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Highlights of IUOE Local 115's General Membership Meeting, Saturday, March 16, 2019

Business Manager Brian Cochrane Reports Out

There has been a lot of activity over the last 6 months since our last General Membership Meeting held on September 22, 2018. In order to keep up with the activity level, there have been several staff additions to complement our team, to prepare for the major projects ahead, and to assist us in building the future of our Local.

Section 3 Panel and the BC Labour Code Changes - Lobbying

As our Local Union enters its 88th year of service to our membership, we are at the beginning of some exciting times. In the past six months we have completed 17 rounds of negotiations and we have another 17 Collective Agreements currently engaged in the bargaining process. One of the largest and most time-consuming sets of bargaining has been our Master Construction Agreements with Construction Labour Relations of BC (CLR) - it is the bargaining that never stops. The CLR process has been broken for some time. We are urging the NDP government to make the necessary changes to the Labour Code, to restore balance to this portion of our Industry from a bargaining perspective. Simply put - our members deserve better.

In 2018, the provincial government struck a Section 3 Review Panel which consisted of three labour lawyers to review the Code. The panel travelled the province, took submissions from Unions and Employers and then submitted their final report with their recommendations to the Minister of Labour, Harry Bains. This was a lengthy and detailed process, demonstrating that the NDP is committed to consultation with industry. This was a refreshing change, as the last time the Code was overhauled it was back in 2001 when the Liberal Government severely weakened the Code within months of taking office, with NO consultations, and we have been living with the results ever since.

IUOE Local 115 reviewed the Section 3 report when it was complete, and we did not think that there were enough recommended changes to the Code to restore balance. So we went over to Victoria and met with the Minister and various MLAs to tell them where the recommendations fell short, as we are seeking further improvements for our membership and all workers in BC.

In the days and weeks ahead the Government will be introducing these changes, and the fight from the Business Council will just be starting. The Christian Labourers Association, ICBA and other groups that are happy with weak labour laws are doing their share of lobbying as well. I urge all of our members to get involved and support the changes that will benefit and strengthen workers' rights for years to come.

Community Benefits Agreement and IUOE Local 115's Involvement

Prior to the last provincial election in March of 2017, then Opposition Leader and now Premier John Horgan came to IUOE Local 115's General Membership Meeting and said the Pattullo Bridge Replacement and the Highway 1 expansion project from Kamloops to Alberta would be built union, and he has kept his promise. More recently, the government announced that the Broadway rapid transit line, a 5.7 kilometre tunneling project in Vancouver, will be covered by the BC Community Benefits Agreement (CBA). They are also looking at adding vertical construction to the CBA. Your Local led the fight to



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make the Community Benefits Agreement a reality. We should all be proud of our organization in leading this – it's an incredible achievement as it will provide hundreds of jobs and lots of hours for Operating Engineers and other trades people. If we get this right, we will reshape the future of public construction for years to come, which will provide a legacy of great opportunities, and family supporting jobs for our membership.

Again there is some pushback from the ICBA and the Christian Labourers who like the current low bid, non-union procurement model. Naturally, these are the same groups who for the past 17 years have been reducing labour standards, reducing wages, lobbying for temporary foreign workers, and destroying apprenticeships for the next generation!

We have done an excellent job on this campaign with the support of our General President James T. Callahan and our IUOE Canadian office. We have been leading the Community Benefits Agreement campaign under the framework of a national Community Building Standard (CBS). You may have heard the radio ads, visited the website at www.buildingitright.ca or seen us on Facebook where we have been liked over 11,000 times. The BC Building Trades are also getting involved in a similar campaign with some radio and social media advertising. We need to really drive this home and shape public opinion.

Meanwhile, the Province has created a new Board, BC Infrastructure Benefits Inc. (BCIB), to help with the CBA initiative. The board is chaired by former IUOE Local 115 Training Administrator Brother Allan Bruce, and is joined by our previous Business Manager Brother Gary Kroeker. We have two experienced and knowledgeable Operating Engineers playing an important part in building for the future, which we can all be proud of. I commend the Government for their selection of this calibre of talent to bring these projects maximum success.

In January, the BC Building Trades hosted a "Community Benefits Coalition" conference in Vancouver where construction experts talked about the value brought to the table by this type of model.

Billions of dollars' worth of projects in Los Angeles and Seattle were supported by their respective government officials, and fact-based case studies were presented demonstrating positive effects on the local economy and the engagement of underrepresented groups into the construction workforce.

Local 115 invited BC Green Party Leader Andrew Weaver to attend the conference, which opened his eyes to the work that we do and why he should support the Government's initiative. Sister Leanne Hughf did a great job at the conference as she gave a passionate delivery to him on the importance of women in trades. The level of participation your Local brought to this event was second to none, and I am proud of our engagement and involvement in making this a reality.

Allied Hydro Council

The Allied Hydro Council (AHC) recently renewed a Collective Agreement with BC Hydro. A major achievement in this renewal was the inclusion of several more projects to be built with Building Trades workers. The agreement also reflects the wages and benefits contained in our Standard Construction Agreements which is good news for our membership.

The original AHC agreement dates back over 50 years, and there was only one project left as the previous Liberal government was waiting for it to die. We need to recognize the importance of the efforts of the various committees and the vision of this current Government that has secured future opportunities for our members.

LNG Canada and IUOE's Commitment to Training

The Provincial Government and LNG Canada announced that the path is clear to build BC's long awaited liquefied natural gas export terminal in Kitimat, which is now being constructed, and that by 2025 its initial trains would be scheduled to come online. This is good news

for our membership and this province. Operating Engineers have been building the safest, cleanest pipelines for almost 90 years and we are proud to continue that legacy.

Your Local has campaigned vigorously on its members' behalf to support the LNG industry and to ensure that BC workers would be first in line for the opportunity to build one of Canada's most important energy developments.

Staff throughout the Local and at the training site are working diligently to ensure that we meet our commitments to major projects like LNG Canada and those under the Community Benefits Agreement, as we will be a key supplier of apprentice labour.

Advancing Member Interests with Government

Local 115 continues to put a high priority on meeting with government leaders – locally, provincially and federally. This gives us a chance to advocate on behalf of our members and the union about making life better for all British Columbians.

The Hon. Patty Hajdu, Canada's Minister of Employment, Workforce Development and Labour, the Hon. Melanie Mark, BC's Minister of Advanced Education, Skills and Training, and the Hon. Claire Trevena, BC's Minister of Transportation and Infrastructure, have all visited the training site and met with trainees. These visits help decision-makers like these to understand the important work the Local is doing to build a skilled work force and support major infrastructure projects.

On the International side, Local 115 took signatory contractors who sit on the Operating Engineers Local 115 Training Association Board to Crosby, Texas for a quick look and tour of the new IUOE Training and Conference Centre. The contractors appreciated the news that we will soon engage with members to make this training resource available to Local 115.

BC Building Trades Convention—Building Trades Coming Together

Several Executive Board, Staff and members of our Local attended the BC Building Trades Convention in March in Victoria. It was encouraging to see many of the building trades pulling back together, through discussions around CBAs and the Labour Code.

The B.C. Building Trades recognized Premier Horgan's contribution in advocating for Community Benefits Agreement.

"Building trades have a proud tradition in B.C.," Horgan said.

"You built our bridges, our roads, our schools, our hospitals, our highways. Our hydroelectric system is the envy of North America and it was built by building trades members, and it's not just the work you do



The Hon. Patty Hajdu with Local 115 Instructor Wes Bauder at the training site



The Hon. Claire Trevena, Minister Responsible for the BC Community Benefits Agreement, with Local 115 Training Administrator Jeff Gorham (left) and Business Manager Brian Cochrane

on the job, it's the communities that you build when you're not on the job."

Horgan praised his government for providing \$20 billion for public infrastructure projects and commended the trades' workers for training the next generation of skilled workers.

The closing day of the convention fell on International Women's Day, and Sister Chelsea French did a great job in representing IUOE Local 115 and women in trades with an empowering speech at the International Women's Day breakfast.

IUOE Local 115 Challenge Coins

We are having great success with the IUOE Local 115 challenge coin. It was developed through 2018 with artist Alano Edzerza to symbolize the values, determination and professionalism that our Union represents. We have distributed the challenge coin at selected Local union events since September 2018, and are presenting it to new initiates at General Membership Meetings. The goal is that every Operating Engineer will have one in their pocket.

Premier John Horgan is proud of his IUOE Local 115 challenge coin and even challenged us recently at the BC Building Trades Convention,



Premier John Horgan with Sister Chelsea French of IUOE Local 115

as shown in the photo.

Smithrite / GFL Environmental Campaign

Finally, Local 115 has run a very strong organizing campaign over the last few months at Smithrite, a waste disposal and recycling solutions company. This was an energetic campaign, with our staff, Brothers Frank Carr, Steve Ervin, Dan Kruk, and John Munro, working around the clock to meet with Smithrite workers – getting up at 3:00am to meet them at the card lock at 4:00am.

Brother Glynn Rowlands was fired during the campaign, and we filed a complaint with the Labour Relations Board (LRB). We have been through these types of tactics before, we acted immediately and got Brother Rowlands job back at the LRB. Also in the agreement settlement at the LRB, the IUOE Local 115 staff got creative and negotiated a 2x2 bulletin board to be put up in the lunch room – which enabled us to get our message out and in front of the workers.

The timing of this Smithrite organizing drive is an interesting tie-in; as I look out at some members attending the GMM who are present to receive their 30 year service award pins. These members were the ones who led the organizing drive at Laidlaw Waste Systems (now Waste Management) over 30 years ago, and is now Smithrite's main competitor. Our members at Waste Management Inc. now have what is probably the best collective agreement anywhere in BC for solid waste disposal.

Once again, it shows that when you work Union, you live better.

IUOE Local 115 GMM: Success in the pipeline business

Patrick Campbell, the Ottawa-based International Representative for the Operating Engineers, reported to the March 16 General Membership Meeting on opportunities in the pipeline sector.

In past decades, the Operating Engineers have shared in collective agreements covering 95 per cent of mainline pipeline construction in Canada. With the Labourers and Teamsters unions, the IUOE is now negotiating the renewal of the National Mainline Pipeline Agreement with employers.

IUOE members took part in the 1100-kilometre Canadian section of Enbridge Line 3, recently completed. It is hoped the Canadian section of TransCanada's Keystone XL will get started in 2019. And for the first time since 1999, Local 115 members are building big-inch pipe in BC, with the 300-kilometre North Montney Line in the BC Peace region.

Thanks to connections established by Local 115 Business Manager Brian Cochrane, our Union joined a successful bid by the Pacific-Atlantic pipeline consortium to construct part of the 669-kilometre Coastal GasLink line. This is a major job over challenging terrain, connecting the natural gas fields of the Northeast with the future LNG Canada plant at Kitimat. We have 50 per cent of the work on Coastal GasLink, with construction scheduled to begin in 2020.

The Union continues in talks with the federal government to get a bigger share of the work on the Trans Mountain Expansion project. When Kinder Morgan launched the project there was not a single union contractor in the picture. The IUOE and allied unions opened a

campaign highlighting our experience in pipeline construction and our record of safety and quality. This persuaded the CEO of Kinder Morgan to bring a union contractor on to the Lower Mainland section of the project.

However, Brothers Brian Cochrane and Lionel Railton, IUOE Canadian Regional Director made it clear that this was not enough. With the IUOE applying political pressure at all levels, Kinder Morgan awarded us a second and then a third spread; progress, and yet still not enough. In 2018, the Government of Canada purchased the Trans Mountain line. In this election year, we are urging the federal government to make this an all-union project, in line with past practice on Canadian main lines.

Success in the pipeline business depends on relationships, and our Union has built effective relationships with decision makers over many years.



International Representative Patrick Campbell was guest speaker at the March 16 General Membership Meeting

Highlights from our March 16, 2019 General Membership Meeting



Below left: Three generations of IUOE Local 115 membership. Local 115 President Wayne Mills, left, with his father, Brother Ed Mills, and son, Brother Garrett Mills. Below right: President Wayne Mills swears in some new initiates who became members in the previous six months.



Below: Members receive their IUOE Local 115 service awards.

