

Fall 2018

# iuoe<sup>🍁</sup>news

LOCAL 115



## New opportunities for BC workers

Thanks to Community Benefits Agreement

Publication Mail Agreement No. 40011378

COVER STORY PAGE 5

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



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### On the cover

IUOE Local 115 members (l-r) Leanne Hughf, Arnold (Sonny) Plante, Mark Bryant, Sydney Dash  
Photo by Chuck Russell

Website: [iuoe115.ca](http://iuoe115.ca)

## Regular Features

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## Opportunities abound for Operating Engineers BC Government moves forward with Community Benefits Agreements

On March 16, 2016, John Horgan came to IUOE Local 115's General Membership Meeting and told us that if the NDP was elected, there would be more union jobs in BC. This summer, Premier Horgan made good on that promise.

On July 17, he announced that public infrastructure projects would be built with a Community Benefits Agreement (CBA).

*"...more jobs for IUOE  
Local 115 and thousands  
of others in the  
construction trades"*

and apprenticeships and more trades opportunities for Indigenous people, women and youth.

This means more jobs for IUOE Local 115 members and thousands of others in the construction trades. It also means good wages, pensions and benefits for those who haven't been unionized. Ultimately, it means BC will be stronger economically, because when your families are supported by members with good jobs, health benefits and pensions, it benefits the whole community.

The first projects to be delivered under the CBA are the



Premier Horgan with Local 115 Business Manager Brian Cochrane at announcement of Community Benefits Agreement

It was a legacy moment for BC. The new Community Benefits Agreement will deliver good paying jobs, better training

the new Pattullo Bridge and the expansion of the Trans-Canada Highway between Kamloops and Alberta. There are many more large projects in the works in the private sector and there will be plenty of work for years to come.

Getting to this point has been no easy task – and

Local 115 has played a leadership role in all aspects in the development of this process. After 16 years of a Provincial Government that played lip service to apprenticeship, and favoured a low wage, low bid, non-union model, we now have an NDP Government that believes the working people of BC deserve better. This is a legacy moment for our membership and it is important to recognize that this only became possible due to the efforts of your Premier John Horgan.

Now that this framework is in place, we are focusing more than ever on ensuring that future projects use Community Benefit Agreements and provide good union jobs. For our membership, the best way to do that is to support the NDP, and contact your MLA to tell them

*"Go to our website now  
and sign a message to  
the Premier, that you  
support projects built  
with Community Benefits  
Agreements.  
[www.iuoe115.ca](http://www.iuoe115.ca)"*

that you support this direction for Public Construction. **The time for action is now** – and your Executive Board is committed to supporting the public awareness of the value a community benefits model will bring to British Columbia.

As expected, the anti-union movement and CLAC have started their campaign to try and convince the government and the public that the low wage, low bid model is better and have launched expensive ad and media campaigns filled with lies and half truths about unions and what community benefits agreements will cost taxpayers.

The anti-union lobby has deep pockets and they will not give up. The support of our members and the public at large will make the difference.

That's why I'm calling on you to take a few moments to show your support for John Horgan and his government.

Send a message to the Premier, telling him that you support projects built with Community Benefits Agreements.

Go to our website now at [www.iuoe115.ca](http://www.iuoe115.ca) and sign our message to the Premier, telling him that you support projects built with Community Benefits Agreements. We need your help to ensure this province is built with good union jobs that benefit hardworking people and their families.

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## Recruitment

With the announcement of CBAs, and other major construction projects in the works throughout BC, there will be some good opportunities in the months and years ahead. In fact, many of our contractors need people right now.

If you know of people who are interested in a career as an OE, tell them to contact us ASAP. Details are on the back cover of this magazine and as the ad says – there's never been a better time to be an Operating Engineer!

I want to close by recognizing all of the great efforts of your Local Union Officers, Executive Board and staff who have been spending extra time engaging with members this year, and trying to capture the window of opportunity we have before us to create a stronger future for our membership. Together, we have made a difference.

I hope the summer has been good to you and your families, as we prepare for the long daylight hours and hot weather to come to an end!

Live Better / Work Union

Brian Cochrane

IUOE Local 115 Business Manager 🍁



Local 115 Business Manager Brian Cochrane speaks to the media about Community Benefits Agreement

**IUOE**<sup>+</sup>  
LOCAL 115

# CAREER FAIR

**Do you know someone interested in job opportunities with great pay, family benefits and training?**

**Spread the Word!**

**We're hosting a career fair.**

**Saturday, September 22, 2018**  
**9am to 1pm**

**IUOE Local 115 Auditorium**  
**4333 Ledger Ave, Burnaby, BC**

**For more info: [iuoe115.ca](http://iuoe115.ca)**  
**or call: 604-291-8831**

**ENGINEER YOUR FUTURE**



Donna Ive looks forward to new opportunities as an Operating Engineer Apprentice, because of Community Benefits Agreements



Rendering of the future Pattullo Bridge

## Great News for Local 115 and BC *NDP building major projects with Community Benefits Agreement*

The new Pattullo Bridge and Highway 1 expansion from Kamloops to Alberta will be built using a Community Benefits Agreement (CBA). This is great news for working people, their families and the BC economy, as it creates a trained workforce to meet the needs of the labour shortage.

“Local 115 has been fighting for this for years,” said Business Manager Brian Cochrane. “What this means is more work for our members, fair wages, good benefits and greater opportunities for women and Indigenous peoples.”

Featured on this month’s front cover are Local 115 members who represent the many workers who will benefit from CBA.

Mark Bryant and Sydney Dash (right) have just graduated from IUOE Local 115’s heavy equipment operator training course and hope to work on projects like the new Pattullo Bridge. “I’m so excited to be given the opportunity to work on projects like this one, thanks to Community Benefits Agreements,” says Dash. “I was working in retail before, with long hours and lousy pay. This is the best decision I’ve ever made!”

Journeyman Sonny Plante (featured on page 15) thinks CBAs will pave the way for more Indigenous people to benefit from good paying construction jobs. “When people have a good job, it helps the whole community,” he says. And journeyman Leanne Hughf

looks forward to more women being encouraged to enter the industry.

The CBA also places a priority on hiring local, BC workers, NOT temporary foreign workers, so communities will benefit. Local people pumping money into the local economy is a win for everyone.

*continued on following page*



Local 115 Apprentice Sydney Dash



Leanne Hughf



Mark Bryant



Sonny Plante

*continued from previous page*

When making the announcement in July, Premier John Horgan said, “With this agreement we’re not just investing in roads, bridges and other infrastructure, we’re investing in good jobs and new opportunities for people who live in BC. With our focus on expanding apprenticeship training, we’re helping build BC’s next generation of construction workers.”

As expected, the NDP government has come under heavy attack from anti-worker forces for taking this progressive step forward. Contrary to their false statements, CBA projects will not exclude any contractors from bidding on projects, and workers simply have to join a union when they get the job.

The estimated 4 to 7% increase in costs is already included in the Pattullo budget, to help pay for the overall goal of 25% apprenticeship hours over three years.

With predetermined wages, training and worker ratios, CBAs can also ensure projects are completed on time and on budget; there is greater accountability and transparency.

About 1,400 workers will be needed on the Pattullo bridge project and construction will start next year.

By 2027, BC will be short about 8,000 skilled trades workers. Training more apprentices now will help prevent long term shortages.





## Thank you to Stewards and Safety Reps

Greetings Brothers and Sisters— as the weather starts to cool I hope everyone had a safe and productive summer.

I had the opportunity to attend the 39th General Convention of the IUOE in Hollywood Florida, and I participated on the Resolutions Committee prior to the convention. There were a number of resolutions presented to the committee and after much debate, 32 went to the convention floor in front of the 653 delegates.

Of the 32 resolutions, IUOE Local 115 was ahead of the curve on one in particular and that was adopting a Code of Conduct. We did this in 2016 when Brother John Vosbough put a motion forward at a membership meeting. The Local Executive Board struck a committee, which then brought a Code of Conduct back to the Local Executive Board and then to the General Membership meeting and membership then adopted it.

Some of the resolutions brought forward were specific to Canada: the attack by employer groups and their right-to-work agenda, as well as the CLAC-ers and their rat friends. Other resolutions were to continue to support political activists and the fight against the anti-union politicians.

As well, there were a number of resolutions to assist both north and south of the 49th. Resolutions called for the need for Pension protection, Organizing, Project Labour Agreements, Labour Education and the Disaster Relief Fund. Local 115 members have benefited from that fund within the last year.

Prior to going to the Convention, I stopped and toured the IUOE Training Center in Crosby, Texas and was impressed with the thought and knowledge that went into making this project a reality. It will expand the level and quality of Operating Engineers, both the Hoisting and Portable and the Stationary Branches, for our future.

Last, but certainly not least, I want to talk about the Community Benefits Agreement that the NDP have embarked on. This is great news for working people and their families as the province moves forward and manages a shortage in skilled trades. This agreement between the Provincial Government and the Allied Infrastructure and Related Construction Council (AIRCC) is good for the province as it ensures that qualified local workers are the first hired on projects. Qualified Indigenous people, qualified women and Building Trades members are employed on

these projects, before people from out of province or out of country are parachuted in to work on jobs that your tax dollars are building.

There are groups that are against this agreement and they are the same ones that are not training for the future and are bringing workers from other jurisdictions while the qualified local people sit at home. Case in point—Site C dam, where apprenticeships and local hires have been sadly lacking. That is why the AIRCC is the best source to monitor that qualified local workers and apprentices are on these projects.

In closing, I would like to say remember that safety is not only for when you are at work, it is off the job as well. When you are working around your yard, take the time and ask yourself the following question. If my employer asked me to do this job this way, what would I tell him? If the answer is no I do not think it is completely safe, then it is not safe at home either. With those thoughts, I will leave you and I hope your summer was enjoyable. Have a productive fall and thanks to all the stewards and safety reps for their continuing hard work. 🍁



On upcoming highway projects like Highway 1 to Alberta, the Community Benefit Agreements will ensure fair wages and local hiring.

Journal of Commerce  
by ConstructConnect

NEWS PROJECT LEADS CERTIFICATES TENDERS

INFRASTRUCTURE, RESOURCE

## Canadian unions and Eagle Spirit Energy sign MOA for Indigenous-led pipeline

JOC News Service June 28, 2018



INTERNATIONAL UNION OF OPERATING ENGINEERS — A memorandum has been signed between Eagle Spirit Energy Holdings and Canada's four Craft Unions.

Read the full story on page 11



Global TV interviews Local 115 Business Manager Brian Cochrane after the Community Benefits Agreement was announced in July.

Read the full story on page 5



The Coast Bastion Hotel in Nanaimo, which is owned by IUOE Local 115's Pension Fund, was recently the subject of several news reports. 60,000 bees now reside on the roof and they're expected to produce honey and help pollinate gardens in the area.

Read more: <https://www.nanaimobulletin.com/news/60000-bees-check-in-at-nanaimo-hotel/>

**Journal of Commerce**  
by ConstructConnect

NEWS PROJECT LEADS CERTIFICATES TENDERS PODCASTS

LABOUR

## IUOE Local 115 gets funding for heavy equipment training

JOC News Service July 16, 2018

Defence Minister Harjit Sajjan with Local 115 Business Manager Brian Cochrane

MAPLE RIDGE, B.C. — The federal government is helping bolster future heavy equipment operators in B.C. by providing \$575,000 over three years in the IUOE-TA Indigenous Training Partnerships Project, delivered by the International Union of Operating Engineers (IUOE) Local 115 Training Association in the Greater Vancouver area.

Read the full story on page 14

**TC TRI-CITY NEWS**

## Operating engineers, Lafarge make Mossom road safer

Donations of materials, staff, equipment key to getting the road fixed, Port Moody group says

Diane Strandberg / Tri-City News  
JULY 22, 2018 10:00 AM

[f](#) [t](#) [g+](#) [m](#)



Workers from the International Union of Operating Engineers Local 115, which donated the labour and equipment, and LafargeHolcim, which donated the materials and trucked them to the site, check out the work to repair the 1 km road to Mossom hatchery. The city of Port Moody is also helping out with the project.

Read the full story on page 17



## THE STAR VANCOUVER

### B.C. Building Trades hopeful federal ownership will change Trans Mountain labour practices

By Alex McKeen · Star Metro Vancouver

May 31, 2018

VANCOUVER—Amid fierce opposition from all over the province, at least one group of British Columbians is counting the federal government's purchase of the Trans Mountain Pipeline project as an opportunity.

They are the skilled tradespeople who believe the federal government will have to be a more accountable employer for the controversial energy project than Texas-based Kinder Morgan.

IUOE Local 115 member Gorette Guilbault is a former pipeline worker. She said she hopes federal ownership will ensure more women, Indigenous people and apprentices get work experience. Kinder Morgan's plans indicated it would hire or contract thousands of construction workers across Alberta and B.C. to expand the pipeline.

But B.C. skilled trades union leaders have criticized the company for not hiring their members, who they argue are the most highly trained and qualified, and instead choosing to contract with companies using both union and non-union construction workers.

The International Union of Operating Engineers, which has provided labour for the majority of National Energy Board approved pipeline projects in the last 60 years, has argued Kinder Morgan's approach would be detrimental to the quality and safety of the pipeline project, which is already a controversial venture. With the federal takeover, the group is hopeful that will change.

Gorette Guilbault is one of the skilled tradespeople who see the federal takeover as an opportunity. She has worked as an operating engineer for 10 years, having become a journeyperson and contributed to pipeline projects in the past. Throughout her career, she's become an advocate for more equitable hiring within the skilled trades, especially for women, whom she mentors.

Now she wants to take her experience to the Trans Mountain project, which she believes could train and empower a new generation of Western Canadian construction workers — if it's done right.

"I live here, I work here, I play here and I want to be a part of this," she said. A government commitment, she said, could "ensure women, Indigenous people, and apprentices get work," in the trades.

Brian Cochrane, business manager of the IUOE Local 115, said the B.C. Building Trades wants to work with the federal government to form labour agreements that would see Canada use the pipeline as an opportunity to train and develop Western Canada's construction workforce.

"We want to ensure that our membership and the pipeline trades are engaged in the project," Cochrane said. "The federal government is going to have a higher obligation to make sure that the Canadian workforce is going to be the one to benefit," he said, especially because the project is under intense scrutiny.

"It needs to be a world-class project ... it needs the best Canadian workers," Cochrane said.

It's not yet clear whether the change of ownership will have an impact on who works on the pipeline, and what their working conditions will be. Trans Mountain has existing contracts with companies, some of which have collective agreements with the Christian Labour Association of Canada (CLAC), a union that isn't a member of the B.C. Building Trades.

For Guilbault, major projects like the Trans Mountain put greater responsibility on workers in terms of safety. "You really need to take pride in your work," she said. "It gives us experience and it gives us a place to exercise the skills we've been taught."



*IUOE Local 115 member Gorette Guilbault  
(Credit: Jennifer Gauthier)*

<https://www.thestar.com/vancouver/2018/05/30/bc-building-trades-hopeful-federal-ownership-will-change-trans-mountain-labour-practices.html>

# Eagle Spirit Energy will build pipeline with union labour



The Eagle Spirit Energy Corridor took a big step forward in June, when four craft unions including IUOE signed a Memorandum of Agreement (MOA) for the pipeline project.

Eagle Spirit is located further north than the failed Northern Gateway project. The 1500-kilometre proposed pipeline will start in Fort McMurray, Alberta and end at tidewater just north of Prince Rupert.

Unlike other controversial pipelines, Eagle Spirit is Indigenous-led and has support from First Nations along the entire route. CEO Calvin Helin says the pipeline will only carry heavy crude, and the bitumen will be refined in Alberta. "It will be the greenest, safest energy corridor ever built and the first Indigenous-led major infrastructure energy project in Canadian history."

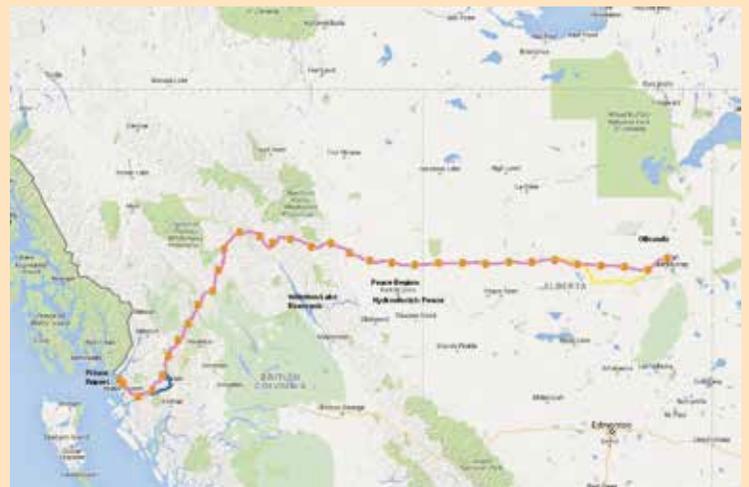
The MOA is a commitment to a comprehensive safety and training strategy that ensures skilled labour will be hired for the project.

On behalf of the Unions, IUOE Local 115 Business Manager Brian Cochrane said, "We are pleased to be working closely with Indigenous leaders on a best-in-class project with a commitment to safety, training and opportunity for local residents, businesses and Indigenous communities."

Canada's Four Craft Unions include the IUOE, the Labourer's International (LiUNA), the United Association Canada (Canadian Piping Trades) and the Teamsters Canada.



Craft Union leaders sign Memorandum of Agreement with Eagle Spirit Energy. Sitting: Calvin Helin, CEO Eagle Spirit Energy and Brian Cochrane, IUOE Local 115 Business Manager. Standing: Heiko Wiechern, UA Canada; James Kennedy, Eagle Spirit Energy; Mark Olsen, LiUNA; Walter Canta, Teamsters Local 213 Secretary Treasurer; Gary Kitchen, Teamsters Canada; Patrick Campbell, IUOE International



# IUOE Local 115 Open House Rodeo



More than 1500 people came out to enjoy warm weather and family fun at the June 16 Heavy Equipment Rodeo and Open House, hosted at the IUOE Training Association site in Maple Ridge.







On the new Manitowoc 8500 mobile crane: IUOE Local 115 Instructor Wes Bauder; Hon. Harjit Sajjan, Minister of National Defence; Brian Cochrane, IUOE Local 115 Business Manager



Cutting the ribbon on the new training equipment. (l-r) IUOE Local 115 Business Manager Brian Cochrane; Hon. Harjit Sajjan, Minister of National Defence; Dan Ruimy MP, Maple Ridge-Pitt Meadows; Jeff Gorham, IUOE Local 115 Training Administrator

## IUOE Local 115 receives \$575K federal training grant

The IUOE Local 115 Training Association received \$575,000 in federal funding this summer to help pay for state-of-the-art equipment.

The money comes from the federal government's Union Training and Innovation Program, providing training for apprentices including Indigenous people and women. The IUOE's application for funding focused on the union's Indigenous Training Partnerships Project, where Local 115 works with First Nations to arrange training at the Maple Ridge training site and in local communities.

The Minister of National Defence, Hon. Harjit Sajjan, made the grant announcement at the IUOE Local 115 Open House and Heavy Equipment Rodeo on June 16 in Maple Ridge. He paid tribute to Operating Engineers and organized labour. "We recognize that labour is at the heart

of our growing economy," the Minister said, "And we know that labour is the reason we have a strong middle class in Canada."

Together with a matching investment from Local 115, the federal money supported the purchase of a Manitowoc 8500 mobile crane and a Caterpillar 323 excavator.

"Through its financial support for the IUOE Local 115 Training Association, the Government of Canada has shown that it recognizes the value of trades training," said IUOE Local 115 Business Manager Brian Cochrane. "The new crane and excavator will provide our students with the best in hands-on experience. This equipment will ensure a training focus on safety and quality, and help us to build a skilled and inclusive workforce for the future."

## Member Profile:

# Arnold (Sonny) Plante

For Arnold Plante of the Nisga'a Nation, training with the IUOE Local 115 Training Association opened the way to a satisfying career.

Brother Plante trained with other Nisga'a members at the IUOETA Maple Ridge training site in 2014. Raised in Prince Rupert, with family roots in Gitlaxt'aamiks, the Nisga'a capital, Arnold now works as a heavy equipment operator in Richmond. His employer, Harvest Power, is an international leader in converting organic waste into soils and fertilizers.

IUOETA's record in training Indigenous students was a big factor in the federal government's recent decision to provide \$575,000 for the purchase of training equipment. The Local's funding application made reference to a long-running partnership with the Haisla Nation in Kitimat, where the union has found work for the majority of 23 apprentice graduates to date.

With the Nisga'a Nation, whose territory is north of Terrace, the success rate is even better, with close to 100 per cent employment for trainee graduates since 2014.

Since the Training Association signed its funding agreement with the Canadian government in spring 2018, four more Indigenous trainees have entered the Local's apprentice program. The IUOETA is also expanding its outreach to women in trades for both the heavy equipment and mobile crane streams.

Brother Plante says he is happy to recommend the heavy equipment operator trade to his friends and family. "You get out of it what you put into it," he said. "If you work at it, it's very rewarding."



Arnold (Sonny) Plante receives his Apprenticeship Completion Certificate from Hon. Harjit Sajjan, Minister of National Defence.



Nisga'a trainees and IUOE Local 115 Instructors at the Maple Ridge training site, 2014. Arnold (Sonny) Plante is second from right.

# BC waives training fees for former foster kids



Advanced Education Minister Melanie Mark announces that former youth in care can get free trades training, including at our IUOE Local 115 Training Assoc.



Advanced Education Minister Melanie Mark and Local 115 Business Manager Brian Cochrane

# Members on the job



**Emil Anderson Construction**  
Like This Page · 14 May via Instagram · Edited ·

We would like to recognize Nate and Mason from EAC's highway paving crew for being a true representation of outstanding EAC employees. We received an email from a family who were traveling between Lytton and Lillooet when they experienced a blown tire and were forced to pull over. These two Good Samaritans came to the rescue and assisted the travelers in need. Well done, Nate and Mason! ... See more

4 Comments 9 Shares

Like Comment Share



IUOE Local 115 Crane Operator Sheryl Lucyk working for Vancouver Pile at Seaspam

# Advocating for members



Asst. Business Manager Josh Towsley with Labour Minister Harry Bains

## IUOE Meets with MP for Surrey Centre Randeep Sarai

Tweets Tweets & replies Media



Randeep S. Sarai @randeepssarai · 16h

Terrific meeting with Wayne Mills and Josh Towsley @iuoe115 discussing the community benefit of future infrastructure projects and greater funding for trades and union workers. Looking forward to a stronger working relationship.



## Mossom Creek Road Project

# Building a road to support BC's wild salmon fishery

IUOE Local 115 helped rebuild and improve Mossom Creek Drive this summer, the only road access to a popular fish hatchery outside of Port Moody.

The volunteer-run Mossom Creek Hatchery sends coho, pink and chum salmon from the alpine springs of Eagle Mountain directly into Burrard Inlet and the Pacific Ocean. The hatchery also provides education on fisheries and wildlife to students from local schools.

Local 115 and LafargeHolcim donated \$100,000 in labour and materials to the roadbuilding project, with the City of Port Moody adding logistical support. Local 115 provided a grader and a grader roller, with IUOE Training Association instructors Garry Jabs and Robyn Bishop supporting apprentices Doug Johnson and Tyler Smith. Together, they transformed a badly eroded dirt track into a high-quality aggregate-paved connector.

"This is a great opportunity to give back to the community," said Brian Cochrane, Business Manager for IUOE Local 115. "At the same time, it gives our students some practical experience on a challenging grade."

Kevin Ryan, president of the Burrard Inlet Marine Enhancement Society, says 3,000 students will participate in programs at the hatchery in the coming year, double the number from last year. "And we'll have to put up a speed sign," he joked. "It's like a highway now."



Project partners: Shannon Ladewig, LafargeHolcim; Jeff Gorham, Robyn Bishop and Garry Jabs, IUOE Local 115; Justin Lipiec, LafargeHolcim; Ruth Foster, Burrard Inlet Marine Enhancement Society; Tyler Smith, IUOE Local 115; Kevin Ryan, Burrard Inlet Marine Enhancement Society; Doug Johnson, IUOE Local 115



IUOE Local 115 apprentice Doug Johnson on the grader roller

**Saturday  
September 15  
9:30 am**

**IUOE Hall**  
4333 Ledger Ave.

# IUOE Local 115 General Membership Meeting

Exciting things are happening at IUOE Local 115! Learn more about new opportunities for jobs and training and catch up with old friends over a complimentary lunch.

**iuoe**   
LOCAL 115

Alberta members thank Local 115

# IUOE Locals stand together during wildfire crisis



"It was probably one of the scariest days of my life!" recalls IUOE Local 955 Business Agent Anthony Noseworthy, remembering the wildfires that swept through Fort McMurray in May of 2016. "When I drove through town, there must have been 200-foot flames."

Earlier in the day, there was no sign of any imminent danger when Noseworthy went to his job as a cranes manager at Suncor. Some neighborhoods were on evacuation alerts and a wildfire was burning near town, but the smoke had cleared and it was a beautiful clear, sunny day.

With no warning, the winds suddenly shifted and monster flames began devouring the city.

By the time it was over, 2,600 homes in Fort McMurray were gutted by fire including some owned by IUOE members. Local 955 Business Manager Chris Flett's house was among them. "There was no warning. I picked up my kid at school and rushed home to get the dog. We only had a few minutes to get out."

The massive blaze forced the largest wildfire evacuation in Alberta's history. More than 88,000 people were forced from their homes. Many escaped with only the shirts on their backs.

When Flett was allowed to return home, he discovered only the charred remains of his house. Everything he owned was lost in the fire. His insurance paid for the cost of re-building, but not everything was covered.

IUOE's International Disaster Relief Fund provided \$5,000 to Fort McMurray members who lost their homes and Operating Engineers across the country also made significant donations. That led to the creation of a Canadian Disaster Relief Fund.

"When we learned that IUOE members were losing their homes during the Fort McMurray wildfires, we knew we had to help," says Local 115 Business Manager Brian Cochrane. "Local 115 donated \$115,000 to Local 955 to help our brothers and sisters get through the crisis."



Local 955's Anthony Noseworthy gives a signed jersey to Financial Secretary Don Swerdan to thank Local 115 for its \$115,000 donation to IUOE's disaster fund for Fort McMurray fires.

Fort McMurray was still rebuilding in the summer of 2017, when BC was hit by the worst wildfire season in history. At its peak, 39,000 people were evacuated from their homes and the Province declared a state of emergency.

### Alberta Members Give Back

Back in Alberta, IUOE members remembered how Local 115 had supported them during the wildfire crisis. So Noseworthy spearheaded a campaign to help BC members. He passed the hat around at worksites and raised \$4500. Their members also signed a jersey and it was presented to Local 115 earlier this year.

"We want to thank Local 955 for the donations and the jersey," said Cochrane.

IUOE really shows its strength in times of crisis and I'm so proud to be a member. This is what our union does—we're there for one another when it counts."



Local 955 member Roland Bowman signs the jersey that was presented to Local 115.



IUOE Local 955 Business Manager Chris Flett looks at what's left of his home.



Chris Flett's home before the fire

### Footnote

Fortunately, Local 115 members did not experience home losses in the BC fires. The \$4500 from Local 955 was donated to the Fire Fighter Burn Fund, as some of their members fought fires in Fort McMurray—one of whom was seriously injured in a vehicle crash en-route to Alberta.





Eagle Spirit CEO Calvin Helin speaks to craft union and Indigenous leaders.

## Josh Towsley Assistant Business Manager



### BC deserves better on Trans Mountain Pipeline

In January of 2018, I was asked by George Heyman, Minister of Environment and Climate Change Strategy to accept an appointment to the Environmental Assessment Advisory Committee. Along with nine other members of the committee which represented a cross-section of industry, labour, government, environmental, and Indigenous leaders, our committee worked to provide recommendations that will modernize the Environmental Assessment process. It had become clear that many people had lost confidence in the process and a complete review was needed to ensure that BC remains an attractive place for employers to invest.

In part, this meant providing recommendations to the Ministry that would result in meaningful early engagement with Indigenous communities so that they become joint decision makers in a renewed process. It has become clear that when Indigenous communities support a project, it has a much better chance of moving forward; however, many proponents have traditionally left engaging the Indigenous communities until late in the process. This meant that in order to ensure their needs were met, Indigenous leaders were forced to oppose a project as a bargaining chip. This works for no one.

A recent example we can look at for how this should work is the Eagle Spirit Energy Corridor. The project, led by Calvin Helin, a member of the Lax Kw'alaams Nation, engaged First Nations across BC and Alberta to find an acceptable route to transport crude oil from Northern Alberta to the BC coast. He heard overwhelmingly that the Nations did not want unrefined crude moving through their territorial lands – so he designed the project in phases ensuring that only products acceptable to the Nations are transported through the lands. Together the 35 nations along the route now support

the project. He didn't show up with a project and ask for support; he showed up in their communities with a concept and asked for their help in designing an acceptable project.

Recently Eagle Spirit Energy Holdings Ltd. (ESE) signed a Memorandum of Agreement (MOA) with the International Union of Operating Engineers, Labourers International Union of North America, United Association, and Teamsters (the Pipeline Trades) to deliver the Eagle Spirit Energy Corridor while focusing on “significant Indigenous ownership and participation and best-in-class skilled labour”. The MOA is an important step in demonstrating the ESE's commitment to ensuring that the project is built to the highest standard.

ESE's Energy Corridor is a great example of how project proponents should engage First Nations while showing their commitment to high construction quality through the use of properly trained union tradespeople.

This is in stark contrast to the model of construction proposed by Kinder Morgan in construction of the Trans Mountain Expansion Project. Though the project is now owned by the Canadian government, only 21% of it has been awarded to qualified workers from the Pipeline Trades. Kinder Morgan's construction model favours underqualified and temporary foreign workers. Now that the Canadian Government is taking ownership of the project, they must be made to understand that British Columbians expect better. In order to ensure that the project is built, we have called on the federal government to negotiate a Community Benefits Agreement with the Pipeline Trades that will give apprenticeship opportunities to Indigenous workers, women and other equity seeking groups, and local people.

If Eagle Spirit Energy has realized that it needs the most qualified workers on a pipeline project – shouldn't our own federal government have figured it out by now? 🍁



## Organizing in the Thompson-Nicola

Hello Brothers and Sisters, I hope everyone enjoyed their summer with family and friends.

Recently I worked with Brother Bryan Railton on an organizing drive in District 3. This was at the transfer stations in the Thompson Nicola Regional District (TNRD.) We represented the workers at these sites, until it was put out to tender and South Cariboo Sand & Gravel Co. Ltd. won the bid. Brother Railton submitted an application to certify and a mail out ballot was ordered, as the workers live all over District 3. Sister Chris Watt came with me to speak with the workers as she was a Shop Steward when she worked there and still knows the workers at the sites. We visited sites in

Lytton, Spences Bridge, Cache Creek, 70 Mile House and Loon Lake. We answered any questions that they had, and informed them of the mail out ballot. We also educated the new workers on the many benefits of becoming a member with the IUOE Local 115. Over all it was a positive day, speaking with the 10 potential new members at their work-places.

I have and continue to speak to workers at non-union and fake union job sites, to build their trust with Local 115, as raiding periods are coming up for fake union companies over the next few months. 🍁



Local 115 trainees attend the COMET course on union organizing at the Maple Ridge training site.

(l-r) Doug Johnson, Jesse Perkins, Tyler Smith, Jay Dutton, Mark Bryant, Josh Towsley (Local 115 Assistant Business Manager), Rudolf Jakus, Sydney Dash. The group attended a member orientation session on the same day under the leadership of Frank Carr, District 1 Business Representative.



Participants at the July 2018 launch of the new BC Centre for Women in the Trades at the IBEW 213 union hall. IUOE Local 115 member Goretti Guilbault is third from left; Hon. Melanie Mark, Minister of Advanced Education and Skills Training, is centre front.

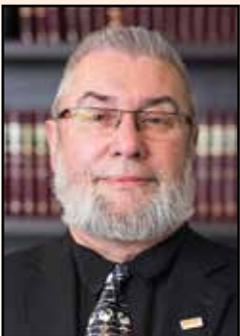


## Send us your resumes!

2018 started slow but is in full swing now! We have been dispatching operators of all descriptions to projects around the province. Michels in Burnaby and Vancouver, Frontier Kemper/Aecon in Kemano, Aecon/Flatiron/Dragados on Site C, BFI in Sparwood and numerous other little projects. The local contractors are very busy with everything from excavations for condos to utility upgrades to paving and yes, the crane indus-

try is busy too. If you have redone or upgraded any certifications, make sure we get a copy of the new tickets so we can add them to your profile.

With the new Community Benefits Agreement, we will see the need for more members so if you know someone who would be an asset to Local 115, have them contact us ASAP and we will gladly speak with them about the possibilities of working with us and becoming a member. 🍁



## Representing Members through bargaining

This has been one of the busiest summers on record in my many years as an OE Representative.

Here are but a few circumstances that I've been dealing with:

Rempel Bros. Concrete – with the Collective Agreement expiring at year end, we are in the process of gathering mail-in proposals for negotiations. There have been a number of issues that have arisen since the last Collective Agreement and I have little doubt that these issues and the “changes” made by the Company and their “interpretations” of the language of the Collective Agreement will be at the forefront of the position that we take to the Company in collective bargaining.

Thermo King – Brother Dennis Best and I recently had a proposal meeting with the crew and we have a definitive position that will be the basis of the Union’s proposal document. As summer is upon us, the notice to commence collective bargaining has not been sent but will be sent out in late August.

Waste Management Commercial Dependent Contractors (CDCs) – in this case, the Company has decided to reduce the current complement of CDCs by 40%. The work accomplished by CDCs is to be folded into the hourly employees unit which will significant-

ly increase the work picture for the hourly paid members. A question arose with respect to the seniority of those CDCs affected by the reduction as to whether their seniority would apply in the hourly bargaining unit. It was agreed by the Parties that the issue of the dovetailing of seniority would be sent to the BC Labour Relations Board (LRB) for a decision on this matter. Submissions have been made and we are awaiting a final determination by the LRB. Whatever the final decision is, it will be posted at the sites for the review of both our hourly and CDC members.

Until next time..... 🍁



Deckhand training at Vancouver Pile Driving, North Vancouver



## Major construction projects

In my last report I mentioned that we need a training model that will provide apprentices and trainees with access to full time, good paying employment as they learn their trade. For the first time in almost two decades, apprentices and trainees will now again have that opportunity in infrastructure construction. The BC NDP government recently announced that there will be a Community Benefits Agreement (CBA) for two major infrastructure projects: the Pattullo Bridge Replacement and the Highway 1 upgrade from Kamloops to the Alberta border, under an agreement between BC Infrastructure Benefits Inc. (BCIBI) and the Allied Infrastructure and Related Construction Council of British Columbia (AIRCC).

It's been more than 16 years since there was an agreement with the government for infrastructure construction that mandated an apprentice ratio. In previous newsletters and communications, we've discussed many of the benefits for our members, our communities and the citizens of BC. It is truly a historic and exciting time for our province and the next generation of construction workers! The BC NDP government has listened.

The Pattullo Bridge replacement is long overdue and will be located north (upstream) of the existing bridge. The preliminary project overview indicates that it will continue to be a key connection between Surrey and New Westminster. The replacement will be a four-lane bridge with wider traffic lanes separated by a centre median barrier with dedicated walking and cycling lanes. Design-Build-Finance is the preferred model and construction is scheduled to begin next year with a completion date of 2023. At a cost of \$1.377 billion, it will be funded and owned by the province of BC.

The request for qualifications will ask respondents to demonstrate their experience, qualifications, capacity and capability to undertake the project. It will be an interactive two-stage process: first, a technical proposal which will state performance requirements and be evaluated for compliance, and second, a financial proposal. Public and stakeholder meetings have already been completed. Aboriginal group consultations are ongoing and public comments and consultation will have taken place during the summer.

Currently, construction and the demand for skilled tradespeople in the Lower Mainland are at historic levels. I have had a number of meetings with contractors involved in the Marine and Pile Driving industry; they are the busiest they've been in recent memory with a number of big projects on the books and about to start. The classifications in demand are crane operator, rotary driller, heavy equipment operator, heavy equipment technician, welder, deck engineer, deckhand and boatman. If anyone is thinking of a career change or knows of someone who has experience or would like to work in the industry, please contact me at 604-291-8831 or send a resume to: [jobs@iuoe115.ca](mailto:jobs@iuoe115.ca).

With the projects mentioned above, including LNG Canada in Kitimat, Woodfibre LNG in Howe Sound, Centerm in Vancouver, BC Ferry dock upgrades, vibro-densification and all of the private work, the next few years look very promising.

Please keep your information with the dispatch office up to date and check in at

least once a month.

In solidarity. 🍁

*“Construction and the demand for skilled tradespeople in the Lower Mainland are at historic levels”*



District 1 Business Representative Frank Carr with member John Kivinen at Seaspan, North Vancouver



## Local 115 members with Conair battling BC wildfires

image by Troy White

## Brett Chapman District 1 Business Representative



# International Training Center opens

### Conair Group

Fire season has started with a bang, and our brothers and sisters from the Conair Group are at it once again. Our members are saving communities and lives across Canada from the

horrific blazes that have started so far this year. The Union wishes the pilots and ground crews the best of luck and safety through the fire season

### New Training Facility

The International Union of Operating Engineers has done a fantastic job building a new state-of-the-art training facility in Crosby, Texas, that will provide our members with the tools and training to be safe and productive when fulfilling a career as an Operating Engineer. The training site is equipped with a 227-room dormitory, several hydraulic mobile and tower cranes, paving equipment, side boom training for pipeline and much more. It is a site that all members of the IUOE can be proud of.

### Bargaining continues

- Wajax Equipment
- Cummins Western Canada
- Trimac Maintenance
- Deere/Hitachi Specialty Products
- Upcoming units to be bargained are the Conair Group and First Truck (Freightliner) 🍁



IUOE International Training and Conference Center at Crosby, Texas



IUOE Local 115 Business Manager Brian Cochrane visits the International Training and Conference Center



## 12,000 new jobs by 2021

Greetings Brothers and Sisters. The summer and good weather brought our hardworking Operating Engineers in the construction and maintenance sectors in British Columbia a full workload and it looks very promising for the years to come.

According to statistics from BuildForce Canada there are several major projects including mining, public transportation, LNG Canada and pipeline that are scheduled to start in 2019 and 2020. These upcoming projects are expected to add more than 12,000 jobs, a 50 percent increase over three years to 2021. They will bring opportunities for new workers, apprentices, women in trades and Indigenous people.

With all of these great opportunities, we are faced with some challenges, such as an aging workforce. It is estimated that the BC industry will see an exit of nearly 41,000 skilled

construction workers over the next decade due to retirements, compared to an estimated 33,000 first-time new entrants potentially drawn from the local population aged 30 and younger to replace them.

Meeting our ongoing labour demands will be contingent on our industry's ability to attract and train workers from outside of our scope and our province.

Organizing the unorganized workforce will play a big role in our recruitment strategy to fill the labour demands. I am grateful to have had the opportunity to instruct alongside our Assistant Business Manager Brother Josh Towsley for our Construction Organizing Member Education Training (COMET) course for classes at the IUOE Local 115 training site. COMET is an educational program that generates membership support and participation in organizing. The better educated our new members are about organizing, the stronger our membership will be for years to come. 🍁



## Ensuring an active Safety Committee

Greetings Brothers and Sisters. I hope everyone enjoyed the summer.

I am happy to announce the ratification of the Collective Agreement between WesternOne and members of IUOE Local 115. The new Collective Agreement ensures increased vacation entitlement, pension and benefits increases, as well as fair wage increases. A giant thank you to Shop Steward Brothers Wayne Enair, Dave Hughes, Chris Ishri, and Brian McCabe. This agreement would not have been possible without their input during negotiations.

During a recent investigation, the Union became aware that an employer was not ensuring the presence of an active Joint Occupational Health and Safety Committee as required by the Workers Compensation Act. The importance of an active Joint Occupational Health and Safety Committee (JOHSC) should never be underestimated. The JOHSC ensures that safety concerns in the workplace are identified, recorded and communicated properly to the Employer and the Union. Having proper minutes from previous meetings will document safety concerns as they are identified and fixed, and those that still require attention. JOHSC reports should be posted at a conspicuous location in the workplace for all



October 20 is local elections day.

**Vote to make your community stronger!**

employees to see. These reports should also be retained and readily accessible for a period of two years. If you feel the requirements of a JOHSC are not being maintained in your workplace, contact your Business Representative immediately for assistance.

On the political front, we are coming up to the very important time of British Columbia municipal elections. The importance of union-friendly mayors and councils should not be underestimated. Be sure to investigate the candidates in your respective communities and vote for those that are going to support you and your union.

Make your vote count. 🍁



## Bargaining updates

### Atlas Copco Canada

- Ratification vote was 100% No
- Strike vote was taken and was 100% in favour of a strike
- Company presenting final offer at time of writing

### Hertz Rentals

- Letter to commence bargaining sent and waiting to set up dates to bargain

### Canadian Heating Products

- Ratification vote held and the crew voted strongly in favour of the new Collective Agreement

### Pacific Radiator

- Ratification vote held – crew strongly voted to reject the Company’s offer
- Strike vote held – crew voted strongly in favour of strike
- Mediation pending at the Labour Board

### Williams Machinery Ltd

- Ratification vote was 100% No
- Strike vote was taken and sealed until the rest of the province votes 🍁

### Carney’s Waste Systems

- Ratification vote taken. The proposed Collective Agreement was turned down by crew
- Strike vote taken and crew voted strongly in favour of strike
- Mediation pending at Labour Board

### WesternOne

- New Collective Agreement was ratified

### Belcorp Environmental Services

- Bargaining stalled as Company tries to get over regulatory hurdles



## Campbell River benefits from John Hart Dam

This summer, the blacktop was cooking on the Island! Paving crews are working hard all over the Island and the work has no end in sight. At the time of writing, Emil Anderson Construction are nearing the end of the Malahat Improvement Project with all the drilling and blasting completed and the road base down. The final milling work has begun, the mobile asphalt plant has been mobilized and the finish paving work is set to begin.



The Highway 4 improvements by Kennedy Lake are also underway with the pre-clearing being performed by Victoria’s Global Pro System prior to the drilling and blasting that will make up the majority of the project.

Recently Victoria Cement Terminals ratified a new contract which will secure good wages and healthy pension increases. Talks have been taking place with Acme Concrete

Pumping for their own standalone contract to help secure work in the Campbell River area in view of increased non-union competition.

The next phase for the John Hart Dam was scheduled to commence late August and consists of the demolition of the old powerhouse along with two of the three surge towers. The remaining surge tower will stand as a landmark and reminder of the historical dam. Soil remediation will also be part of this work and is a prime example of how work done under a Community Benefits Agreement can often leave British Columbia’s land in better condition than we found it.

Organizing will be high on the priority list as the contractual work on the Island is maintained. As I have mentioned before, Local 115 needs you, the member and you “the union” to help us grow! Talk about your union pride, share the benefits with friends and neighbours or those non-union crews you’re working with, and let your Business Representatives know what’s going on in your field.

The last thing we want to mention is: as always stay safe at work so you can enjoy the summer, and as it heats up remember to hydrate! 🍁



## Highway 1 Expansion promises good union jobs

Just like the weather, this season has been hot for available work and there's more to come. Paving crews were full up for the summer very early on, building off a busy season last year. Pavers are working at various spots across our District and beyond, with jobs wrapping up in Lytton, Barriere, Kamloops and Valemount. With additional "black" yet to be laid in the parks near Jasper, Creston and the Coquihalla near Merritt, there is no doubt the Brothers and Sisters will be ready for a break at the end of the season.

Although this year has, without a doubt, been better than last for wildfires, our members in the skies fighting fires have been hard at work. Kamloops had a couple of very close calls that were stopped early due to the hard work of our Conair Brothers and Sisters. As I write this, fires continue to burn throughout the Okanagan. This appears to have become the norm: flooded springs and hot, burning summers. Luckily for our members, and thanks to Business Manager Brian Cochrane and the Table Officers, the Local's disaster relief funds can be issued to those affected. We must all remain on alert and be prepared to help our neighbours.

Large projects continue in Darfield, Rogers Pass, Kelowna Airport and Southeast Kelowna. In particular, upgrading the irrigation district in Southeast Kelowna promises to keep membership hours up for a minimum of two years and additional phases have yet to be released. As a result, excavator operators with utility experience, pipe layers and heavy duty mechanics are in high demand. Add to this the government's latest announcement on the Community Benefits Agreement on the Highway 1 expansion, and demand will only grow.

For those members who have been longing to come back home to BC, now is a great time to make that move. The amount of work that will pull people north, not just in District 3 but other projects like LNG, Site C and pipelines, will create a strain everywhere. With a mandate of 25% apprenticeships on these government projects, the opportunities will be there for people to build careers in BC again.

These, of course, are all good problems to have and will keep us running off our feet. With all of that, Brothers and Sisters, I urge you to work and play safe, and we'll see you on the claim! 🍁



## Site C

AFDE-GP, (Aecon, Flatiron, Dragados and EBC) are currently busy getting set up at Site C. I was on-site in July and our members are busy with unloading truckloads of equipment, assembling it as it hits the ground, building work areas and a warehouse area on site. So far, we have been able to fill the orders with a little bit of work to find Local 115 members throughout the province. Please make sure that we have the correct contact information for you, along with any current tickets and or certifications you may have.

I also want to be clear about the work: this is not a dirt show. It's all about cranes, flying forms in and out. Massive

*continued on following page*



Members on the job at Site C. (l-r) Barry Martin, Richard Olivier, Bob Warren, Tom Jackson, Mark McDonald, and Les Johnston

continued from previous page

amounts of concrete are being flown in by one of the eight tower cranes, or being pumped by a concrete pump. Over 700,000 m<sup>3</sup> of concrete will be poured through the duration of the project. When AFDE gets completely set up, they want to pour around 1000 m<sup>3</sup> per day.

I was also invited by AFDE to meet on site with BC Hydro as part of the Site C Project Indigenous Employment & Training Presentations and Site Visit in July. This was a

meeting of contractors and the local First Nations that form the Treaty 8 Tribal Association, consisting of the Doig River, Halfway River, Prophet River, Saulteau, West Moberly and Fort Nelson First Nations. It was a really good meeting with the representatives from each of the Nations to have discussions about opportunities on the project for Indigenous peoples.

Work Safe 🍁

## Herb Conat, Wayne Kemp and Matt Baker

District 4 and 5  
Business Representatives



### LNG boom on the horizon

Greetings from District 4 & 5!

With the potential LNG boom on the horizon, there is great optimism that the construction industry is going to burst wide open. There is a lot of activity in District 4 & 5 so it's important that your tickets are current and up to date, and ensure your classifications are current with the Dispatch. Here are some of the projects IUOE Local 115 is working on:

- ICL - Upgrading Hwy 16 West, with the addition of four lanes west of Prince George. Constructing the elevators at the Prince George Airport (YXS). Yellowhead Bridge upgrades east of Prince George.
- Pittman—Paving Kitimat to Terrace Hwy 37, Adventure Paving Haida Gwaii.
- Wajax, Union Tractor and H.M. Trimble—looking for heavy duty technicians in Prince George.



- Formula Contractors—driving sheet piles in downtown Prince George to be excavated for the underground parking for the 153 new condominiums in Downtown Prince George.

In closing, we would like to thank the stewards for their dedication in the workplace that helps ensure we have a safer and healthier place to work.

Work Safely. 🍁



IUOE Local 115 is working with Mammoet Canada to construct the Moose Lake Wind Project northwest of Tumbler Ridge.



## Keep focused physically and mentally

During the last few months an alarming number of dangerous incidents have occurred at the Teck sites here in the Elk Valley. They include a fatality, which is tragic and unacceptable. In some of these incidents, complacency is the culprit.

Complacency can be defined as self-satisfaction, especially when accompanied by unawareness of actual dangers or deficiencies. Complacency is extremely hazardous in the workplace. We can get so used to things being done the same way that we do not look at the hazards in our surroundings. We may underestimate the risk of tasks that we perform regularly, or fail to notice a change in our environment when we become complacent in our daily routines.

When working on the job, there is a danger when a person goes on “auto-pilot”. All too often we don’t realize how complacent we are being until a near miss or an incident. When that happens, it jumpstarts our heart and refocuses our attention.

Most incidents are caused by unsafe acts. Companies and employees work hard to create a safe workplace but what

about our own unsafe behaviour? If you read between the lines of incident reports, you may see that the workers involved had become complacent about safety, and managers weren’t ensuring that procedures were being followed. When managers fail to ensure that a safety culture exists in the workplace, workers get injured.

We can’t rely on managers to keep us safe. If employees aren’t thinking about what could go wrong every day, all day while they work, they are not completing the task safely. If they complete the task without incident they may be lucky – but proper planning and awareness can ensure our safety every time. Workers need to be trained to think ahead as they approach each task, consider each element of what could go wrong, and look at alternate ways to do the task.

Everyone should be focused physically and mentally on their work, no matter how many times they have done the same job in the past.

**DO IT SAFELY EVERY TIME!** Your family will thank you for it. 🍁



Selkirk Paving crushing pit near Golden, BC

## Canada's Labour History

The future leaders of IUOE Local 115 are all around us. They may be the 19-year-old apprentice in your shop, the member that just received her apprenticeship completion certificate, the miner extracting natural resources, the crane operator safely lifting loads on a project site, or the experienced paver ensuring that our roads are built to the quality that we expect.

I often ask myself what can be done to make sure our members understand what it took to get where we are today. Do we take for granted our standard of living and our working conditions and forget the fights that took place to achieve what we have won together? I believe that we must look to the past in order to learn what it took to get here and understand what can happen if we don't continue to fight for our rights.



Heavy equipment crew and labourers at a sewer main installation in Vancouver, 1919

What if I asked you questions like:

What country were strikers beat up and shot by police while attempting to stop non-union workers from unloading ships? Where did a Special Constable shoot and kill a labour leader who was advocating for safety improvements in mines? Where did a thousand unemployed men travel to their country's capital as a form of protest against the conditions in federal relief camps?

**Canada's labour history is full of important events that have shaped our country's fabric; these stories need to pass from one generation to the next.**

The answer to those questions is Canada. Strikers were beaten up and shot at Ballantyne Pier in Vancouver. Special Constable Dan Campbell shot and killed Albert "Ginger" Goodwin in the mountains behind Cumberland, BC on Vancouver Island. The On-to-Ottawa Trek came after a two-month protest in Vancouver failed to bring the changes that workers demanded – they took the fight to the Federal Government.

Canada's labour history is full of important events that have shaped our country's fabric; these stories need to pass from one generation to the next. As members of the IUOE we must never forget that our rights and benefits were won with blood and sacrifice in our own province.

In future editions of the *IUOE News*, I will explore important events in Canada's labour history. Look for stories that tell of a growing country recovering from depression and wartime conflict, or how members in the labour movement demonstrated solidarity in the face of anti-worker legislation – stories that demonstrate why our members have always been encouraged to push for better working conditions and to get involved in their union. 🍁



Local 115 operator Vin Macdonald in the BC Rockies, about 1940

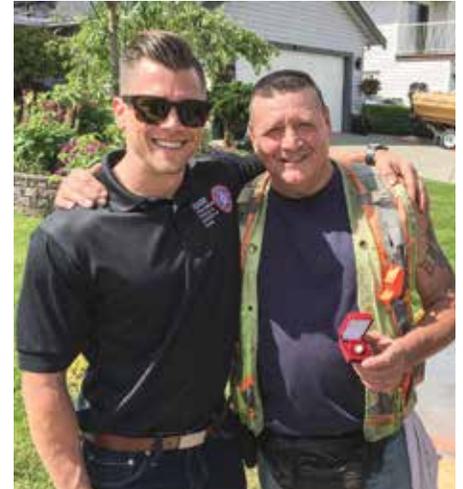
# Celebrating our Members



Stanley Rud (60 years) with Business Manager Brian Cochrane



Business Representative Rob Foskett with Del McCormick (40 years)



Business Representative Mike Mayo with Dominic Palmieri from BA Blacktop, Abbotsford (10 years)



Gary Hafstein (50 years)



Business Representative Matt Baker with Jacob Foote, Red Seal Heavy Duty Technician

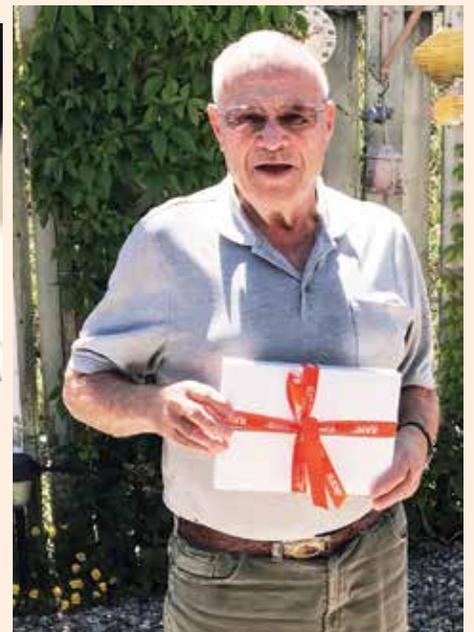
## iPad Contest winner

Long-time member wins recent prize draw for members.



Congratulations to Mel Golnick of Vernon, a 52 year member of IUOE Local 115.

His name was randomly drawn from more than a thousand entries in our recent contest. His new iPad was personally delivered to him by Business Representative Brian Lefebvre.





## Training updates

Saturday, June 16th marked the 23<sup>rd</sup> annual IUOE Local 115 open house at our training site in Maple Ridge. This turned out to be one of our best events with over 1,500 mem-

bers, friends and family in attendance.

Those in attendance were able to try their hand at operating one of the 20 pieces of equipment that were set up under the supervision of one of our skilled member volunteers. Guests could try the excavator, backhoe, haul truck, dozer, loader, roller, boom truck and RT crane.

The highlight of the event was the federal government announcing that they have granted us \$575,000 in funding to purchase a Cat 323 Excavator and a 8500 Manitowoc Hydraulic Lattice Crane.

Everyone was so appreciative of the event that we were able to break our record in donations for Dollars Against Diabetes. By the end of the day we were able to raise approximately \$3,200 for this worthwhile cause.

The success of this event was also assisted by contributions from equipment dealers such as Finning, SMS Equipment and Wajax Equipment. All three generously provided equipment for those in attendance to demo. A big thanks to these companies and their commitment to making this event a huge success.



Deckhand course, July 2018 Special thanks to retirees Grant Washington and John Simpson for delivering this course on behalf of the Training Association. (l-r) Shakil Ismail, Rhett Croft, Jordan Gosselin, James Casey, Garrett Twynstra, Iain Bruce, Curtis Watts, Instructor Grant Washington, Instructor John Simpson

I would also like to thank Brother Dylan Daradics from F&G Delivery Ltd. for bringing out his folding boom crane for static display and assisting as a volunteer for the day. It is always a great addition when our members are able to bring the equipment that they are so proud to operate. Their passion is infectious and motivates others to take up the same career.



Jeff Robson receives his BC Certificate of Qualification with Red Seal for Motor Vehicle Body Repairer from Brother Troy Burstyk (Training Coordinator). Jeff completed his apprenticeship while working for First Truck Centre in Surrey, BC.



Kale Pietz receives his BC Certificate of Qualification with Red Seal Endorsement for Mobile Crane Operator from Brother Stewart Miller (Training Coordinator). Kale completed his apprenticeship while working with Menard Canada Inc.

# Training our Members

## Training and Apprenticeship Opportunities

On July 16th the Government of BC announced that Community Benefit Agreements will be used for provincially funded projects starting with the Pattullo Bridge and the four-lane Highway project between Kamloops and the Alberta border.

The agreement is designed to address the BC skilled labour shortage by emphasizing the need to recruit and provide opportunities for women and Indigenous people to enter the construction industry. They also are including a target of having 25% apprentices on such projects.

Never has there been a better time to enter our craft as an equipment operator. There will be plenty of opportunities for apprentices to get their feet wet in this industry, once they have completed their training. If you know of anyone who would be interested in becoming an equipment operator, please have them contact the Training Association for an explanation of the opportunities that await them. 🍁



Chris Chiavacci receives his BC Certificate of Qualification with Red Seal for Heavy Duty Equipment Technician with the crew from Wajax Industries in Langley, BC.



Paving upgrade training class for Jack Cewe Ltd. in April 2018. (l-r) Instructor Adam Begg, Shane Rondeau, Janelle Phillips, Cyrus Salehi (front), Volker Loos, Darren Graham, De Andre Zampieri, Drew Hudson (front), Eduardo Fehr, Matthew Nezezon



Level 2/3 Mobile Crane Apprenticeship class. (l-r) Derek Atherton, Brayden Holden, Garrett Duffus, Wade Quechuck, Michael Robinson, Instructor Wes Bauder



## Have you mailed us annual pension confirmations?

As I write, I'm looking outside and it appears our summer has finally arrived. Whether you prefer the mountains, the ocean, or one of our many

picturesque valleys, on a warm and breezy summer day it's hard to beat British Columbia. My report is short. There are four reminders. As it's a quick read you can get back to your summer shortly...

### COMMUNICATION

#### Annual Pension Statements—all Pension Plan members

While most would prefer the lazy hazy days of summer, here in the Plan office we're gearing up for our annual pension statements season. It's this time of year when we start the groundwork for the thousands of statements we send to members. Both our working and retirees groups receive annual pension statements. Keep an eye on your mailbox as your statement will be released in the coming weeks.

#### Annual Pension Confirmation—retirees only

Earlier this summer we mailed the annual pension confirmations to our pensioners. Most of you have probably received it. We need to ensure you are receiving your pension. If you moved or changed financial institutions without

notifying us, your pension could be temporarily suspended. So please, take a moment, fill it out, and mail it to the office.

### BENEFIT PLAN CARRIERS

#### Long Term Disability and Life insurance

Commencing July 1, 2018 our Long Term Disability and Life Insurance contracts are with Manulife. The benefits have NOT changed. Should you require assistance with a claim please contact the plan office for assistance.

#### Accidental Death & Dismemberment—all Benefit Plan members

Commencing July 1, 2018 our Accidental Death and Dismemberment (AD&D) contract is with Industrial Alliance. The benefit has NOT changed. As a friendly reminder AD&D coverage is for members only. Should you require assistance with a claim please contact the plan office for assistance.

### RETIRED LIFE

Now that you're retired, what are you doing? If you'd like to share your story and pictures please send an email to [iuoe@iuoe115.ca](mailto:iuoe@iuoe115.ca). You just might find your story in a future edition of the *IUOE News*. 🍁

## Pensions Awarded April to June 2018

|                      |                      |                           |                    |
|----------------------|----------------------|---------------------------|--------------------|
| Bauer, Joe           | Harms, Michael       | Lindsay, Arlene           | Rideout, Junior    |
| Boudreau, Francis    | Hedden, Robert       | Lupick, Wayne             | Robertson, John    |
| Brady, Patrick       | Hegan, Dennis        | Metcalfe, Pete            | Rulens, Vince      |
| Brown, Keith         | Hillson, Ronald      | Miller, Vincent           | Scott, Paul        |
| Collinge, Barry      | Jackson, Allan       | Mitchell, William ( Bill) | Sieben, Jim        |
| Coulthard, Frederick | Jochimski, Gerd      | Murray, Robert            | Skiboff, Peter     |
| Debruyne, Jacobus    | Johnson, Kristin     | Mynott, Bruce             | Stratton, Frank    |
| Fairhurst, Gordon    | Kendal-ward, Richard | Nye, Steven               | Sutton, Robert     |
| Fleet, David         | Kilby, Richard       | Olsen, Gary               | Swanston, William  |
| Foster, Steve        | Kilpatrick, Kevin    | Ough, Charles             | Tabbert, Ellis     |
| Franco, Aristides    | Kirkpatrick, Robert  | Penney, Gerry             | Taylor, John       |
| Francoeur, Clem      | Knudsen, Donald      | Perkins, Lloyd            | Tidder, Stephen    |
| Friel, Edward        | Kobus, Bruce         | Peterson, Ted             | Trembath, Scott    |
| Galan, Rodney        | Lamb, James          | Poellot, Alfred           | Tschritter, Sidney |
| Gilbert, Douglas     | Larson, John         | Poole, Harold             | Wootton, Howard    |
| Griffiths, Ronald    | Lawrence, Ken        | Pope, Stephen             |                    |
| Haines, Doug         | Lawson, Stephen      | Rejman, David             |                    |

# IUOE bursaries and scholarships

## Mike Parr Bursary

Awarded annually to a son, daughter or legal ward of a member of the International Union of Operating Engineers Local 115 entering first-year studies.

### Bursary Amount:

Total \$2000. May be divided between more than one applicant.

### Criteria:

Applicants must be a son, daughter or legal ward of a member of the International Union of Operating Engineers Local 115 entering first-year studies in any discipline at a recognized Canadian college, university or vocational school as a full-time student. High school transcripts may be requested. Awards are based upon secondary school academic standing.

### Information & Applications to:

International Union of Operating Engineer Local 115  
Business Manager's Office  
Phone: (604) 291-8831  
Fax: (604) 473-5235  
Apply via email [parrbursary@iuoe115.ca](mailto:parrbursary@iuoe115.ca)  
Deadline: September 30

## Donald Smith Scholarship

Scholarship awarded in the name of Donald Smith.

### Bursary Amount:

Up to \$1000

### Criteria:

Awarded annually to a son, daughter or legal ward, of a member or a member's spouse who is in full-time attendance at UBC, SFU, University of Victoria, University of Northern British Columbia or BCIT pursuing studies in engineering, industrial relations or law at either the graduate or undergraduate level. Awards are based upon academic standing.

### Information & Applications to:

International Union of Operating Engineer Local 115  
Business Manager's Office  
Phone: (604) 291-8831  
Fax: (604) 473-5235  
Apply via email [smithscholarship@iuoe115.ca](mailto:smithscholarship@iuoe115.ca)  
Deadline: September 30

## C.S.C.U.-O.E.C.U. Pioneers Memorial Bursary

Originally established in 1989 by Operating Engineers Credit Union, which merged with Community Savings Credit Union in 2009, the memorial provides an annual donation to honour the pioneers of the Operating Engineers Credit Union. Bursaries from the Operating Engineers Credit Union Pioneers Memorial as well as other trust funds are offered through the Credit Union Foundation of BC. These bursaries provide supplemental assistance to students

in academic, vocational or technological programs at BC educational facilities.

### Bursary Amount:

Based on financial need.

### Criteria:

This trust incorporates the original memorial established for Harry and Doris Berger. Harry was a founding charter member, President and Director of Operating Engineers Credit Union. Doris was a dedicated volunteer serving as Secretary to the Credit Union's Board, the Credit Union Foundation of BC and other associated organizations. Much of Doris and Harry's volunteer work reflected their keen interest in less privileged children. Awards from the Community Savings Credit Union OECU Pioneers Memorial bursary are designed to help disadvantaged youth pursue higher education. Applicants should therefore demonstrate a strong and justified financial need for assistance, along with supplementary documentation and your proposed requirements.

### Applications Deadline:

Applications for students starting school in the fall are accepted between September 1 and October 15.

### Information & Applications:

For an application, visit [www.cufoundation.org](http://www.cufoundation.org) or stop by the Operating Engineers branch of Community Savings Credit Union at 4590 Hastings Street in Burnaby, BC. You can also visit the Community Savings Credit Union or reach us at [info@cufoundation.org](mailto:info@cufoundation.org).

**Son or daughter attending college or university?**  
Go to [www.pipeline.ca](http://www.pipeline.ca) to learn more.

Pipe Line Contractors  
Association of Canada

**Student  
Award  
Program**

Investing in education  
is important.

Your son or daughter may  
qualify to receive money  
towards their education.

If they are enrolled in a  
full-time program leading  
to a diploma or degree and  
you have a history of working  
with a PLCAC member, apply  
before **October 12, 2018**.  
Post-graduate students  
may also be considered.

For more information visit  
[www.pipeline.ca](http://www.pipeline.ca), awards  
section or contact Pipe Line  
Contractors Association of  
Canada at [plcac@pipeline.ca](mailto:plcac@pipeline.ca)  
or 905-847-9383.

Don't miss out!

Apply now for the  
2018 - 2019 School Year!  
Deadline: **October 12, 2018**

[www.pipeline.ca](http://www.pipeline.ca)

# Welcome to our new Members

Apr. 2018—June 2018

Dustin Adams  
Dean Anderson  
Everett Andrew  
Jean Aramendiz  
Rob Archibald  
Reece Barber  
Dwaipayyan Bardhan  
Chris Barmby  
Chris Bauer  
Jamee Beaudoin  
James Belknap  
Alan Benzmer  
Parminder Bhatha  
Brian Bieber  
Lauren Biggs  
Jaromi Bogaardt  
Timothy Bond  
Vince Boulanger  
Gregory Bowcott  
Kelly Boyd  
Gurbir Brah  
Gordon Brown  
Drew Browne  
Iain Bruce  
Beatrice Bryant  
Cory Buck  
Robert Campbell  
Chad Caswell  
David-Jade Cavalier  
Benjamin Chenuz  
William Chilton  
Cameron Chorney  
Brett Christofferson  
Aaron Clark  
Scott Cook  
Matthew Craigan  
Danny Cross  
Jordan Curran  
Lee Cutler  
Brian Cutting  
Craig Depatie  
Austin Derks  
Mike Desrosiers  
Joey Di Stefano  
Allan Dixon  
Greg Dixon  
James Douglas

David Downey  
Craig Drysdale  
Nelson Eddy  
Brian Ellison  
Shane Fagan  
Nicole Farina  
Rabih (Rob) Farray  
Nathaniel Ferguson  
George Fodor  
Konstantinos Fotiou  
Colin Francis  
Matthew Fraser  
Sean Fullerton  
Bartley Gallia  
Janet Gatzke  
Steve Gervais  
Charles Giesbrecht  
Elden Gjerde  
Chris Gohn  
Phillip Gordon  
Robert Greenlees  
Cody Greer  
Jeff Grills  
Madjid Guedmime  
Clifford Gurniak  
Garett Hamilton  
Dwayne Harris  
Stanley Heisie  
Shawna Hicks  
Larry Hoath  
Charlene Holmgren  
Kevin Houghton  
Robert Howe  
Patric Jansen  
Dwight Joe  
Kevin John  
Willard Johnson  
Cornelia Just  
Jason Kennedy  
Karl King  
Matthew Knight  
Luciano Koga  
Sean Kraus  
Ted Kruk  
Bradley Laihow  
Jeffrey Lepinski  
Albert Levesque

Daniel Levinsky  
Brandon Lindgren  
Shaun Lord  
Jason Lozano  
Dennis Lucas  
Hany Magar  
Robert Magdanz  
Alex Manitobenis  
Ryan Marshall  
Mitchell Marsolais  
Kevin McCormac  
Michael McDaniel  
Garrett McDonald  
Michael McKay  
Dean McLane  
Kristian McQuade  
John McShane  
Sean Meadows  
Michael Miller  
Brody Moen  
Ruben Monraz Gonzalez  
Richard Nguyen  
Marshall Nicholson  
Robert Nicol  
Westin Nixon  
Tyler Oevering  
Michael Oishi  
Kevin Paradis  
Stephen Peberdy  
Jim Perwal  
Paulo Pires  
Eric Planzer  
Brenden Pocha  
Craig Ponee  
Mark Pope  
Chad Porter  
Anthony Power  
Anthony Prebble  
Jerry Prentice  
Harold Ranquist  
Bryan Reddekop  
Paul Reid  
Kieron Roberts  
Edmar Rosario  
Lance Rowlinson  
Cody Roy  
Martin Sadler

Tyler Sagrafena  
Emily Schrader  
Horst Schwientek  
Donovan Seaweed  
Yash Sharma  
Barry Shaw  
Jeffery Shaw  
Robby Sheehan  
Travis Shields  
Sukhpal Sidhu  
Daniel Sims  
Gurpreet Singh  
Dennis Smith  
Jordan Sobey  
Colin Sosniak  
Stuart Spenceley  
Andre Sperling  
Todd Stanley  
Scott Sterling  
Scott Stewart  
Lana Stier  
James Stiles  
Travis Suttbery  
Erik Swanson  
Nicholas Tan  
Neven Tanner  
Ryan Taylor  
Daniel Tessier  
David Thomas  
Trina Thomas  
Christopher Thomsen  
Sean Tracey  
Orville Tremblay  
Eric Tubbs  
Romel Velasco  
Dionisio Villa  
Chris Von Niessen  
Ericson West  
Eric Wheat  
Andrew Wilbur  
Bruce Wilkin  
William Williamson  
Robert Wilson  
Robert Wishlow  
Keenan Zadko  
Shane Ziegler

## 10 years

Robin Alexander  
Peter Alting  
Gerald Appeldoorn  
Verne Baines  
Robert Baxter  
Ivan Beggs  
Leonard Benson  
Craig Biel  
Nick Boulin  
Christopher Brown  
Fredric Buckley  
Thomas Bush  
Lawrence Cavanagh  
Jason Chahley  
Gary Chamberlain  
Keith Colebank  
Rocco Collazzo  
Harry Connal  
Adam Cooper  
Wayne Crandlemire  
Reynaldo Cuyos  
Craig Dalinger  
Mark Dejong  
Harry Dekker  
Murray Denison  
Michael Dodd  
Gary Dupont  
Denys Evans  
Randy Finley  
Diane Friesen  
Roland Gray  
Troy Griffiths  
Jacob Haagsman  
Rod Haggarty  
William Hagley  
John Haluck  
Andrew Hamilton  
Brent Hanaghan  
Shaun Hanna  
Neil Haraldson  
Jim Harry  
Chris Harvey  
William Hewlett  
Anson Holmes  
William Hunt  
Trevor Hurlbert  
Kevin Hurtig  
Dana Isherwood  
Terrence Jackson  
Steven Jickels

David Karmaschek  
John Keyzer  
Casey Kier  
Jeff Kindree  
Lennard Krause  
David Krauter  
Laine Kropinak  
Shawn Leakey  
Eng - Chu Lim  
Cody Lum  
Bill Lynch  
Allen MacLellan  
Robert Maksymetz  
Robert Maundrell  
Rob McLatchy  
William McMorran  
Ian Moggach  
Brent Murcheson  
Simon Neuman  
Dave Newman  
Paul Nociar  
Michael Nordmann  
Trevor Oleson  
Dean Olson  
Bill Pankratz  
Ben Park  
Ken Paulsen  
Rob Pedersen  
Bill Peerenboom  
Cory Penner  
Chris Perepolkin  
George Plantinga  
Kenton Rempel  
Tim Rossi  
Trenton Rusk  
Jeffrey Russell  
Brandon Saine  
Cameron Simpson  
Dwayne Steen  
William Swanston  
Brad Taylor  
Danny Teichmann  
Andrew Thomson  
Donald Uhlman  
Kevin Vandermeer  
Daniel Vandokkumburg  
Donald Vriend  
Ian Walker  
Sidney Whittaker  
John Wikkerink  
Frances Wilkinson

George Willis  
Trevor Wilson  
Terry Wilson  
Gerald Wolf  
John Yeomans  
Cameron Zukowski

## 20 years

Michael Akins  
Joe Barrett  
Rene Carrier  
Ross Cartwright  
Peter Dereume  
Victor Didier  
Steve Fekete  
Bradley Gerow  
Richard Harris  
Jeremie Head  
Alan Hill  
Tyler Hill  
Dave Kaushakis  
Brad Kernested  
Dewayne Klaassen  
Brent MacDonald  
Brad Manson  
Blair Martin  
Ronald Menagh  
Dale Miller  
Wayne O'Neill  
Ron Perry  
Stephen Rhodes  
Trevor Rowse  
Tony Santos  
Gary Schinkel  
Stan Trinkaus  
Monte Zahara  
Dennis Zentner

## 30 years

Bruce Annand  
Steve Badiuk  
Robert Bagley  
Frank Baratta  
Michael Bezaire  
Doug Boon  
Dan Carlson  
Gordon Chadwick Sr  
Fred Ebdrup  
Al Ebert  
Eric Falconer  
David Johnson

Howard Lang  
Jason Maud  
Leigh Parker  
Lenard Pehota  
Charles Pomponio  
Ulrich Schmidt  
David Varney  
Arthur Woodruff  
Douglas Younger

## 40 years

James Boydell  
Barry Conroy  
Jeff Denomey  
Marvin Enger  
Ron Geering  
Guy Genoe  
Murray Glover  
Jim Goodwin  
Terry James  
Rick Kitagawa  
Eric Koehn  
Claude Lavigne  
Randy McNary  
John Mooney  
Leonard Paquette  
Franco Pastro  
Carl Penner  
Norman Read  
Raymond Reiter  
Brian Rutherford

## 50 years

Walter Cairns  
Jack Cameron  
William Diack  
William Hammond  
Gary Heywood  
Robert Kiss  
Tom Krawchuk  
Morley Paget

## 60 years

Williams Johnston  
Georges Poisson  
Roberts Stewart

## 70 years

Homer Medcalf  
William Wright



# 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. Admin. & Special Projects:** Lynda Arland Richards

### Business Representatives:

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

### Dispatcher:

Al Cooper, 604.473.5230

### Organizing Representatives:

John Munro, 604.473.5216  
Bryan Railton, 250.434.5755  
James Knowles, 778.584.4080

## Benefits & Pension Plans

**Administrator:** Dennis Van den Hooff

## Training Association

**Administrator:** Jeff Gorham  
**Training Coordinator:** Stewart Miller

## 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 & 5 Office Office: Unit B, 3339 8th Avenue,  
Prince George, BC, V2M 1N1  
Phone: 250.563.3669 Fax: 250.563.3603

## District 6

**Business Representative:** Rob Foskett  
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, except March and  
September due to General Membership Meeting  
7:30pm at 4333 Ledger Avenue

## 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:

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 Tues. 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

For up-to-date event information,  
please visit our calendar at [www.iuoe115.ca](http://www.iuoe115.ca)

**WE'RE LOOKING FOR A FEW GOOD MEN  
AND WOMEN. AND INDIGENOUS PEOPLE.**

**AND APPRENTICES. AND FORMER MEMBERS.  
AND...**



The International Union of Operating Engineers, Local 115 is seeking people who are interested in an amazing career opportunity with great pay, family benefits and training, even the chance to earn while you learn. With so many massive infrastructure projects about to commence in BC, there's never been a better time to be an Operating Engineer.

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