and Teamsters. Although a bad Labour Relations Board decision resulted in a negative outcome, there were many positive things that were accomplished.

Going back to the beginning when former premier Christy Clark announced the project, the IUOE has been a leader in meeting with Government, BC Hydro and all of the respective stakeholders. It has been no easy task, however the dedication and drive of our staff and membership to make sure the voice of Operating Engineers was heard is something which we should all take great pride in. We are hopeful this project will now proceed under a new Government and be built with an IUOE workforce!

Our influence and recognition for our efforts rarely goes unnoticed, and fighting the influence of an anti-union Provincial Liberal Government for 16 years on major projects was a battle that has required a tenacious attitude from our staff and the entire Labour Movement in BC.

I believe that the previous Liberal Government's attitude of arrogance towards working families, by trying to push down wages and reduce benefits in the most expensive housing jurisdiction in Canada, helped to push the NDP into being successful as the leaders in our new cooperation Government with the Greens.

While this change has certainly not been "unicorns and sunshine for all" at this point, I can't tell you enough about how refreshing it is to speak with a Minister of Labour who not only understands Labour, but appreciates the work of our membership, and is genuinely concerned for the average working family in BC.

Now, trying to get this new cooperation Government to restore the huge imbalance that has been created over 16 years of Liberal rule will be no easy task. But it is a necessary priority for Local 115 and our membership.

We work under a legal framework. We have made it clear to the new Government that we expect changes in the Employment Standards Act, Labour Relations Code and the rules at Worksafe BC. Having laws that protect and invest in the health and safety of workers is clearly on their agenda and that is refreshing to see.

The summer of this year was filled with the worst fire season on record and the sustained record-setting temperatures caused devastation throughout the Province. This of course resulted in one of the busiest years ever for the Local 115 members who are pilots for Conair Aviation. The skills and courage it takes to do aerial firefighting puts them in a league of their own, and we can't thank them enough for their commitment this year.

Many of our members were served evacuation notices during the fire season, and the Officers and Executive Board were quick to respond by establishing a Disaster Relief Fund to provide financial assistance to our displaced members. Upon hearing of the crisis, General President James T. Callahan immediately stepped in to provide assistance from the International, and other IUOE Locals across the country soon followed.

Moments like these define who we are, and I couldn't be more proud of the efforts of our Union in trying to assist those in need.

On Kinder Morgan's Trans Mountain Pipeline Expansion project, IUOE Canadian Director Lionel Railton has led the pipeline trades through countless meetings and the "Safety before Profits" campaign to advocate for the use of highly skilled and trained IUOE members as builders for this project.

At the time of writing, this project still faces many uncertainties with Government and First Nations in achieving the social license to proceed. We know that if this project were done in a full partnership with the pipeline trades, there would be a much greater comfort from the public's perspective and it would reduce the controversy, however at this point we are quite a ways from being engaged in a meaningful way!

2017 has also marked the 50th year of the BC Building Trades as an organization and there has been much to celebrate and reflect on. Over the last five decades the Building Trades have been involved in all of the ups and downs of the

continued on following page

construction market, and have been there at all times to build British Columbia.

Some of the things that British Columbians now take for granted were fought for by the great men and women that came before us in the Building Trades. Whether you think about the millions of dollars of investment in training future generations of craft workers, providing healthcare and pension benefits to our membership, lobbying government to improve trade standards and safety legislation, or stopping the importation of cheap foreign labour intended to take away jobs from skilled Canadians, there are countless examples of the importance of the work we have accomplished together.

Speaking of 50th anniversary celebrations – Arlene Lindsay chose to retire after 50 years of service to Local 115 on September 16th. During Arlene's 50 years of service to the Local she saw immense change and did an excellent job managing through it. She has been an incredibly loyal and dedicated person working on behalf of our members for five decades, and we are all proud to see her move on to the next leg of the journey.

I would like to close this year by extending a special thanks to all of our stewards and members for their engagement and continued support. The staff at the Local is second to none, dedicated to advancing the interests of our membership every day—but the strength, loyalty and input of our membership is what keeps us going.

I wish you and your families the very best over the Christmas season and hope that 2018 brings continued success.

Always Remember—Together we can create positive change and together we will rise above! 🍁



IUOE Local 115 is leading a media campaign going into the new year. The message we are sending is that the BC Government spends billions on public construction projects such as dams and highways. It is time to return to a system that channels the money spent on those projects back into communities. With Community Benefit Agreements, our public projects will provide fair wages for every worker, local hiring, training and jobs in construction for Indigenous people and women. Above is a picture of the digital media billboard ad at the Port Mann bridge which greeted traffic as they proceeded westbound over the bridge. Other digital media billboard locations were west end of the Pitt Meadows and Pattullo bridges, both facing west for eastbound traffic to view as they came off the bridges. Your Union will continue with this campaign throughout December and into the new year on all fronts through digital, print and radio.

ARLENE LINDSAY

IUOE Local 115 staffer retires after 50 years of service

By Marco Procaccini and Lynda Arland

Friday September 8th, 2017 saw a milestone event in the International Union of Operating Engineers Local 115's history.

It was September 8th, 1967, and while the Surveyor 5 was launched to the moon, so too was Arlene Lindsay's 50-year legacy of serving and advocating for the members of Local 115.

Growing up in Burnaby, Arlene's career at the IUOE started as the result of a very persistent Uncle (Cliff O'Neil). Arlene was fresh out of high school and was recommended to a very large trucking company in Vancouver. She went to an interview there to gain job interviewing experience;

low and behold she was offered the job. As fate should have it; she could not start there until after the summer as she had to show her horses and finish with the PNE. The president of the trucking company understood as he too showed horses and told Arlene to start work after the Labour Day long weekend – September 8th. On the Friday before Labour Day weekend Arlene received a phone call from her Uncle Cliff, who was a Local 115 Business Agent. Her Uncle asked if Arlene knew how to operate an electric typewriter and take shorthand, she said yes. He then told her she needed to get down to the union hall at 41st and Fraser now as they were looking for a secretary.

Arlene did as she was told and went to the hall where she performed a typing and shorthand test for then Business Manager Mike Parr; who hired her once the tests were completed. Arlene believes the fix was in from the start.

"She did just about every job in the place; and she knew the local's policies really well."

Arlene explained to Mike Parr about her other job waiting for her; and they agreed that if she went back to the president of the trucking company and he was unhappy, then she would go there. Brother Parr appreciated Arlene's position and would wait for her decision. When Arlene told the president of the trucking company she was offered another job, he asked where. When she told him the Operating Engineers Local 115, he said to her 'take it', as it would be the best opportunity she could have. Arlene commented 'That is the respect our Union had from the outside world.' Arlene also commented "that was a very difficult call to make, but once again the kindness and patience both men showed me, remained throughout my career."



'One of my first jobs was licking stamps for the union member dues books,' Arlene said, remembering when dues were collected and processed manually. 'Upstairs in the Burnaby office 4th floor Heritage Room which archives some dues books; I tell people my DNA is on those stamps.'

She soon went onto answering phones, processing per-capita reports on once standard National Cash Register machines and then eventually moving into accounting and payroll in 1990, which she helmed until 2012. In 2012, Business Manager Brian Cochrane asked Arlene to take on the position of the Office Manager for the local and she remained in that position until she retired on September 15, 2017.

Arlene saw many changes over the decades. The technological changes began and never stopped; 'first was a telex machine' she said, 'then the Gestetner, fax machine, computer, palm pilots, laptops, dial phones to cordless phones to car phones and then to cell and smart phones.' But while such technological change has brought disruption and layoffs to other office workplaces over the years; Arlene says that the Local has been largely spared.

She commented 'I have seen a lifetime of boyfriend –

girlfriend relationships, breakups, engagements, weddings, births, first steps, first words, high school and university graduations, first jobs, births of grandchildren and unfortunately deaths of family members and co-workers. And I've also seen many retirements before mine.'

Arlene also saw a change in the Local's leadership over the half century she was on staff, as she worked under four different Business Managers; Mike Parr, Fred Randall, Gary Kroeker and finally Brian Cochrane.

Past Business Manager Gary Kroeker said 'She did just about every job in the place; and she knew the local's policies really well. She's got a steel trap for a memory and knew dates and events off the top of her head. When she moved into accounting, she had a wicked red pen! When the guys submitted their expenses, she would say, 'nope, we don't cover that'. She treated the local's money like it was her own. She was good with the members; she took the time to deal with them. She had a lot of patience.'

These same sentiments are shared by current Business Manager Brian Cochrane. 'Back when I became a Business Rep (in 1990), she provided guidance,' he said. 'When guys made mistakes on their expense forms, she was there to correct them, and she enforced policies of the Local well. She did a great job, and has always done a great job. She's been a good mentor.'

Cochrane noted that Arlene was the first staff member to move from a Move-up position into the position of Office Manager, which made her directly a member of the Operating Engineers.

Arlene thanks Operating Engineers Local 115; she said 'John and I have enjoyed a wonderful life and life style of our choosing. The wages and benefits provided because of the hard fought for union environment. 'To that I am so very grateful!'

IUOE Local 115's Table Officers, Executive Board, Staff and members both past and present want to wish Arlene and John the very best in their retirement together. Arlene's loyalty and dedication to Local 115 for the past 50 years has been monumental and to that we give a truly heartfelt 'Thank You!' 🍁





Project Labour Agreements will be our focus

Spring sprung and she was wet and cool. Summer charged in hot, dry and lit up most of the province so to speak. Our thoughts are still with the more than 50,000 people who were forced to flee from their homes across the province, all the way from Sparwood to Quesnel and points in between.

Your Local Union along with the other BC Locals set up a fund for those affected by the evacuation orders. As noted at the Canadian Conference in Saskatoon last August, I would like to again say thanks to our sister Locals across Canada as well as the International for assisting. Our thoughts are with those who were on the forefront of the Wildfires.

Fall was decent and we wait for a winter that the “experts” (*Farmer’s Almanac* and others) say is going to be “snow-mageddon”. We will wait with baited breath and see what happens.

I want to start out by saying a big “thank you” to all of our Shop Stewards and Safety Reps for without you, life would be a struggle. Every day we get up and our thoughts are how to make life better for people.

I would like to welcome new Business Representatives Mike Mayo and Dennis Best on staff. Both have the heart and the drive and are people who genuinely want to make life better for our members.

CLR Agreements

The votes have been counted for the agreements that are tied to the Heavy Construction between the Construction Labour Relations of BC (CLR) and the Bargaining Council of BC Building Trades Unions (BCBCBTU). The agreements were ratified with a 14 for and 1 against vote; IUOE 115 was the one vote against. Although our members have been working under the rates and terms and conditions that were reached, in some cases as far back as August 2016; a vote could not occur (due to legislation) until all agreements with all of the trades including the main table items were

completed and signed off. This occurred in late September with ballots sent to those who worked over 250 hours in the last year and were returned and counted mid-November. A long drawn out and believe me when I say painful process. Guess what else? These agreements end May 2019 so we get to start this process, again January 2018. The main reason for this being a painful and drawn out process, is that we con-

tinue to struggle with market share and those that are eating our lunch.

So who is eating our lunch in the construction sector; and we need to ask ourselves why? The Christian Labour Association of Canada has been doing our tra-

ditional work and it is time to put a halt to it. We cannot rely on other people to do it for us. Employer domination is alleged to be an issue with these types of groups. Concerning site preparation, where are these groups at with wages and the total package? Total package includes your pension, medical, extended health, life insurance, disability, training to name a few. The people working there do not seem to think that the Heavy Construction rates and benefits are important so what is the answer?

Major Projects and PLAs

There are a number of project labour agreements (PLAs) for the projects still on the books. Rio Tinto’s Kemano, Site C’s Powerhouse, Spillway, and the LNG Canada project. I am sure there are others out there but those are the ones that the IUOE Local 115 is involved with on PLAs. Some are with all of the BC Building Trades while some are with most of the Trades and some are with only a couple of the Trades. The terms and conditions are different from our “standard” agreements and better reflect the work on those specific projects. They are an important step in continuing to be recognized as the real people who Build BC.

In closing, I want to wish everyone a Merry Christmas and a Happy New Year. May the best you encountered in 2017 be the worst that you face in 2018. 🍁



Still work to be done

BC Building Trades united

The 46th Convention of the BC Building Trades held in September was expected to formalize a reunification that has been 25 years in the making. Welcomed back to the Building Trades Council were the Millwrights 2736, Piledriver's 2404, the BC Provincial Council of Carpenters and the United Association of Plumbers and Pipefitters Local 170. With a new government that has sent signals that they want to make life easier for working people the stage was set for all of the building trades to move forward together.

There were some important highlights at convention. Premier John Horgan brought his message on behalf of the government – it was the first time anyone can remember the Premier of BC attending the convention. Premier Horgan repeated his commitment that BC Building Trades members would build BC's infrastructure under Project Labour Agreements. Dave Holmes, Business Manager of the International Union of Painters and Allied Trades District Council 38 was elected President of the BC Building Trades replacing outgoing President Lee Loftus. For anyone that knows Lee Loftus, they'll know that Dave Holmes replaces a tireless advocate for working people. In addition, the Convention received reports on the activities of the Canadian Building Trades Unions from Executive Director Bob Blakely, and the BC Federation of Labour from President Irene Lazinger.

At a convention that we should have been celebrating the reunification of the BC Building Trades and a government that understood the value that our skilled workforce brings to projects, there was one important thing missing. Ironworkers Local 97 did not attend the convention after leaving the BC Building Trades. This came shortly after the BC Building Trades became aware of an Agreement between Local 97 and the Christian Labour Association of Canada. An agreement to "formalize their relationship...". In the Agreement, Local 97 commits to "promote on an exclusive basis the employment of CLAC members to perform work for Local 97's signatory employers outside Local 97's traditional craft." To suggest that I'm disappointed would be a massive understatement.

Local 97 appears to be waving the white flag of surrender in the fight to improve working conditions for working

class people. Instead of fighting organizations whose collective agreements undermine those of real unions, it appears the elected leaders of Local 97 have decided to abandon over 100 years of proud history and have walked away from trade unionism. The elected leaders of a union founded in 1906 that fought to improve conditions through two World Wars and the Great Depression has seemingly decided that now is the time to throw in the towel. The BC Building Trades needs to do everything in their power to ensure that Local 97's alliance with the Christian Labourers of Canada is short lived.

Fighting for working people is not a fight that IUOE Local 115 or I will ever give up on. There is no walking away from our commitment to our members or our commitment to support the interests of working people. Our union has survived many challenges and has continued to fight for improved conditions, fair wages, workplace safety, training opportunities, stable benefits, and a dignified retirement. The labour movement has accomplished much in BC and yet we are far from finished.

"That's one thing you learn in sports. You don't give up; you fight to the finish." Louis Zamperini 🍁



Assistant Business Manager Josh Towsley swears in new initiate Martin Robbins at the Burnaby Office

Labour Relations Board

Important changes may be coming

Happy Holidays to you and your family, I hope everyone has a safe and enjoyable Christmas and New Year!

I would like to welcome the new members from SNC Lavalin O & M Services Inc. in Kelowna; these members do the bridge maintenance on the WRB Bridge. The successful organizing campaign was a great team effort alongside Business Representatives Brian Lefebvre and Bryan Railton

I attended the BC Federation of Labour quarterly Organizing Institute meetings; this is where organizers from the affiliate unions of the BC Fed get together and go over the efforts involved in organizing. What the labour movement would like to see the BC Fed lobby for at the BC Labour Relations Board (LRB) and Provincial Government level. Prior to the BC Organizing Institute Meeting a sub group met to discuss the rat unions in the province and exchange any new information we have collected. During the second BC Organizing Institute meeting we had Jacquie de Aguayo, Acting Chair; Koml Kandola, Acting Registrar and Bruce Wilkins, Associate Chair for Adjudications all from BC LRB attend the meeting to give us an update on the changes and answer any questions or concerns we had on applying for certification

at the board. We were advised that the LRB are working on streamlining the process to get the vote done when we apply for certification. Right now the vote is held on the 10th day after our application goes in. This gives the employer 10 days to talk with the workers we are trying to organize, the employer usually begs for second chances, makes empty promises or threatens the workers. The board is trying to speed up

the timing of the vote from when the application goes in. The vote could be made earlier and held in a sealed ballot box until we have a hearing and receive the report from the Industrial Relations Officer.

This would be great if the LRB does this as it would take away the 10 days the employer has to try and convince the workers not to go Union. It would also eliminate quite a few unfair labour complaints to the LRB from the Unions against the employers.

In closing I would like to ask you to forward any information you have on any non-union workers that you know of that are looking to bring their workplaces into the Union. Organizing is a team effort and starts with you, the member getting involved and growing this great Union we all belong to. 🍁

"Organizing is a team effort and starts with you, the member getting involved and growing this great Union we all belong to."

Moving or Moved?

Make sure that you give the Local your new address when you relocate.

Phone: 604.291.8831

or toll free at 1.888.486.3115

Email: iuoe@iuoe115.ca

Tax Receipts, Notices and other publications are mailed to each member's last recorded address.

DON'T MISS OUT





Bargaining continues

I honestly don't know where the time goes as we are at year end of 2017!

I would like to welcome Mike Mayo and Dennis Best as the newest Business Representatives to the IUOE Local 115 team.

Mike has a tremendous amount of experience in the construction field and Dennis in the industrial field. Both are a welcome addition to the current compliment of Business Representatives.

At the time of writing the following negotiations are on-going;

Blue Water West Limited

The parties have met on numerous occasions and we are in the final stages of concluding a document to have the crew vote on. I would suspect that by the time this issue of the IUOE Local 115 News is read we will have successfully ratified the proposal document.

Fuelex Energy Ltd.

Here again, the Union and the company have met and discussed both parties proposals. We are close to a tentative agreement on a ratification document which, when we conclude, will be voted on by the Membership.

Hiway Refrigeration Ltd.

We have met and the Union Committee has presented the proposal document to the company. After lengthy discussions we are set to meet for three days in the very near future. The proposals are mostly economic. I am confident that after a couple of more meetings that we will have a ratification document for the crew to vote on.

Next year the Union will be in negotiations with Rempel Bros. Concrete Ltd. (expiration of December 31, 2018) and Waste Management Commercial Dependant Contractors (WMCDC).

Proposals for negotiations forms will be presented to the WMCDC's early in 2018; then Len Bowman and I will review these proposals and fashion a proposal document.

In the case of Rempel Bros. Concrete Ltd., as a result of this collective agreement expiring at the end of the year, the crew will be supplied with the proposals for negotiations forms mid-year. Thereafter a meeting will be held with the crew to discuss the proposals and to elect a Steering Committee if necessary. As stated this meeting will not occur until at least July of next year.

In closing I want to wish every member and their families a safe and happy Christmas season and the very best in the New Year. Until next year..... 🍁



Business Representative Jeff Turner presenting Gerrod McAuley with his 10 year service pin at Mainland Sand & Gravel Ltd.



Joe Tuff from B&B Contracting Ltd. working on a parking lot next to the Union Hall in Burnaby



Keller Foundations Ltd. has unionized and members busy

As we all know the construction cycles ebb and flow, and in the last publication I reported all construction industries in the lower mainland were busy with the exception of the Pile Driving and Ground Improvement Industry. I'm happy to report the industry has turned the corner and our members are busy working on a number of sites; and as work slows in the Road Building sector members are needed in the Soil Improvement Industry.

After a very slow year, members employed by Menard are now working at three different projects. The first project is the North Vancouver Sewage Treatment Plant. The cost of this project is estimated to be about \$750 Million; there are four crews working two shifts until the end of February. The second site is in Richmond at the Seaside Project and will have 3 crews working for a number of months building stone columns. The third project is in Abbotsford which will be a school expansion, employing a single crew.

It's been five years since Malcolm Drilling Company, Inc. worked in BC. They were recently awarded work at the Annacis Island Waste Water Treatment Plant creating panels of reinforced soil 30 metres deep by two metres wide. The process involves a specialized drill rig with three 30 metre long rotary drills attached to the front end which auger into the ground, mixing the soil with a binder through a process that simultaneously breaks down the soil without extraction and injects a binder at low pressure to create the panels.

I'm happy to report Local 115 has been successful in securing a collective bargaining agreement with Keller Foundations Ltd. and Cynotech Construction Ltd. After months of meetings and a final meeting held September 27th that included the employer and representatives from the Pile Driver, Divers, Bridge, Dock and Wharf Builders Local 2404, an agreement was signed by all parties on November 6, 2017. This agreement will result in additional work for members under the terms of the Standard Pile Driving, Dipper Clamshell and Related Work Agreement. The company has begun placing orders with dispatch and we have been dispatching members to job sites.

Over the last couple of months your representatives have had the opportunity to meet with and lobby MLA's and Cabinet Ministers within the NDP government. It's a breath of fresh air to have the opportunity to speak with government officials that seem willing and have the ability to affect change for the

betterment of hard working people. We've discussed restoring fairness and balance to the Labour Code and Labour Relations Board (LRB), which has resulted in the previous chair of the LRB being replaced by Jacquie de Aguayo who has been appointed Acting Chair of the BC Labour Relations Board and the Employment Standards Tribunal, effective August 23, 2017. She will hold this position for up to six months while the Board Resourcing and Development Office search to fill the position.

With respect to jurisdiction, we recently had an issue at the John Hart Dam in Campbell River on Vancouver Island that was brought to our attention by our members working there. A sub-contractor assigned the operation of the mobile crane to another union. We opposed this assignment and based on our research we learned that the assignment was unprecedented; in construction, the servicing, maintenance and operation of mobile cranes is the jurisdiction of the Operating Engineers, full stop. With that we submitted our supporting information to the General Contractor who upon review reassigned the work back to IUOE Local 115. If you find yourself in a situation where you question the assignment of work, please contact me or your district business representative. In closing, I would like to thank all the members who have assisted the Union throughout the year —Happy holidays. 🍁



Malcolm Drilling Company, Inc. working at the Annacis Island Waste Water Treatment Plant

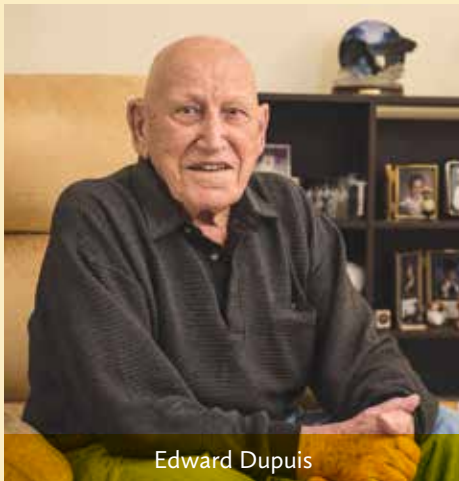
70-year members

Edward Dupuis & Marcel Dupuis

By Ian McLeod

Images by Oliver Rathonyi-Reusz

Summer 2017 marked another milestone for two of our most senior members, brothers Edward and Marcel Dupuis. Originally from Saskatchewan, they joined IUOE 115 within weeks of each other after the end of World War Two. Both were recognized this year for 70 years of continuing union membership.



Edward Dupuis

Ed and Marcel were the subject of a profile in the December 2013 *IUOE 115 News*. They have continued to live actively and independently in Metro Vancouver, keeping in touch with each other and taking an interest in union affairs.

Ed, now 97, gained experience with heavy equipment in the Canadian Army during the war. On his first IUOE 115 job, the Bridge River hydroelectric project west of Lillooet, he earned \$1.25 an hour—until the day his boss pointed to a big new Caterpillar tractor and said, “If you can manage that thing, I’ll double your wages.”

Younger brother Marcel, 92, started with the Local in Prince Rupert at \$1.00 an hour, clearing a site for what later became the Skeena Cellulose pulp mill.

“I worked on everything,” Marcel said in a recent interview. “Cat, shovels, loaders—and I monkey-wrenched all kinds of equipment. After four or five years I was a full-fledged mechanic, and then a mechanic foreman. I’ve had so many jobs—if I gave you the list, it would make your head spin.”

“The union was always a wonderful thing for working people, making sure we got proper wages and accommodation. The Liberals were the first government that really tried to break the union. They wanted to get something for nothing.”

“But I never really retired. I’ve never quit. That’s why I’m living today. You’ve got to keep your body moving and your mind active.”

Through their careers, the brothers took on construction projects in every corner of British Columbia and in the Arctic—building railways and highways, airports and ice-bound drilling platforms.

“Marcel and I were just talking about how we never worked together after we joined the union,” Ed said in an interview at his Maple Ridge home. “On the Kemano [hydroelectric] project, he was at one end of a 10-mile tunnel and I was at the other end. I walked over the mountain a couple of times to see him, but he was never home.”

Both Marcel and Ed moved to the Lower Mainland in the 1950s. Marcel purchased a residential property in North Vancouver for \$480 and built his own house, and took part in major projects such as Simon Fraser University and the Burrard Thermal generating plan.

Edward had an acreage near the Pitt River that he landscaped with an old Ford tractor. He worked for Dominion Bridge as a crane operator, helping to build the Pacific Coliseum and narrowly avoiding the catastrophic collapse of the Second Narrows Bridge (he was on a day off.) “During my last 15 years I was at a different company,” he said. “They were building those towers in downtown Vancouver. All I did was put the cranes up and take them down, most often on weekends.”

“Dominion Bridge - Burnaby plant, was shut down in the mid-1970s and other companies went broke in the 80’s. It’s funny. The employers come and go, but the union stays.” 🍁



Marcel Dupuis



Collective bargaining continues

Greetings brothers and sisters:
I am currently bargaining collective agreements with Atlas Copco Canada Inc., Owen G. Carney Ltd. (dba Carney's Waste Systems), United Rentals of Canada, Inc. (Vancouver Island) and Wastech Systems Ltd. bargaining for the new landfill in Cache Creek in December.

The crew at Atlas Copco Canada Inc. should be voting on a last offer soon which could bring to an end a long and arduous bargaining round. Carney's Waste Systems will also be voting on an offer soon. United Rentals (Vancouver Island) will be voting on a new offer. Wastech Services Ltd. bargaining for the new Cache Creek Landfill will resume again in December. Both parties agreed to halt bargaining for a variety of reasons.

The bargaining committees of Atlas Copco Canada Inc., Carney's Waste Systems, United Rentals of Canada, Inc. (Vancouver Island) and Wastech Systems Ltd. have a lot to be proud of. Wayne O'Neill, Aaron Gruber, Jamie Walker and Ken Kiley have all persevered and come out on top of some very complicated and difficult bargaining rounds. Not everyone may understand the difficulty of the position these bargaining committee members are put into sometimes. Sometimes discussing issues from every possible angle for months on end can be trying even on the most experienced

negotiators. These fine gentlemen handled the stress of these situations with honour and dignity.

The Shop Stewards at Canadian Heating Products Inc. have done a wonderful job navigating through a transition period where the company was bought out and new management brought in new ideas and ways of doing business. It is my understanding that apart from a few hiccups, production and sales are up. It will be a welcome change to bargain this collective agreement under these positive conditions. I look forward to Russ Naugle and Traci Crockett joining me in bargaining in the New Year.

After a bit of a slow period, Atlas Copco Thiessen is once again going strong and has added an extra shift. I look forward to bargaining their collective agreement in 2018. Simon Every and Kurt Larson once again deserve praise for their hard work and diligence for dealing with issues and grievances in a professional and even handed manner.

Let's hope for a mild winter and safe working conditions in the coming months.

With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men, than any other association of men.

—Clarence Darrow 🍁



Randy Paquette from B&B Contracting Ltd. working on a parking lot next to the Union Hall in Burnaby

<h3>10% Member Discount</h3>	<h3>Intl. Union of Operating Engineers 115</h3>
<p>ON THE FOLLOWING ITEMS: Dakota, Carhartt & Helly Hansen Industrial Workwear • FR & Hi-Vis Merchandise • Thermal Underwear • Industrial Rainwear • Healthwear • Jeans • All Season Work Gloves, Socks and Safety Accessories • CSA & Anti-Slip Footwear.</p> <p>Where an item is sale priced the lower price will apply. Card is required to be eligible for discount. Not to be combined with any other offer. Purchase must be paid for at point of sale by cash, credit or debit card.</p> <p>_____ Customer Signature</p>	
<p>Valid At Any Mark's This card is to returned to the customer EXPIRES: 31 May 2018</p>	
<p>Pick up your discount card at your district office or district meeting.</p>	



A thank-you to the members who worked on putting out the fires

This was a record-breaking year for the number of terrible wildfires that blazed across the province threatening several communities—ravaging municipal infrastructure, businesses, homes, farms, etc. We hold a great deal of respect for our members working for the Conair Group Inc. as they battled the wildfires across the provinces of British Columbia and Alberta this past summer. The real heroes are the Pilots and ground crews that put their lives on the line every day to attempt to keep the public and communities safe from losing everything. Despite the fact that several evacuations were in place across the province, many communities miraculously were untouched due to the bravery and heroism from both the ground crews and pilots of the Conair Group Inc. As several other fires across the province of British Columbia burned uncontrollably creating unsafe conditions, including limited visibility and poor air quality, the pilots and ground crews were held to the outer perimeter or forced to be on standby for several hours and sometimes even days, selflessly putting their own family lives on hold. Business Manager, Brian Cochrane, the Executive Board and

"Congratulations to our members at Great West Equipment as they move forward over the next three years with a new collective agreement."

all the members of the International Union of Operating Engineers (IUOE) Local 115, could not be more proud of the sisters and brothers that bravely piloted the aircrafts in their dedication to ensuring safety to the public and communities haunted by the horrific beast we call wildfire. Furthermore, the Executive Board and members of the IUOE Local 115

send our well wishes to all those affected by the wildfires.

On the bargaining front, I would like to say congratulations to our members at Great West Equipment as they move forward over the next three years with a new collective agreement containing gainful increases and a fair bump in benefits. As we all know, the bargaining process is challenging when having to consider the company's need to remain competitive within their market while at the same time advocating for the members' need for fair wage and benefit improvements. I would therefore like to thank bargaining committee member, Al Larsen, for all your hard work on this round of bargaining.

I would like to wish you and your families a safe holiday season and a very Merry Christmas! See you in the New Year! 🍁



Great West Equipment Crew
L-R: Tyler Frith, Stacy Grigg, Chris Aldcroft,
Aaron Bohach (AKA Butch), Duane Palmer
and Nick Johnson



At the September 16, 2017 IUOE Local 115 General Membership Meeting, a motion was passed that required the Local's Executive Board to develop and adopt a Social Media Policy for all members of IUOE Local 115. A copy of the policy that was adopted at the IUOE Local 115 Executive Board Meeting held November 3, 2017 has been included below and in the following pages for your reference.

International Union of Operating Engineers Local 115

SOCIAL MEDIA POLICY

- Whereas: "Social Media" includes websites and applications that enable users to create and share content or to otherwise participate in social discourse or networking, including, but not limited to, Facebook, Twitter, My Space, Instagram, YouTube, Snapchat, etc.
- Whereas: Social Media has become commonplace tools for communication among members and between members and the public;
- Whereas: It is in the best interest of the Union to have a Social Media Policy in place to protect members' privacy, discourage cyberbullying, ensure members respect prohibitions against hate and discrimination set out in applicable legislation, and prevent members from representing their personal views as the views or opinions of the IUOE or Local 115.

Therefore, be it resolved: That the International Union of Operating Engineers, Local 115 adopt a Social Media Policy as follows:

1 POLICY

- 1.01 This Policy is designed to establish rules for all members of the International Union of Operating Engineers ("IUOE"), Local 115 governing the appropriate use of Social Media consistent with their responsibilities pursuant to the Oath of Obligation, Local 115 By-Laws, the Constitution of the IUOE, and applicable legislation.

2 DEFINITIONS

- 2.01 "Social Media" includes websites and applications that enable users to create and share content or to otherwise participate in social discourse or networking, including, but not limited to, Facebook, Twitter, My Space, Instagram, YouTube, Snapchat, etc.



3 PURPOSE

3.01 The purpose of this Policy is to ensure that:

- messages of hate and cyberbullying by or against members are discouraged and prevented;
- members respect prohibitions against hate and discrimination set out in British Columbia's Human Rights Code, the Criminal Code, the Charter of Rights and Freedoms and any other applicable legislation;
- members' privacy rights are protected;
- members are prohibited on Social Media from representing their personal views as the views or opinions of the IUOE or Local 115;
- The reputation and interests of the IUOE and Local 115 are respected and protected in accordance with the Oath of Obligation and other obligations set out in the IUOE Constitution, Local 115's By-laws, and applicable policies;
- members are provided rules describing their personal responsibilities regarding confidentiality, privacy and acceptable use of referencing Local 115 or posting any content on Social Media;
- members understand that all electronic messages and documents may be subject to the same laws, regulations, policies and other requirements, including Local 115's By-laws and the IUOE Constitution, as information communicated in other written, communicated or transmitted forms and formats.

3.02 This Policy seeks to uphold the responsibilities provided for in the Oath of Obligation set out in Local 115's By-laws, including the promise for members to do all in their power to advance the interests of the organization, to keep inviolate its secrets and inner workings and to never wrong a brother/sister engineer if it is in the members' power to prevent it.

3.03 This Policy, among other things, enforces Article XVI, Section 1 of the IUOE Constitution, which seeks to prevent members of the IUOE from publishing or circulating literature of a defamatory nature in violation of their responsibility towards the IUOE or its subordinate bodies.

4 SCOPE

4.01 This Policy applies to all Local 115 members who choose to use Social Media as a form of communication for any purpose.

5 RESPONSIBILITY

- 5.01 All members of Local 115 have a responsibility to be conscious of how they may reference the IUOE and Local 115 in Social Media and how the public may view any opinions expressed as being the views or opinions of the IUOE and Local 115.
- 5.02 All members have a responsibility to comply with all Local 115 By-laws, including the responsibility to advance the interests of Local 115, to maintain the confidentiality of all documents or inner workings that are reasonably considered the confidential material of Local 115, and to never engage in slander or libel against Local 115, its employees or its members.
- 5.03 All members have a responsibility to report any violations of this Policy to the contact listed at the end of this Policy.

6 PROVISIONS FOR SOCIAL MEDIA USAGE

- 6.01 **BUSINESS USE:** As with any resource provided by Local 115, all electronic resources provided to members by Local 115 are to be dedicated to legitimate Local 115 business activities. The use of electronic resources imposes certain responsibilities and obligations on all users and is subject to Local 115's policies and procedures, and all applicable provincial and federal laws.
- 6.02 **PROHIBITED USE:** Members may NOT:
- disclose or post any of Local 115's confidential or proprietary information;
 - post inflammatory, unfounded, derogatory or disparaging comments or remarks against Local 115, its employees, members or affiliates;
 - engage in inflammatory or otherwise uncivil discussions or interactions regarding issues or services related to or provided by Local 115
 - post comments that are hateful, discriminatory, or of a harassing nature or are otherwise in violation of the Criminal Code, British Columbia Human Rights Code, or any other applicable legislation;
 - engage in name calling or behaviour that will reflect negatively on the IUOE or Local 115;
 - post comments or material that is defamatory or in violation of any applicable law, including intellectual property laws;
 - post harmful or offensive comments or materials that target members or employees of Local 115;
 - post material that in any way violates the member's obligations under Local 115's By-laws; or
 - unless otherwise authorized in accordance with this Policy:
 - o videotape or record any IUOE or Local 115 officers, agent, representative, steward, employee;
 - o post any form of communication on Social Media which may be viewed by the public as being the views or opinions of Local 115 and not exclusively of the member themselves; and
 - o post Local 115 proprietary materials, including copyrighted materials.
- 6.03 Notwithstanding any of the foregoing, this policy is not intended to prevent members from posting on Social Media any videos, photos, or other recordings of official IUOE and/or Local 115 social events, so long as such posting is done in good faith and is otherwise done in accordance with this Policy.

- 6.04 Despite any disclaimers, Social Media communications can result in members of the public forming opinions about Local 115 or its affiliates, its employees, and the services it provides. Respect the privacy rights of Local 115 members and employees by seeking their permission before writing or displaying internal company happenings that might be considered to be a breach of their privacy or confidentiality.
- 6.05 Any authorization required under this Policy for posting material on Social Media must be obtained from the Business Manager or his designate prior to posting any such material on Social Media. Such authorization may be withheld by the Business Manager or his designate at their sole discretion.

7 VIOLATIONS

- 7.01 If any material posted on a Social Media page administered by Local 115 is in violation of any of the terms of this Policy, the Executive Board, or an agent authorized to administer the Social Media page, will immediately remove the material from the Social Media page.
- 7.02 If a member posts or causes to be posted any material on any Social Media page or account or allows any material to be posted on his personal Social Media page or account which is deemed, in the sole discretion of the Executive Board of Local 115, to be in violation of any of the terms of this Policy, the Executive Board, or an agent authorized to act on behalf of the Executive Board, shall notify the member and shall identify the material deemed to be in violation of this Policy.

Upon receiving notice of a violation of his Policy, the member shall promptly remove or cause to be removed all material identified to be in violation of this Policy.

- 7.03 If any member does not promptly remove any material posted on Social Media in violation of this Policy in accordance with Section 7.02, the member may, at the discretion of the Executive Board, be subject to charges and a trial held at the Membership meeting of the District in which the offence occurs, or at the General Membership meeting held in District No. 1, in accordance with Article VIII of Local 115's By-laws which may result in the member being subject to disciplinary action, up to and including expulsion from membership.
- 7.04 Unless given authorization in accordance with Section 6.05, or unless otherwise permitted by Section 6.03, a member who videotapes or otherwise records any IUOE or Local 115 officer, agent, representative, steward, or employee, and subsequently posts the recording on Social Media will, at the discretion of the Executive Board, be subject to charges and a trial held at the Membership meeting of the District in which the offence occurs, or at the General Membership meeting held in District No. 1, in accordance with Article VIII of Local 115's By-laws, which may lead to the expulsion of the member from Local 115. This provision does not apply to videotaping, photographing or otherwise recording the member's own jobsite or equipment, provided that such videotaping, photographing or recording is not in violation of any confidentiality obligations imposed by the employer of the jobsite.
- 7.05 Notwithstanding any of the foregoing, IUOE or Local 115 officers, agents, representatives, or members, authorized by the Executive Board may videotape, photograph, or otherwise record officers, members, employees, agents or representatives for the purposes of organizing, investigating grievances, jurisdictional disputes etc. In order to post any material videotaped or recorded in accordance with this Section 7.05 on Social Media, authorization must be first obtained in accordance with Section 6.05 of this Policy.

8 SOCIAL MEDIA POLICY CONTACT

- 8.01 If you have any questions about this Policy, or if you would like to report a possible violation of this Policy, please contact the Privacy Officer or his designate.



Utility and Deep Foundation

Lower Mainland members busy

I would like to start off by saying the incident in Las Vegas on October 1st, has a far reaching effect on a lot of families and members in the United States and here in Canada as well. While we will never understand the reasoning behind this tragic act, my deepest condolences go out to the families who lost loved ones and the ones injured in this senseless act of violence.

Let's hope the winter forecast for the Lower Mainland is supposed to be slightly warmer than last year. We will have to wait and see as this will have an effect on the projects that are currently under construction and the ones scheduled to start construction in the near future.

With construction in the utility and deep foundation in the Lower Mainland being considerably busy, the increased call for skilled workers from signatory companies has significantly increased. The IUOE Local 115 has been able to provide these workers for our signatory companies in the areas requested throughout the year. This being said there has also been a call for more training from our signatory companies for some of our members currently working for them. The IUOE Training Association continues to offer courses to meet these needs and will continue to in the future.

With the new Vedder Crossing completed and the deconstruction of the old bridge on going, the alleviation for traffic around this area has been greatly improved. The bridge is not only a welcome relief to the traffic congestion, that had plagued the area for some time now, but it's also designed with the thought for the safety of the general public who walk the Vedder Trail.

The utility industry remains strong with some of the companies booking work for the next year. This work has been able to keep a large number of our members employed throughout the year and this will continue through the winter month's right through to next year.

Michels Canada is still in the finishing stages of the pipeline project for Fortis B.C. At time of writing, we still have over fifty members working on this project which is scheduled to be completed in early December. During the duration of this project we have had a number of IUOE Local 115 members working with members of our sister Locals.

I anticipate next year will be as busy, if not more, than 2017 and am looking forward to getting our members out to work on Union job sites. I wish everyone a very Merry Christmas and Happy New Year; all the best in 2018. 🍁

We're looking for photos

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

E-mail your newsworthy stories and photos to:
iuoe@iuoe115.ca



iuoe[🍁] News...your magazine



Looking forward to represent

After a late start in 2017 from one of the worst winters we have seen in a while in the paving industry, we then moved to a busy dry summer. Members put in many hours of hard work at a rapid pace to catch up and keep their contracts on budget with this year's winter quickly approaching. At the time of writing, my first month as a Business Representative for the IUOE Local 115 has come and gone and I would like to thank all the staff for making this a smooth transition into my new career serving the members of this growing Local. I have now had the opportunity to take part in many interesting aspects of this new position. One of them was being able to take part in the Roadbuilders Leadership Committee (RLC) with District 2 Business Representative Tom Kinnear. The purpose of the RLC is to discuss and review business results and current market participation of our signatory companies. We are nearing the end of the current collective agreement and are looking at new ways to be more competitive in the marketplace moving forward.

President Wayne Mills and I, as part of the Bargaining Council of B.C. Building Trades (BCBCBTU), participated in the bargaining process for the LNG Canada Project. The commencement of this project will bring hundreds of job opportunities for our highly skilled members.

I attended one of the COMET Courses (Construction Organizing Membership Education Training) at the IUOE Local 115 Training Site with Assistant Business Manager Josh Towsley and Business Representative Frank Carr. The IUOE Local 115 relaunched this course and has been running throughout the province since 2016. I was able to gain valuable knowledge which in turn can help grow the Union's membership to increase our market share and union density. All members of the IUOE Local 115 need to make the best of any opportunity they may have by assisting the Local in any way, including organizing campaigns.

As a new Business Representative I am determined to make a difference while serving the membership. I look forward to meeting many members in the coming months.

I wish you and your families a safe and happy holiday season. 🍁

Tool Allowance

The Operating Engineers Tool Allowance provides reimbursements for tool expenditures for Heavy Duty Mechanics, Servicemen, Millwrights and Welders.

To qualify, you must be a member in good standing, dispatched in the trade in which you are applying for and have worked a minimum of 250 hours between September 1, 2016 and August 31, 2017 for an employer who has contributed to this fund.

Applications were sent out to qualifying members in the first week of October and the deadline for submissions is December 31, 2017. If you qualify for this allowance but have not received your application, or have any questions, please contact the Training Association at 604-291-8831.



Bargaining and ratified agreements

2017 has proven busy for IUOE Local 115 members not only in the shops and construction sites, but at the bargaining table as well.

With thanks to Business Manager Brian Cochrane, Tom Kinnear has recently accepted the role of District 2 Business Representative. Tom grew up on Vancouver Island, has worked in the District previously, and looks forward to working with Business Representative James Knowles in representing the 115 membership in District 2.

James Knowles has recently taken multiple hard fought agreements out to membership for review and vote, with the mem-

bership voting successfully through to ratification, ensuring positive work environments for future years.

Recently ratified agreements include Victoria Materials Depot (VMD) to which a hard fought agreement was achieved. Members displayed solidarity and support of each other in bargaining and through to ratification. In the road-building/paving industry, new successful agreements were ratified by members working at the OK Industries Group, as well by members at Hub City Paving. The latest agreement ratified was by the members at Walco Industries Ltd.

Recognition also goes to Assistant Business Manager Josh Towsley, as well as Business Representatives Don Swerdan, Chip Dhaliwal and Jeff Turner for their assistance at the bargaining tables.

Work has been steady over the summer months, keeping members busy throughout the District 2. Advantage Crane and GWIL Crane Services have been busy at the Mayfair Mall expansion project in Victoria, with tilt-ups and lifts of pre-fab concrete and form panels being of focus. The John Hart Dam project continues to provide hours in the Crane Rental Industry as well.

In roadbuilding, Emil Anderson Construction Ltd. remains steady on the Malahat improvement project, with earthworks, rockworks and crushing being paramount in the current phase of construction to prepare grade for asphalt laydown to be performed by Island Asphalt when complete.

Island Asphalt also recently completed top lift resurfacing of the Pat Bay Highway, to the smooth delight of ferry-goers and residents of the Saanich Peninsula.

Hazelwood Construction Services Inc. has completed civil utility and infrastructure jobs in Tofino and Ucuelet and at time of writing were busy on similar projects in Departure Bay, with Uplands Excavating Ltd. continuing similar works at the Nyrstar Mine outside of Campbell River.

As construction in District 2 continues to blossom, the opportunity for educating and organizing the un-organized is enormous and a top priority. As members of the IUOE Local 115, you play a vital role in the ongoing organizing campaign throughout the Province. Your daily interactions with all the people in your community, your churches, sports teams, groups and their affiliations provide a venue to tell the most important, positive union story.....YOURS!

The positive aspects of your IUOE Local 115 workplace, and the collective agreement you work within, are stress-free, easy speaking points you can educate the non-union workers on why working union will benefit them and their families.

Examples include better wages, a superior benefits package, and an opportunity to attain a pension that will let them retire with respect, dignity and security. Representation of the IUOE Local 115 that stands behind, beside, and in front of its membership so there can be no intimidation, and always have their best interests at the forefront. The ability to attain training and apprenticeship where the highest certification can be earned in your trade or craft. A workplace where safety is demanded, embraced and obtained so every worker can go home safely to their loved ones. These are just a handful of the exponential positive aspects of working IUOE Local 115..... and I wonder if your family and friends could say they have JUST this handful in their workplace?You will hear the answer....

There are many resources the IUOE Local 115 has to assist, develop and educate its membership in these campaigns..... all you need to do is ask.....and be ACTIVE! Make sure you talk with your District Business Representatives, attend your District Union Meetings, be aware of the non-union construction sites or shops in your community, and engage those you interact with.....they will thank you soon!

Coming together is a beginning, keeping together is progress, working together is success.—Henry Ford 🍁

District 2 Members at
**Ralmax
Group** in Victoria





Another consequence of wildfires

Fires impact construction timing



Well, it's been an interesting year here in District 3. Several delays, due to the worst fire season on record, made for an unprecedented late construction season. Many of the contractors experienced delays due to the fires, especially in the Thompson-Nicola area. This now means contractors will be pushing as deep into winter as they can. That being said, the members are now putting in the hours to make up for those

delays. Membership hours are up and dispatches have been steady all year.

Emil Anderson Construction Ltd. (EAC) is hammering the hours on Hwy 97, as the main highway needs to be complete and paved before the end of the year. Despite some staffing difficulties, due to two solid seasons of night shift only work, this project has provided steady hours for a large crew for two years; and, in turn, is a proud accomplishment for those members involved. EAC also has projects in the Roger's Pass and several ongoing smaller civil works that will likely continue next spring.

After a slower start to the season, Dawson Construction Limited and Eagle Rock Construction Limited have several projects that will go well into the winter. As we write this article, Darfield is ongoing and continuing next spring. They have just started new paving projects in Agate Bay and Hwy 40 towards Gold Bridge. The brothers and sisters on the paving crews have been working very hard and will definitely be deserving of a break this Christmas.

BA Dawson Blacktop Ltd. is wrapping up their season with a civil job in Merritt, at Thompson River University in Kamloops, and several smaller paving jobs.

Our civil/utilities contractors such as Con-Ex Civil Contractors Ltd. and CGL Contracting Ltd. have had full plates

this year as well. Generally speaking, the construction season in District 3 turned out to be a very strong year for our members.

The shops have also enjoyed a busy year; whether it's truck shops keeping the bays full or equipment shops being awarded projects at the mines. Additionally, the IUOE Local 115 was fortunate to secure an additional year to the contract for our members working for the Thompson-Nicola Regional District, through their employer Belcorp Environmental, who had initially expected an end to their work. We are still waiting to hear as to an official opening date for the Cache Creek Landfill Extension which is desperately needed in that area, where lay-offs at the mine and the closure of the old Landfill hit particularly hard.

Also in 2017, the Local was successful in two organizing campaigns; one with Interior Heavy Equipment Operator School in Winfield, and another most recently, the bridge maintenance workers in Kelowna with SNC Lavalin O&M Services Inc.

It's noted that there are several challenges ahead. The District has a major pipeline on the horizon that is going to be built primarily by rat union contractors. Along with that, a major contract at Highland Valley Copper Mine has been awarded to North American Construction Group, another rat contractor. This means that a focused organizing effort is going to have to take place over the coming seasons. In no small part due to membership engagement, we were successful in organizing Christian Labour Association of Canada contractors, when we took over representation of Can-tex Mining, which means we can do it again. If you know someone starting, or currently working, for one of these rat contractors we need to engage them on the importance of organizing. Together, in solidarity, we are stronger.

With that, brothers and sisters, if we don't see you before the year's end; we wish you all a Merry Christmas and a joyous holiday season. If you're going to drink, please don't drive. 🍁

"This now means contractors will be pushing as deep into winter as they can."



CURTIS WRIGHT
1963 - 2017

Some of Curtis' many sayings:

"Nothing in life is free"

"Not my circus, not my monkeys"

"Always check your surroundings"

"Document everything"

"Give me the Reader's Digest version"

"This is going to train wreck"

We Salute You!

Remembering Curtis Wright

In November, IUOE Local 115 lost an Executive Board member, mentor, strong union advocate and a friend.

Curtis Wright passed away with his family by his side on November 10th after courageously and optimistically fighting a hard fought battle with cancer. A celebration of life for Curtis was held at the IUOE 115 hall in Burnaby on November 23rd where it was filled to capacity.

It would come as no surprise to anyone who had the honour of meeting and getting to know Curtis, that he was filled with fierce loyalty to both his family and his union. Curtis lived his life, conducted business and represented the membership with integrity, honesty and respect. Curtis's unwavering commitment to these values was beyond reproach.

Curtis was a Commercial Truck Driver by trade and became a member of IUOE Local 115 in 1990 when he was employed by Laidlaw Waste Systems which is now Waste Management. He became the Chief Shop Steward in 1998 and participated in every set of negotiations with Waste Management and was an integral member of the Bargaining Committee.

Curtis was appointed to the position of Trustee to the IUOE Local 115 Executive Board in 2001 and also served as a Director of the Operating Engineers (U) Building Ltd. for over a decade.

Curtis was also a highly skilled equipment operator who volunteered his time yearly at the IUOETA Equipment Rodeo. Curtis truly enjoyed assisting and instructing people, especially kids, on the various pieces of equipment stationed at the Rodeo.

A stickler for detail who was never afraid to ask a question, Curtis always had time to listen and fight for his fellow brothers and sisters. Because of this, Curtis garnered the respect that he so graciously deserved, from all who worked with and around him.

Our deepest condolences go out to Lori and the girls, Deanna and Melissa, along with our gratitude for allowing our IUOE 115 family into Curtis's life and commitment.

Curtis, along with his many sayings, will be sorely missed in many areas of the IUOE Local 115 family and his passing will leave an enormous void for some time to come. 🍁



March 14, 2017

Operating Engineers Local 115
4333 Ledger Avenue
Burnaby, BC V5G 3T3

Attention: Mr. Frank Carr, Treasurer

Dear Mr. Carr:

**Re: International Union of Operating Engineers Union Locals 115
and Operating Engineers (U) Building Ltd.**

To assist in your membership report, the combined income (loss) for the Local Union for the year ended December 31, 2016 are as follows:

	Combined Income (Loss)	
	2016	2015
Excess of revenue over expenses		
General - Note 1	\$ 497,342	\$ 686,657
Death Benefit	(58,794)	(39,892)
Defence	(27,777)	(206,054)
Organizing	245,719	(3,970)
Building	24,950	27,805
Convention	(31,546)	(65,728)
Advancement	187,351	(79,550)
Minor Sports	128	(66)
	837,373	319,202
(U) Building	(230,651)	(275,145)
Total	\$ 606,722	\$ 44,057

Note 1 - General Fund

Operating excess of revenue over expenses before amortization and other income	\$ 80,705	\$ 419,919
Amortization	169,905	167,896
Excess of revenue over expenses before other income	(89,200)	252,023
Investment income and (U) Building interest	576,542	409,634
Miscellaneous income	10,000	25,000
Excess of revenue over expenses	\$ 497,342	\$ 686,657

The net assets (assets less liabilities) of the Local Union by Fund at December 31, 2016 are as follows:

	Combined Net Assets	
	2016	2015
Net assets		
General - Note 2	\$ 25,446,396	\$ 25,286,359
Death Benefit	473,023	531,817
Defence (less advance to (U) Building)	594,449	622,226
Organizing	270,354	24,636
Building (less advance to (U) Building)	845,295	820,345
Convention	(32,067)	(521)
Advancement (less advance to (U) Building)	5,946,273	5,758,922
Minor Sports	108,827	108,698
	33,652,550	33,152,482
(U) Building (less advance by Local 115)	7,595,615	7,488,961
Total	\$ 41,248,165	\$ 40,641,443

Note 2 - Adjustment to Net Assets for loan to (U) Building Ltd.

	Union	(U) Building	Total
Surplus (deficit) per financial statements	\$ 47,037,141	\$ (5,788,976)	\$ 41,248,165
Adjust for loan to (U) Building	(13,384,591)	13,384,591	-
Balance per above schedule	\$ 33,652,550	\$ 7,595,615	\$ 41,248,165

Combined net assets increased (January 1, 2016 to December 31, 2016) as follows:

	Union	(U) Building	Total
2016	\$ 33,652,550	\$ 7,595,615	\$ 41,248,165
2015	33,152,482	7,488,961	40,641,443
Increase in combined net assets	\$ 500,068	\$ 106,654	\$ 606,722

We trust the above will assist you in your presentation.

Yours truly,

MNP LLP



Farhan Shaheen, CPA, CA

FS/ao





Past year challenging, next one optimistic

With the winter season upon us and reflecting upon the past year, it has been one extremely busy and challenging year!



There were many successes followed by a few short falls, especially with the long anticipated LNG Industry, including the final investment decisions that have been deferred, suspended or cancelled. With the new Provincial Government, there is optimism of changes to the BC Labour Code and the return of project labour agreements. This comes at a time when there is such an influx of non-union contractors that have travelled over the Rockies seeking work; they are attacking our standards in the construction industry and this certainly brings challenges to the members and our signatory contractors to stay competitive.



With threats of layoffs in the spring of this year the equipment shops within the Districts have been surprisingly busy and

they managed to make it without any bargaining unit losses. Inland Kenworth Ltd., SMS Equipment Inc. and Wajax Industries are doing well and keeping their technicians busy and employed. Waste Management of Canada Corporation began to worry if they had enough roll off bins to supply all the new customers. Integrated Contractors Ltd. has been very busy around the Prince George area with the Highway 16 four-lane project west of the city and upgrading of waterlines just north of the city; these projects have kept many members employed.

Union Tractor Ltd. has settled on a new collective agreement. The new three year agreement was voted on and accepted by the membership. Atlas Copco Canada Inc. negotiations are underway and the Union has reached a tentative

"With the new Provincial Government there is optimism of changes to the BC Labour Code and the return of project labour agreements."

agreement that is subject to ratification at time of writing.

Organizing will continue to be the focus of the Union as we must "Organize the Un-Organized". With the assistance of the membership we will continue to secure the industries that we work in. When we continue to organize, the membership is rewarded with stronger collective agreements, including benefits and pensions and a stronger voice to the Government on behalf of working families.

Somerville/Aecon a joint venture has successfully completed their Jackfish Lake Expansion project which consisted of 36" pipe running in a 12.6 km upstream loop from Taylor, BC and a 22.8 km downstream loop from Chetwynd, BC.

Banister Pipeline has successfully completed the TCPL - Tower Birch Expansion project in Dawson Creek, BC which consisted of 30.3 km of NPS 30 and 2km of HDD.

Business Manager, Brian Cochrane and the Executive Board would like to express how truly proud the Local is



Breast Cancer Awareness at United Rentals in Prince George. L-R: Tim Kish, Kent Young, Jose Rivera, Branden Cooke, Jeff Schmidt and Dale Murphy

of our brothers and sisters. All members put forward a 110% effort and demonstrated skilled professionalism while building the pipelines.

The above Pipeline Projects employed 250 members and has provided opportunities to those members who have not previously worked in the pipeline industry. Those members, who have previously worked or are seeking to work in this industry, please ensure your tickets are up to date and kept current. Contact the IUOE Local 115 Training Association for information on tickets required and how to access training. If you have updated your certificates outside of the IUOE Local 115 Training Association, please forward copies to your local District office and they will be updated in our dispatch system.



November 15th Prince Rupert Area Meeting

In closing, we would like to thank all the membership for the outstanding work that you do, and the support that the Organizers, Stewards and Safety Committee Members who assist within the work place. 🍁

District 6

Rob Foskett Business Representative



Bargaining difficult but successful

Wow!! 2017 was quite the year with completion of bargaining new and renewed collective agreements, along with the travel in completing the voting process. Now you add that to the earthquakes, rock/mud slides, and wildfires throughout our neck of

the province displacing some of our members, it makes for some very interesting maneuvering.

As this year tackled contract negotiations for several companies, I want to thank some very die-hard passionate members who were involved in negotiating on behalf of their respective membership assemblies.

Steve Deakoff from the Corporation of the Village of New Denver was instrumental in ratifying their new agreement and gathered their group together very well. Steve and I have worked together in the last 2 rounds of negotiations and as always—great work Steve!

Maxam Explosives Inc. had numerous members representing their membership throughout the process, however; none that were there in the beginning were in attendance in the end. Although we did make it through with great views

and thoughts from Connlan Wood and Dave Henderson; it was a tough one but we made it through! Thanks guys!

SMS Equipment Inc. was a world all of its own and a marathon it seemed at times, but members like Craig Young and Lyle Cartier kept the ship moving in the right direction with guidance from fellow Business Rep Wayne Kemp from Prince George to calm any churning emotions, along with forever coming up with fresh ideas to gain movement. It was an excellent experience for all of us to go through together!!

The first collective agreement for Terrapure Environmental proved to be a new and enlightening experience for me and everyone else who was involved, where it went from a bargaining committee comprised of two employee members Eric Schmidt and Sean McCormack along with fellow Business Representative Chip Dhaliwal and myself, to only our legal counsel and I attending the Section 55 mediation and finally the BC Labour Relations Board sanctioned arbitration to conclude bargaining. With all the twists and turns we went down on that roller coaster ride, it was an extensive learning process!

In closing I would like to wish all of you from my family to yours, a very Merry Christmas and a Happy and safe New Year! 🍁



Training and upgrading

Record number of participants

Year in Review

As 2017 quickly comes to an end, it is always encouraging to reflect on your accomplishments of the past year.

At this point in time, the IUOE Local 115 Training Association (IUOETA) currently sponsors 486 apprentices in 16 different trades. On average we have 60 members who complete their apprenticeship annually and this year looks to be no different.

This year, we will have close to 1200 members who will have received some form of training and/or upgrading through the IUOETA. It is encouraging to see that the members continue to see the value and importance to training. Having a positive approach to lifelong learning will ensure that the IUOE Local 115 will maintain the highest skilled workforce in BC.

Sideboom Training

Over this past year Michels Canada has had a significant amount of work in the lower mainland working for Fortis. While in-between projects Michels Canada has been storing some of their equipment at our training site. In return,

they have generously agreed to allow us to use some of their equipment for training purposes.

In taking advantage of this opportunity, the IUOETA has scheduled 2 sideboom courses. The first 3 week course is scheduled to start on November 27th and the 2nd course is starting on January 8th, 2018.

Should you be interested in participating in any of the training programs we are offering in the New Year, please call our office at 604-291-8831.

Tool Allowance

The IUOE Local 115 Tool Allowance provides reimbursements for tool expenditures for Heavy Duty Mechanics, Serviceman, Millwrights and Welders. To qualify, you must be a member in good standing, dispatched in the trade in which you are applying for and have worked a minimum of 250 hours between September 1, 2016 and August 31, 2017 for an employer who has contributed to this fund.

Applications were sent out to qualifying members in the first week of October and the deadline for submissions is December 31, 2017. If you qualify for this allowance but have not received your application, or have any questions, please contact us. 🍁



Brother Karl Walden receives his BC Certificate of Qualification for Heavy Equipment Operator with Loader Endorsement from Brother Darren Suehsschlaf (Training Coordinator).



Brother Antonio laquinta receives his BC Certificate of Qualification for Heavy Equipment Operator with the Endorsement for Excavator, Articulating Haul Truck, and Loader from Brother Darren Suehsschlaf (Training Coordinator). Antonio Gained his experience working for Fiedler Bros Contracting Ltd.



Level 1 Mobile Crane Class. L-R: Instructor Wes Bauder, Andrew Coates, Ryan Mullins, Brayden Holden, Casey Callan, and Brent Hoard



Emil Anderson Construction working on The Highway 97 project through Kelowna. From Left to Right, Brothers Bryan Railton (Business Rep), Apprentice Curtis Boomer, and Operator Eric LaChance.



Counterbalanced Forklift Training for members at Fraser River Piledriving. L-R: Reynald Bernier, Mack Phillips, Daniel Shellard, Instructor Adam Begg, and Kevin Hodgins



Heavy Equipment Operator Class. L-R: Instructor Jim McWilliams, Robert Regan, Martin Galka, Roger Brommeland, Daniel Kuchak, Jonathan Phaneuf, Babak Heshmati, Clayton Ramsey, and Instructor Robyn Bishop



Brother Jason Stregger receives his BC Certificate of Qualification for Heavy Duty Mechanic with Red Seal Endorsement from Brother Darren Suehsschlaf (Training Coordinator). From left to right. Rob Isherwood, Joe Dunzl, Jeff Johnson, Chris Chiavacci, Martin Demuth, Liam Tracy, Matthew Green, Jason Stregger, Darren Suehsschlaf, Salen Rama, Brandon Klemke, Jeremy Engel, Brad Gordon, and Fred Hackenberg



Counterbalanced Forklift Training for members at Fraser River Piledriving. L-R: Ken Mason, Rick Odne, Instructor Adam Begg, Chris Carroll, and Mark Jorgensen



Member and Family Assistance available

It is hard to believe that we are coming to the end of yet another year. This year has gone by too fast with so much happening in the world around us both locally and abroad.

We saw earlier this year a new provincial government take the reigns after 16 years; BC had our worst forest fires in history this summer; the 2017 tropical storm and hurricane season has been one of the most intense in over a decade, levelling communities across the Caribbean Islands and Puerto Rico; and then there was the horrific mass shooting that took place in Las Vegas in October that claimed 59 Canadian and American lives and impacted hundreds more.

It is at times like these where we see people across all boundaries stand together united to get through such adversity. We also have to remember that there are many people who need assistance not only during these times but also in their general day to day lives. This is where Family Assistance Programs can help.

Since its introduction in December of 1998, members and their dependents covered by the Operating Engineers' Benefits Plan have had the ability to seek assistance for personal matters through the Member and Family Assistance Program (MFAP).

The program is strictly confidential and is provided through Homewood Health. It offers professional services on a 24 hours per day, 7 days per week, 365 days per year basis for a wide range of personal and family issues.

Homewood Health is a trusted Canadian company with years of experience delivering the best possible support for our members and their families. Everyone is guaranteed confidentiality within the limits of the law. Members and their families won't be identified to anybody – including their employer and the plan.

If you or a member of your family needs help, please do not hesitate to call Homewood Health and find the assistance you require.

Homewood Health 1-800-663-1142

TTY: 1-888-384-1152

International (Call Collect): 604-689-1717

homeweb.ca

On behalf of the Board of Trustees and staff of the Operating Engineers Benefits and Pension Plans, we take this opportunity to express our sincere best wishes to our members and their families for a safe, joyous festive season and a healthy and prosperous 2018. 🍁

Pensions Awarded August 2017 to October 2017

August

Dennis BURR
Aron CROWIE
Richard FERGUSON
Alden FRANCESCINI
Gary LETCHER
Bill MAIER
Patrick MCCONNELL
Marshall MCDONOUGH
John MITCHELL
Thomas MORROW
Ivan PERIJA
John ROGERS
Steven SCOTT
Wayne SMITH
Ed SORGE

Dale WALCH
Benjamin WALL
September
Allan BURAK
Lorne CLOWERS
Frank DEFAZIO
Kelly DERKSEN
Jim GIBSON
Alvin HAGUE
Douglas HASWELL
Daniel HUNTER
Randy JUNIPER
Ross KENNEDY
Doug LASSEY
David LEITCH
Michael LEITCH

Ronald MCCAUGHAN
David MILLS
William REID
Fred TUFTIN
Dennis WHITFORD

October

John ASHTON
Gerry BLACKALL
Alan BLYTH
Walter BRICKER
Walter BROOKS
Lory CAIL
Patrick CROWE
Douglas DELANEY
Terry HUISMAN

William HUNT
Roger HUTTON
Kevin LANE
Lee LOFTUS
Michael MARKS
Gordon MCLELAN
Ray PIGEON
Roxann SMITH
Leonard STIGLITZ
Neil SUTHERLAND
Carl VIGUE
Joseph WALDNER
Donald WILSON

Celebrating our Members

70-year members



L-R: Business Manager Brian Cochrane, Marcel Dupuis, Edward Dupuis and President Wayne Mills

60-year Members



L-R: Business Manager Brian Cochrane, George Keith, Paul Mozak, Jens Andersen and President Wayne Mills



Business Representative Bryan Railton with George Seeley



Business Representative Bryan Railton with Chester Alexander



Business Representative Bryan Railton with Glen Gagnon



L-R: Business Representative Bryan Railton, 60 year-member Chester Alexander, 50 year-member Earl Cornish, 60 year-member George Seeley and President Wayne Mills

50-year members



Back Row L-R: Business Manager Brian Cochrane, Neil Laughlin, Sandro Morlacci and President Wayne Mills. Front Row L-R: Ray Evans, Ronald Gear, Donald Mee and Laurence Card

Celebrating our Members

50-year members



Business Representative Frank Carr and Harry Sullivan



Business Representative Bryan Railton with Earl Cornish



Business Representative Bryan Railton with Robert Erskine



Business Representative Frank Carr with Harold Nagy



Business Representative Herb Conat with Ivor Buchi



Business Representative Herb Conat with Rudolf Pessler



Business Representative Herb Conat with Denis Sirois



Business Representative Herb Conat with Walter Cochrane



Business Representative James Knowles and Kenneth Catterall

Celebrating our Members

40-year members



Alan Stiles



David Caldwell with Business Representative Herb Conat



L-R: Irma Oliver, David Oliver and Treasurer Frank Carr



Back Row L-R: Business Manager Brian Cochrane, Brad Randall, Lionel Railton and President Wayne Mills. Front Row L-R: Robert Wotton and George Bone

30-year members



Back Row L-R: President Wayne Mills, Ken Kuva, Patrick Casey and Business Manager Brian Cochrane. Front Row L-R: Don MacKenzie, Wayne Card, Raymond Jansen and William Drahoff

20-year members



L-R: Business Manager Brian Cochrane, Wayne Jalava and President Wayne Mills



L-R: Herb Conat, Doug Spenst and Business Rep. Wayne Kemp

10-year members



L-R: Erik Pedersen, Shannon Danahy and Keith Holmes



Back Row L-R: Business Manager Brian Cochrane, John Thompson and President Wayne Mills. Front Row L-R: Eric Friessen, Ron Smith, Dean Youchezin, Bryan Railton, Leelanand Mudannayakage and Mladen Suzberic

Honouring our Members

Member Service Awards

August 2017 - October 2017

10 years

Brian Addison
Michael Adey
Gordon Barker
Lindsay Barr
Matthew Bartley
Adam Begg
Jose Berrios
Terry Blow
Chad Boutwell
Richard Bredof
Philip Brown
Jaye Brown
William Buhler
Patrick Burness
Daniel Caouette
Dale Coburn
Alex Coyles
Wayne Curley
David Dacosta
Cory Davis
Kyle Dhensaw
David Douglas
Randall Dunn
Kevin Erickson
Deane Fawcett
Michael Fitzgerald
Jeffrey Flett
Bernie Ford
Gary Francis
Roderique Gagnon
Justin Gallant
Claude Gauthier
Kevin Gilchrist
Dustin Gill
Ismet Gjinovci
Lee Graham
Samuel Gunther
Stephen Hagyar
Patrick Hankins
Philip Harpelle
Rodney Hearl
Hardev Heer
Ryley Hicks
Lukas Hubscher
Luke Hudgins
Luke Ivancic
Wayne Jackson
John Jacobson
Trevor Jacobson
Bernard Jensen

Blair Michael
David Johnson
Adam Jones
Dwain Jordan
Christopher Jorimann
Kris Josephson
Del Joy
Kristopher Kalavesis
Daniel Keller
Matthew Klyne
Kevin Kroeker
Jody Kungle-Jowett
Derek Kyewich
Jason Lajeunesse
Donald Lemp
Clarence Littke
Volker Loos
Robert Lowey
Marco Madonna
Justin Mainville
Greg McAuley
Mark Medcalf
Frank Mintz
Gerhard Muhlert
Harold Nand
Jacek Neuman
Jeremy Nickle
Damon Parker
Robert Parsons
Colin Philp
Ben Proudley
Steven Prouse
Jack Reiding
Mark Reynolds
Daniel Rodgers
Jason Roland
Richard Rosario
Jamie Sandahl
Michael Schaap
Daniel Service
Aime St.Pierre
Christy Stewart
Arlys Stratholt
Gordon Swindells
Steven Toffolon
Jeremy Torres
Fred Tuftin
George Veld
David Viscount
Ken Wall

Joe Johnson
Johnson Jones
Jordan Jorimann
Josephson Joy
Joy Kalavesis
Keller Klyne
Kroeker Kungle-Jowett
Kyewich Lajeunesse
Lemp Littke
Loos Lowey
Madonna Mainville
McAuley Medcalf
Mintz Muhlert
Nand Neuman
Nickle Parker
Parsons Philp
Proudley Prouse
Reiding Reynolds
Rodgers Roland
Rosario Sandahl
Schaap Service
St.Pierre Stewart
Stratholt Swindells
Toffolon Torres
Tuftin Veld
Viscount Wall

Kelly Zu Hui
Kenneth Whiskin
James Wikkerink
Toby Williams
Jay Williams
David Wiseman
Bryant Wishinski
Glenn Wood
Peter Wray
Bradley Zayshley
Brenden Zellinsky
Jason Zimmer

20 years

Brian Badiuk
Dennis Best
Brent Bowman
James (Jim) Brown
Ian Cameron
Greg Cook
Kelvin Davidson
Chris Drake
Jeffrey Edwards
Alan Falconer
Darren Ferrarelli
Robert Graf
Chris Honey
Brad Joyal
Roderick Keller
Darren Kelly
Scott Kobus
John Leroux
Stephen Milne
John New
Larry Phillips
Colin Pottie
Steven Roddham
Henry Roy
Wayne Shafer
Terry Sharp
Aaron Sims
Russell Smith
Michael Snelling
Don St.Pierre
Kevin Steele
Rocky Suffron
Ante Udovicic
Michael West
Jarrett Young
Wilda Zwarych

30 years

Mitch	Amies
Robert	Baines
Nicholas	Barnes
James	Boucher
Peter	Brockbank
Robert	Caryk
Glenn	Clarke
William	Colling
Ron	Deptuck
Ed	Ekstrom
Michel	Gagne
Archille	Gendron
Glenn	Goodrich
Larry	Harder
Larrie	Homan
Brian	Johnson
Eugen	Katzberg
Len	Letourneau
Leonard	Martens
Dave	Munro
Brian	Ruzek
Doris	Sawicki
Michael	Simpson
Cory	Torgerson
Alex	Voykin

40 years

Robert	Adrian
James	Alexander
Guy	Baloux
Paul	Brown
Douglas	Channell
Kirk	Cristante

William	Dixon
Brian	Ek
James	Frausel
Michael	German
Richard	German
Garry	Gow
Wilfred	Hammond
Rick	Haws
Robert	Jackson
Craig	Jenkins
Rodney	Kerr
Thomas	Klyne
David	Leitch
Dale	Mack
Bart	Madge
William	McKinney
Andrew	Millar
Brian	Moore
Robert	Murray
Dori	O'Neill
James	Pollock
Lionel	Railton
Alfred	Regehr
Laurie	Rorick
Klaus	Schriefer
Robert	Severinski
Alan	Stiles
Michael	Tennessy
John	Unsworth
Giuseppe	Virginillo
Richard	Welch
David	White
Ralph	Wiebe

50 years

Peter	Burges
Lionel	Burnier
Roy	Christensen
Ludwig	Faisthuber
Clifford	Green
Frank	Harmon
Barry	Henderson
Arnold	Holland
Mirko	Ilich
John	Janzen
Garfield	Merner
Edward	Newman
Arnold	Nyberg
Harry	Penner
Wayne	Pilla
Ronald	Porter
George	Sawa
Hans	Schlegel
J. William	Smith
Wayne	Trueman

60 years

Lorne	Barrass
George	Bergen
Guy	Charron
Gordon	Guthrie
William	Reid
Stanley	Rud
John	Schulz

Alan Stiles was awarded his 40-year membership in April 2017

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LOCAL 115

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our Burnaby Office at 604.291.8831 or toll free at 1.888.486.3115



Welcome to Local 115—our 274 new Members

August 2017 to October 2017

Abdulteheen	Abdulwahab	Brian	Da Silva	Bruce	Hamson
Regis	Albert	Robert	Dack	Quinn	Hanson
Michael	Allan	Andrew	Daniels	Dany	Harland
Brett	Amos	Robert	Day	Austen	Harnett
David	Andrews	Tristan	Dayal	Michael	Harris
Matthew	Anstey	Chris	De Amaral	Tyler	Harris
Ronnie	Askew	Damon	Deleeuw	Trevor G	Harrison
Sandra	Atwood	Robert (Stede)	Derbyshire	Sheldon	Hartnell
Tyson	Bachinski	Justin	Deroy	Jason	Hay
Kevin	Baillargeon	Debbie	Desjardins	John	Haywood
James	Banman	Troy	Dewey	Morgan	Heaster
Trevor	Barkman	Jason	Dilullo	Ryan	Heidebrecht
James	Baron	Toryne	Dionne	Matthew	Henrich
Dustin	Beattie	Kelsey	Dixon	John	Heyland
Harry	Beazley	Charles	Domeij	David	Hill
Chris	Behnke	Christopher	Doyle	Charles	Hinman
Jacob	Berryman	Blair	Draxel	Chad	Howes
Andrew	Blaauw	Nigel	Drever	Vance	Howitt
Yvan	Blinkov	Jason	Drinkle	Tony	Hsu
Rachel	Bohnet	Devin	Dunbar	Kyle	Hugill
Kyle	Bonson	Darshan	Dusanj	Norm	Huot
Gerald	Borge	David	Eftodie	Jakub	Hurst
Katherine	Bowers	Jacob	Ellingson	John	Jackson
Brian	Boyd	Cary	Elliott	Allen	James
Kenton	Breaden	Aaron	Ethier	Bryce	James
Nick	Brown	Cody	Faber	Liam	Jamieson
Bradley	Budd	Bert	Favelle	Quinn	Jenkinson
Nicholas	Bulmer	Philippe	Floucault	Eric A	Jewan
Joshua	Bunka	Adrian	Forest	Nicholas	Johnson
Lukas	Bunsko	Bryce	Fowler	Alan	Johnson
Moreno	Burak	Richard	Franks	Bruce	Johnstone
Darren	Burgess	Marshall	Fuller	Kyndra	Jones
James	Cadwallader	Kenneth	Gardner	Mitchell	Jones
Jason	Campbell	Robyn	Gardner	Jordyn	Joseph
Blayne	Campbell	Luis Alberto	Gareca Mendez	Jennifer	Kaytor
Scott	Campbell	Glen	Geernaert	John	Kennedy
Sebastien	Canuel	Thomas	Gilgan	Joshua	Kennelly
Bradley	Clark	Derek	Girard	Darren	Kidd
Tyler	Clarot	Daniel	Godwin	Shane	Killman
Matthew	Clauson	Bruno	Gomes-Faria	Janice	Kirkman
Kevin	Clements	Samuel	Gor	Eli	Klinger
Riley	Cleveland	John	Gray	Mike	Kormansek
Michael	Cobban	Shawn	Gregor	Michael	Kosic
Dean	Cole	Edward	Grier	Cory	Kovacevic
Jesse	Cooper	David	Griffey	Kevin	Kragstad
Marco	Coppola	Rick	Grim	Harmony	Krogstad

Welcome to Local 115—our 274 new Members

August 2017 to October 2017

Jeff	Lafleur	Kurtis	Norman	Nishan	Sidhu
Rodger	Lambert	Zhenis	Nygmetszhan	Ryan	Siemens
Eric	Lapierre	Ryan	Oakley	Kent	Siluch
Kyler	Leduke	Travis	O'Hara-Wilkins	Paramvir	Singh
Daniel	Leeking	Rico	Orenza	Jamie	Sivecki
Shane	Lehmann	Michael	Orr	Lyonel	Slastukin
Jared	Leitch	Zurino	Ostroman	Jody	Smith
Hayley	Lightburn	Jean-Francois	Pageau	Paul	Sopkow
Marnel	Lim	Brian	Pardy	Linden	Spence
Scott	Lothrop	Tyler	Parkins	Steve P	Sprayson
Arne	Lundquist	Niveen	Parmar	Paul	Stanley
Dylan	Lynum	Meghann	Patterson	Timothy	Stapleton
Alexander	Lyttle	Lucas	Paz	Clayton	Steinebach
Daniel	MacQueen	Richard	Pellegrin	James	Stevens
Dean	Maguire	Jesse	Phillips	Eric	Strom
Nevin	Maharaj	Jennifer	Phillips	Rejean	Talbot
Patrick	Mair	Dwight	Picul	Konrad	Tarry
Gerhard	Malan	Luc	Pitre	Frank	Temple
Kim	Manlunas	Thomas	Poloni	Ryan	Thomson
Wesley	Mann	Cecil	Postnikoff	Drake	Tomlin
Christopher	Margetts	Carrie	Purcer	Darren	Torraville
Brad	Marriott	Salen	Rama	Tariane	Townsend
Jarred	Marsh Berg	Angel	Rama	Cuong Huu	Tran
Greg	Martin	Mark	Reaume	Max	Tremblay
John	Martin	Aaron	Rendleman	Tyrone	Tria
James	Martin	Ronald	Richardson	Trevor	Trolitsch
Justin	Martyn	Richard	Roberts	Artur	Utechenko
Chris	Massicotte	Thor	Rovira	Justin	Vanderkraan
Trevor	Matton	Josh	Rudolph	James	Waite
Matthew	Mattu	Derek	Ryll	Karen	Walsh
Deman	Mayes	Zachary	Salloum	Perry	Walz
Andrew	McLatchie	Gurpreet	Sandhu	Jason	Ward
Matt	McLellan	Andrew	Scheltens	Klaus	Weschta
Joseph	McNabb	Jesse	Schwartz	Glen	Wesley
Dillion	Meier	Kevin	Searls	Rodney	Wheeldon
Joseph	Menard	Kurt	Serafini	Jordan	Wicki
Adam	Middleton	Leonard	Serwatkewich	Jesse	Williamson
Brendon	Mohorich	Greg	Seymour	Clayton	Williscroft
Thomas	Moisson	Patrick	Shanahan	Cole	Wilson
Josh	Moniz	Kyle	Shand	Jeffery	Wilson
Joe	Moniz	Kyle	Shannon	Ryan	Windley
Tyson	Morris	Kamaldeep	Sharma	Jim E	Woolridge
Mark	Morrison	Tori	Shcild	Mark	Yaschuk
Truong	Nguyen	Mark	Shepherdson	Caitlyn	Younger
Jesse	Niles	Kody	Shewfelt		
Dennis	Noble	Harjit	Sidhu		

In memoriam

Members who have passed away



Name Years of membership

August

Michael ANDREWS	37
Terrance BRYSON	61
Leo CHAMPAGNE	36
W. Mervin CHARBONEAU	39
Edwin DIXON	28
Stanley FREEZE	24
Chris GODFREY	5
Arthur KATZEL	48
Andrew LAURIN	36
Glen LITTKE	13
George MCLAREN	33

Edward RAMSEY	40
C. Herbert ROBINSON	46
Charlie STANISTREET	52
Ron TUPPER	46
Walter VAN EMPEL	45

September

Armando BATISTA	61
John HENRY	36
Floyd JONES	51
Allan LYNDE	44
Douglas MCDERMOTT	61
John NANSON	38

Kris PIECUCH	16
Lloyd RACH	12
Art SCHMALE	64

October

Louis BEAUCHAMP	28
John BELL	45
Lorne CLOWERS	17
Donald DEVLIN	14
William LATTMAN	28
Sergio MARCONATO	47
Gary MORDEN	46
Gordon PARR	61

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LOCAL 115

**On the job site
and during the
holidays!**

ThinkSafety*

*(It isn't just a slogan, it's a way of life.)

**Holiday office
hours for all
Local 115 offices**

Monday December 25
Closed all day
Tuesday December 26
Closed all day
Monday January 1
Closed all day

iuoe[🍁]
LOCAL 115
www.iuoe115.ca

Local 115 Offices

District 1

4333 Ledger Avenue, Burnaby, BC, V5G 3T3
Phone: 604.291.8831 Toll free: 1.888.486.3115
Fax: 604.473.5235 Email: iuoe@iuoe115.ca
Website: iuoe115.ca

Business Manager: Brian Cochrane

President: Wayne E. Mills

Asst. Business Manager: Josh Towsley

Mgr. Administration & Special Projects: Lynda Arland

Business Representatives:

Dennis Best	Frank Carr	Brett Chapman
Chip Dhaliwal	Mike Mayo	Don Swerdan
Jeff Turner		

Dispatcher:

Al Cooper, 604.473.5230 ext: 230

Organizing Representatives:

John Munro, 604.473.5272
Bryan Railton, 250.434.9544
James Knowles, 778.584.4080

Benefits & Pension Plans

Administrator: Dennis Van den Hooff

Training Association

Administrator: Jeff Gorham

Training Coordinators: Stewart Miller, Darren Suehsschlaef

District 2

Business Representatives: Tom Kinnear and

James Knowles

35 Wharf Street, Nanaimo, BC, V9R 2X3

Phone: 250.754.4022 Fax: 250.754.5513

District 3

Business Representatives: Brian Lefebvre and

Bryan Railton

785 Tranquille Road, Kamloops, BC, V2B 3J3

Phone: 250.554.2278 Fax: 250.554.1766

Districts 4 and 5

Business Representatives: Herb Conat, Wayne Kemp and Matt Baker

District 4 Office: Unit B, 3339 8th Avenue,
Prince George, BC, V2M 1N1

Phone: 250.563.3669 Fax: 250.563.3603

District 5 Office: Unit 9912 - 100 Avenue,

Fort St. John, BC, V1J 5S7

Phone: 250.785.2746 Fax: 250.785.0151

District 6

Business Representative: Rob Foscett

103 Centennial Square, Sparwood BC, 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

7:30pm at 4333 Ledger Avenue

(Except March and September due to General Membership Meeting)

District 2

NANAIMO: 2nd Monday of odd months

6:00pm at the Coast Bastion Inn, 11 Bastion Street

VICTORIA: 2nd Wednesday of even months

6:00pm at the Pro Pat Legion Branch 31,

#292 - 411 Gorge Road 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

7:30pm at the Union Hall, 785 Tranquille Road

KELOWNA: 2nd Tuesday of odd months

7:00pm at the Teamsters Hall, 185 Froelich Road

District 4

PRINCE GEORGE: 2nd Wednesday of every month

8:00pm at Coast Inn of the North, 770 Brunswick Street

PRINCE RUPERT, TERRACE, KITIMAT, SMITHERS:

Members will be advised of meeting date, time and place

District 5

Monthly meeting locations alternate:

FORT ST. JOHN: 2nd Tuesday of odd months

7:30pm at the Masonic Hall, 10441 100th Avenue

DAWSON CREEK: 2nd Tuesday of even months

7:30pm at the George Dawson Inn, 11705 8th Street

TUMBLER RIDGE/PEACE RIVER COAL:

Members will be advised of meeting date, time and place

WHITEHORSE: Teamsters Hall, 407 Black Street

Members will be advised of meeting date and time

District 6

Monthly meeting locations alternate:

CASTLEGAR: 1st Wednesday of odd months

7:00pm at the Super 8 Inn, 651 18th Street

CRANBROOK: 1st Tuesday of even months

7:00pm at the Labour Centre Boardroom,
105 9th Avenue South

TECK'S LINE CREEK OPERATION:

Members will be advised of meeting date, time and place



COMMUNITY BENEFIT AGREEMENTS

Let's maximize community benefits from public construction

The Government of British Columbia and its agencies, such as BC Hydro, spend billions of dollars every year building major infrastructure.

Done right, construction is a great opportunity to build local communities and their economies.

Major projects can provide training and employment for apprentices and local workers, and new opportunities to bring Indigenous people and women into the skilled workforce.

B.C. has a proven project management system that will deliver all these benefits.

For decades, with hydro projects, highways and resource projects, we made use of **Project Labour Agreements** to complete our major public projects safely and on time.

Under a Project Labour Agreement, union and non-union workers receive the same pay and benefits that are negotiated between participating unions and employers. Everyone gets fair treatment. Wages are set for the life of the project, with a guarantee of no labour disruptions.

IUOE Local 115 has provided skilled labour for B.C.'s biggest projects since 1931. We believe it's time to restore the collaborative approach to public construction, building on past success with a new **Community Benefit Agreement** model to ensure fair wages and treatment, local employment, apprenticeship opportunities, and the inclusion of Indigenous people and women in well-paid jobs. Labour, contractors and government will work together to make it happen.



If you agree with this approach, write to Premier John Horgan,
Premier@gov.bc.ca, and tell him, *"I support Community Benefit Agreements."*
You can copy us at **iuoe@iuoe115.ca**

iuoe 
LOCAL 115

Brian Cochrane, Business Manager