

Spring 2022

iuoe[🍁]news

L O C A L 1 1 5



What's inside:

- Bonded for life through devastation: Recovery after the flood
- Doing better for the women we work with
- New criteria for Living out Allowance

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Vancouver International Airport (YVR) Tank Farm project in Richmond.

Image by member Alex Gilbert

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Back to work, finally

On March 19th we held the Local 115's general membership meeting which was the largest gathering of IUOE members in over two years.

It was both uplifting and revitalizing to once again be in a room with our membership who were all vaccinated, unmasked and ready to engage!

Sadly, to have to recognize all of our members who passed away during these last few years, often without the presence of family and friends, is one of the great tragedies of the pandemic. These were dedicated members of Local 115 that devoted their lifetime to building a better future for Operating Engineers.

Witnessing the devastation of Covid-19, the "heat dome", fires, floods and destruction of our critical supply chain infrastructure has been a life-changing moment for all of us. When I personally delivered a relief cheque to Brother Kirk Arnold earlier this year, after his house was flooded, it was a proud moment for the Union. Brother Kirk's home was under three feet of water for days on end, following the Fraser Valley flooding. Through it all, he was grateful for what relief the OE provided for him – the great sense of pride in our organization will carry with him for a lifetime.

In total, 45 members each received \$500 in emergency assistance as they were evacuated from their homes. Along with Kirk, there were five members that were eligible to receive up to \$5000 for destruction of their homes and personal property, as a result of the fires and flood.

I encourage you to read his story of gratitude on page 12.

I can't say enough about what a great job your executive board, business representatives, staff and many of our members achieved through very tough times, and making tough decisions in order to get us back on track today.

For 2022 and for the foreseeable future the work picture looks very strong. There is over \$10 billion worth of work in the books with the BCIB projects alone. Having these union projects not only in the Lower Mainland but throughout BC speaks volumes as to the commitment of this provincial government to create better union jobs everywhere.

Premier John Horgan has been a real champion and a leader on this issue. He continues to deliver on the promise to build back better, and influence the construction of public projects to benefit the people of BC with good jobs, benefits and training opportunities. And we will hold him to it all!

But consider sending him an email (Premier@gov.bc.ca) acknowledging his good work and encouraging him to support more union work. Let him know you're a proud Operating Engineer that wants to help BC recover from the pandemic and build a strong foundation for the future.

The pipeline work for Coastal GasLink and LNG Canada along with the Trans Mountain Expansion has created great opportunities for our membership. These projects will put great demand on labour supply over the next few months as they ramp up.

As we near the end of the pandemic, we're now being met with the potential for World War. As Russia invades Ukraine with a brutal attack on their people, it is all very surreal. While Russian oil and gas is being cut off, the current pressures of worldwide energy pricing will no doubt have global markets re-thinking the importance of Canadian energy. Canada is prepared to fill the void and after years of protests and blockades in the pipeline sector – it remains the safest and most economical way to move the energy our world needs!

With great reluctance, I accepted the resignation of Brother Brian Lefebvre back in February. Brian has contributed the last 23 years as a business representative and held numerous positions within the Local.

There are countless memories I can recall of Brian's engagement, determination and dedication in advancing the interests of our membership. I would like to personally thank him for his years on staff. I also want to congratulate Brother Bryan Railton for moving into the role of District 3 representative, filling the executive board vacancy left by Brother Lefebvre. I know Bryan will do a great job for the future. Finally, Brother Aaron Nichols recently joined Bryan in District 3 as a business representative and will do a great job for the members in the District.

To close, this is going to be a very busy year. Our pension plan is strong, our work picture is strong and our Union is larger and more influential than we have been for many years. I want to thank you for your support and for the support of the team.

Live Better / Work Union! 🍁



New criteria for Living out Allowance

Saints be praised! After better than two years, it appears that we have finally turned the corner on the Covid-19 pandemic and we are on the way to

some normalcy in our day-to-day lives!

At the time of writing, Premier John Horgan and Provincial Health Officer Dr. Bonnie Henry have announced a new Provincial Health Order (PHO) on the restrictions governing indoor personal gatherings, indoor & outdoor organized gatherings, and indoor seated events. These include weddings, funerals, restaurants, bars and nightclubs (dancing allowed) which would also be allowed to return to full capacity with no table size limits.

As stated, these situations are now able to return to full capacity provided that the attendees wear masks and vaccine cards are presented. Good news indeed!



Waste Management Driver of the Year Award recipient, member Rod Haggarty.

Possible changes to the Living out Allowance

Of equal or greater importance is how the Canada Revenue Agency (CRA) as of January 2022, interprets the rules and the taxability of the payment of Living out Allowance (LOA) to members working at special or remote work sites.

This is a work in progress as it relates to interpreting the CRA's position on taxability of LOA. There is little doubt that the CRA will require employers to confirm with each member receiving LOA that the benefit and the taxability issue on an individual basis is determined. It would not surprise me that each member will be interviewed and/or be required to complete some paperwork while working at these sites to determine as to whether any LOA that is paid to members is taxable or non-taxable.

Certain criteria will have to be met by each employee to ensure this benefit remains non-taxable such as:

1. The employee's duties required them to be away from their principal place of residence
2. The work at the special work site was of a temporary nature
3. The employee kept, at another location, a self-contained domestic establishment as his or her principal place of residence which:
 - a) was available for the employee's occupancy, and the employee did not rent it to any other person; and
 - b) due to distance, the employee could not reasonably be expected to return daily from the special work site
4. The employee had to be away for a period of at least 36 hours. This period can include time spent travelling between the employee's principal place of residence and a special work site.
5. If you meet all conditions (above), you must complete a TD4 form (Declaration of Exemption). Doing this ensures that your LOA doesn't fall under your taxable income.

Dependent on the type of work site, this criteria may be greater in scope than has been listed.

Subject to established criteria, LOA is not paid to those members dispatched out as local hires to any work site. The payment of LOA or whether the employer is responsible for providing camp accommodations is determined by the parties with agreement reached at the pre-job. 🍁

Learn More about Living out Allowance



SCAN





Repairing and strengthening provincial infrastructure

Infrastructure construction has far reaching economic impacts beyond just the employment on construction sites. We're reminded of this every time

BC's provincial budget is tabled, ahead of a spring budget vote. Increased infrastructure investments provide increased activity for aggregate mines, equipment manufacturers, mechanic shops, and many other parts of the economy. These projects provide opportunity for local companies to play a role in the supply chain by sourcing materials and consumables near the project. They spur economic development around them.

This past year many of our members witnessed the devastating effects that the "atmospheric rivers" had on their communities, damaging our highways and bridge networks. While other members, unfortunately experienced flooding of the Fraser Valley and their homes. For those that went through this personal devastation, you have my greatest sympathy. Your incredible resilience is a testament to the strength of our membership. Should you need anything please contact me personally.

As we deal with these wider impacts related to climate change, we must acknowledge that we cannot just rebuild what was once there. Like the character our brave members displayed when surviving the wildfire season and then the atmospheric rivers, we must build better and stronger.

And who should be the ones to build us back better? Repairing and strengthening our infrastructure is what Local 115 does. Who better to perform the work than BC's hard working union hands? The International Union of Operating Engineers is ready to answer that call.

When this government was elected they made a promise to British Columbians that "low bid" wasn't good enough; "best bid" was the BC way. The government stated that when projects are built in our community, that we should also play a role in building and strengthening our communities. They promised to hire locally and provide opportunities for women, Indigenous peoples, and apprentices. We have to hold them to that promise.

Planned projects like the Highway 1 Expansion, Pattullo Bridge Replacement, and Broadway Subway Project demonstrate the goals of this government in creating opportunity through building infrastructure with a unionized workforce—when the budget is balanced. Government can't

allow unplanned events such as those that occurred this winter, along with budget deficits caused by the pandemic, to change their focus from "best bid" to "low bid". They must stay committed to developing projects, by developing the people and workforce that allows our communities to thrive and our economy to rise above.

As the government sits over the next few months, here is a reminder of what we are asking and demanding of them, on behalf of you, and all working people.

Making it easier to join a union through single step certification. This removes much of the employer interference in an organizing drive, which occurs between the time an application is made and a certification vote.

If you can join a gym by signing a card, and buy a house by signing some paperwork, you should be able to join a union by simply signing a card. As it relates to improving the worker's compensation system, this is what we demand. The time to implement the recommendations from the

Janet Patterson Report simply can't wait any longer.

Per the report, a key document guiding workers' compensation since 2019, WorkSafeBC can no longer be the "employer's insurance company" offering low premiums for employers. A BC Liberal Party-designed corporation run by the BC NDP just isn't good enough. It must focus on workers not on lower premiums for employers. It must be true to its title the "worker's compensation board".

Please take the opportunity to contact your MLA and talk to them about these issues that are important to you and the issues that affect all Operating Engineers. If I can help in making that connection for you, please contact me directly. 🍁

"Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work."

Vince Lombardi

"Who better to perform the work than BC's hard working union hands? The International Union of Operating Engineers are ready to answer that call."

B.C.'s economic recovery hinges upon massive, sustained infrastructure investment

Long-term investment in dependable infrastructure and its workforce delivery model, is vital to B.C.'s economic prosperity.

THE VANCOUVER SUN

Reprinted from

Vancouver Sun — Jan 15, 2022

by Brian Cochrane, IUOE Local 115 Business Manager

The devastating floods in southern B.C. that severed vital road and rail links demonstrated the importance, reliance and sometimes fragile nature of the province's key transportation networks.

These extreme weather events also served as a long-overdue wake-up call on the urgent need for massive, sustained investment in public infrastructure in the province.

Dependable infrastructure is the backbone of our economy. Our roads, bridges, rail lines, electricity grid, sewer systems, water supply, energy network, telecommunications, schools and hospitals connect our communities, enhance our quality of life and keep our economy competitive.

As British Columbians emerge from the second straight year of Covid-19 restrictions, the province is going to need an “atmospheric river” of construction activity to get B.C.'s battered economy back on track. In its upcoming provincial budget, the B.C. government should make a meaningful commitment to aggressive, long-term infrastructure investment as a central pillar of its post-pandemic economic recovery plan. British Columbians need a visionary plan that will provide family-supporting jobs and encourage public and private investment, which in turn will generate the tax revenue required to maintain public services.

Much of B.C.'s physical infrastructure has been underfunded for decades, and many of the services we rely on such as transportation networks, schools and hospitals have not kept pace with public needs. In recent years, the provincial government has made significant progress in upgrading and refurbishing many existing public assets. However, many of the projects currently pending or under construction have been on the books for years, and we are still playing catch up on decades worth of underinvestment. While substantial in project size, the Highway 1 expansion from Kamloops to the Alberta border, the Mills Memorial Hospital replacement in Terrace, the Pattullo Bridge and the George Massey Tunnel replacement project were part of a long list of “end of life” or required upgrades.

As a resource-based economy, it's imperative that B.C. has dependable, top-quality infrastructure that supports the unrestricted flow of goods and services throughout the province, facilitates trade, builds our communities and provides opportunities for workers and their families. Sustained investment in transportation and transit is particularly important to our province's economic prosperity, and an area that federal, provincial and municipal governments have considerable control over.



Work on the foundation of the main tower of the Pattullo Bridge replacement.

Image courtesy of B.C. Ministry of Transportation and Infrastructure



Image courtesy of Stephen Rees

To reduce greenhouse gas emissions, greater emphasis should be placed on expanding and improving public transit in urban areas to ease gridlock, improve accessibility and boost economic productivity.

Take Vancouver's Broadway SkyTrain project, for example, being extended west to Arbutus Street. So what's holding us back from fast-tracking the SkyTrain line, taking it straight to the University of B.C. and out to the Fraser Valley to create a greener, more accessible transit system?

Dikes, dams, schools and hospitals all need seismic upgrades or replacing throughout the province, which can't be put off any longer. And public buildings need to be built to higher energy standards to meet our greenhouse gas emission targets and reduce costs.

All these projects can be efficiently built under a workforce delivery model that ensures local job opportunities for Indigenous peoples, people with disabilities and women in trades, including apprenticeship and skills training that will last a lifetime.

Preference for local hires means workers will spend their wages in the community, supporting small businesses devastated by Covid-19 and contributing to the tax base.

Union training and apprenticeships offer young people a clear path to Red Seal trades certification — the highest standard recognized across Canada — making a construction career more attractive to new entrants. This, in turn, will help address the chronic skills shortage in B.C.'s construction industry.

Construction unions and the industry generally are well-positioned to provide essential training for new and incumbent workers ensuring they have the necessary skills



Two German-built tunnel boring machines wait to be transported to Vancouver where they will be used to dig tunnels for the Broadway Subway Project.
Image courtesy of BC MLA Bowin Ma (Twitter)

to meet the technological challenges of tomorrow, helping build a resilient and dynamic workforce connected to family-supporting jobs.

Accelerating the scope and pace of infrastructure projects just makes good business sense given that the construction sector contributes approximately nine per cent to the province's gross domestic product and accounts for 10 per cent of the jobs in B.C.

The pandemic has inflicted a catastrophic human and economic toll. But massive, long-term infrastructure investment provides a unique opportunity to revitalize our economy and transform our province for the future. Now is the time to put political vision into action, get British Columbians back to work and create the prosperity needed to put the last two years behind us.



SCAN



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IUOE[✶] General Membership Meeting

L O C A L 1 1 5



This past month on March 19, 2022 IUOE Local 115 held its first general membership meeting without masks in over two years since the beginning of the pandemic. Members can be seen here discussing important matters and enjoying the return to in-person mask-less events.



Business Manager Brian Cochrane and President Don Swerdan presenting 10 year membership awards (L to R) Kent MacPherson, Will Suelzle, and Orest Peters.



Business Manager Brian Cochrane and President Don Swerdan presenting 40 year membership awards (L to R) Philip Hain, Craig McIntosh, Rand Walker, and John Simpson.



Business Manager Brian Cochrane and President Don Swerdan presenting 50 year membership awards to (Back row L to R) Robert Behnke, Frank McLachlan, Istvan Nagy, Dave Campbell, Nick Peters. (Front row L to R) Arthur Hamm, Bruno Catania, George Atkinson, John Shelkie, and George Lanaras.



Business Manager Brian Cochrane and President Don Swerdan presenting 60 year membership awards to Mike Cardarelli and Harold Schneider.





March 11, 2022

Mr. Frank Carr, Treasurer
Operating Engineers Local 115, 115A, 115B and 115C
4333 Ledger Avenue
Burnaby, BC, V5G 3T3

Dear Mr. Carr:

Re: International Union of Operating Engineers Union Local 115, 115A, 115B and 115C (the "Union") and Operating Engineers (U) Building Ltd. ("(U) Building")

To assist in your membership report, the combined income (loss) for the Union and (U) Building for the year-ended December 31, 2021 and the year-ended December 31, 2020 are as follows:

	2021	2020
Excess of revenue over expenses		
General	\$ 5,045,068	\$ 6,265,955
Death Benefit	(21,670)	257,212
Defence	135,426	(125,721)
Organizing	33,892	(173,882)
Building	54,850	56,195
Convention	37,048	24,933
Advancement	1,459,617	752,768
Minor Sports	302	1,114
	<u>6,744,533</u>	<u>7,058,574</u>
(U) Building	<u>(819,128)</u>	<u>(273,958)</u>
Total combined income	\$ 5,925,405	\$ 6,784,616

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Nanaimo
201 - 1825 Bowen Rd
Nanaimo, BC V9S 1H1
T: 250 755 2111
F: 250 984 0886

The net assets (assets less liabilities) of the Union by fund at December 31, 2021 are as follows:

	2021	2020
Net assets		
Unrestricted:		
General	\$ 53,037,367	\$ 47,813,292
Internally restricted:		
Death Benefit	592,265	613,935
Defence	694,233	558,807
Organizing	176,131	142,239
Building	1,793,367	1,738,517
Convention	(108,237)	(145,285)
Advancement	8,955,528	7,492,165
Minor Sports	114,961	114,659
Invested in Capital Assets	611,485	794,238
	<u>65,867,100</u>	<u>59,122,567</u>
(U) Building Deficiency	<u>(7,683,878)</u>	<u>(6,864,750)</u>
Total combined net assets	\$ 58,183,222	\$ 52,257,817

The combined net assets increase (decrease) from December 31, 2020 to December 31, 2021 is as follows:

	Union	(U) Building	Total
2021 Net assets (Deficiency)	\$ 65,867,100	\$ (7,683,878)	\$ 58,183,222
2021 Net assets (Deficiency)	<u>59,122,567</u>	<u>(6,864,750)</u>	<u>52,257,817</u>
Increase (decrease) in combined net assets	\$ 6,744,533	\$ (819,128)	\$ 5,925,405


This information has been compiled from the audited financial statements of the Union and (U) Building. We trust the above will assist you in your presentation.

Yours truly,

SMYTHE LLP



Renee Martin, CPA, CA
Partner



Bonded for life through devastation: One member recounts the generosity he received during his most difficult time in life

Highway 1, Sumas River, Tiger Dam flooded fall 2021.

Image courtesy of B.C. Ministry of Transportation and Infrastructure

Kirk Arnold is an asphalt laydown technician by day and dedicated family and community man by night. He likes his peace and quiet that comes with living in the Fraser Valley with open spaces and surrounded by his fellow working-class Canadians.

On one evening returning from a family funeral, he was unaware he was less than 24-hours away from living out of an RV for weeks on end. He and his family along with other OE members in the community, would eventually have to overcome the worst flooding and natural disaster to hit the Fraser Valley in over a century.

An hour after returning home from the airport, the basement of our home began to flood he says.

He initially tried to pump out water on his own but eventually it became too much and he couldn't stay ahead of it. Slowly one after the other, he would see trailers and RVs leaving town. Kirk didn't want to leave but his wife prepared for the worse, packing up the trailer with supplies, blankets, and food, just in case.

"If you're staying then I'm staying," Kirk recalls saying to his neighbour at the time, as they watched trailers leave the community. His neighbour had been living in the area for more than 50 years and both he and Kirk never imagined what would happen next.

At about 9:30 pm that night, sitting out on his deck, Kirk and his neighbour get the notification on their phones.

"The Barrowtown Pumping Station has failed. Please evacuate immediately!"

His neighbour looks out at the pool of water surrounding his house and says "Kirk OK, we're getting out of here!"

Kirk hooked up the loaded trailer and left within 10 minutes of getting the notification.

He went to a relative's place that night, and then stayed at Heritage Park for a week.

He returned many weeks later after the flood waters had subsided. With the help of community members, many

of them kind strangers, his place was gutted down to the studs, making the pain of recovery and rebuilding his home that much less unbearable.

Unbeknownst to him, IUOE Local 115 was working to help him in equally important ways.

"Before the disaster I can say I knew I was a member of the Operating Engineers, I paid my dues, I know we got pensions, benefits and stuff, but to be honest I didn't know half the stuff they did (outside of that) for their members." One morning, Kirk went to the mailbox, months after the flooding. It was shortly after Christmas he says when he opened up an envelope addressed to him. It was a letter from Local 115 that indicated there was a deposit of \$500 coming his way to help him with disaster relief. He never imagined what came next.

A couple weeks later, he returned to the mailbox, to open another letter. This time the amount Local 115 and the International combined to offer him was much more sizeable, enough to cover the costs to furnish his once barren house.

"I remember I stood in front of the mailbox and I got goose bumps up my arms." He says "I'm like, who sends you a letter in the mail to voluntarily offer to help, especially money?"

Initially the first support came from the Canadian Red Cross, but at the time of this conversation, he was still waiting to see what government was going to do next.

He and his family are beyond grateful for the support they received from the community and especially his union. He says when someone bad mouths the Operating Engineers, he'll be the first one to correct them going forward.

"I don't think I could sit in the same room with somebody that was slandering this union and not say something and stick up for it. Because I've witnessed firsthand what Local 115 can and will do for their members in times of absolute devastation."



Kirk Arnold, his wife and two daughters.



James Krahn receiving his cheque from the OE National Charity Fund.



Aerial view along Highway 1 near Sumas Mountain, which experienced massive flooding throughout the Fraser Valley.

Image courtesy of Dru! Flickr Creative Commons



Robert McGrath receiving his cheque from the OE National Charity Fund.

Canadian Red Cross BC Flood Relief boosted by IUOE Locals and Operating Engineers' National Charity Fund



During difficult times and unforeseen natural disasters, the last thing any member should have to worry about is a source of income. Family and your home should always be your first priority

When Mother Nature throws us challenges, please know that your Brothers and Sisters at Local 115 have your back.

Local 115's initial \$50,000 donation to the Canadian Red Cross BC Flood Relief, was matched with donations from the sister locals for a total of \$121,500. When matched by the provincial and federal governments, the total was \$364,500.

The Canadian Conference Disaster Relief Fund paid out \$22,500 and as of March 16, 2022 Operating Engineers' National Charity Fund paid out \$25,000 USD (\$31,744 CDN).

Members that were evacuated from their property first received \$500 from the Canadian Conference Disaster Relief Fund, and if like Kirk, they lost their homes or had major damage to their homes, they were eligible to receive up to \$5,000 in additional disaster relief support from the OE National Charity Fund.



Local 115 members rebuilding BC

A section of Highway 8 crumbled after flood waters washed it out in Fall 2021.
Image courtesy of member Alex Gilbert



Crews begin to create a new bridge to connect the washed out roadway to Highway 8.
Image courtesy of member Alex Gilbert



Quattro Constructors crew working on Highway 8 Recovery Project close to Merritt, BC.



Dawson Civil Ltd. crew rebuilding railways following flooding.
Image courtesy of Dawson Civil Ltd.



More work for spring and summer

Jobs a plenty!

The shock and exhaustion is starting to wear off from the previous year. Good riddance! It's time to get back to work. Pretty soon, these dark skies and rainy days will be behind us. That means more sunshine and more work!

Business representatives will be in your community recruiting non-union operators for our projects. They are assisting dispatch to ensure our Brothers and Sisters are filling the available jobs we have. And there are many!

Many of our major signatory companies anticipate a busy season. Orders are starting to come in for both the spring and summer. So if you're looking for work, let's get you out there!

Upcoming Work Orders to fill:

- The Pattullo Bridge project
- Broadway Subway Project (more orders to fill for summer)
- Michels Canada pipeline will need some vacancies filled once their permitting issues have been dealt with
- Spread 6 in particular will need many operators along with Spread 7A



Calling all excavator operators, crane operators and heavy duty mechanics

Spring time is our busy recruitment season. We need to grow and we are depending on your referrals. If you know anybody with these skill sets, please have them call me 604.473.5230.

I'm ready for things to get back to normal after these last couple of years. I hope you are too. I wish everybody a great spring and can't wait to meet or talk to you in the future. 🍁



IUOE flag raised on site where the Pattullo bridge construction is taking place, New Westminster, BC.



Sterling Crane working on the Aecon Foundations site at the Pattullo Bridge Replacement Project, New Westminster, BC.

iuoe
LOCAL 115

Switching Financial Institutions?

Receiving direct bank deposits from the OE Pension Plan or Benefits Plan?

Be sure to provide us with your new account information.
604.291.8831 or toll-free at 1.888.486.3115
email iuoe@iuoe115.ca

IUOE Local 115 Training Association

The training, skills, and experience you need

The IUOE Local 115 Training Association offers various training courses. From online safety and regulations courses, heavy equipment/light equipment, mobile cranes, and more.

Mobile Crane Operator Level 1

April 25 – June 10, 2022
September 6 – October 21, 2022

HEO / Specialized Equipment (9-week HEO)

October 17 – December 16, 2022

Mobile Crane Operator Level 2/3

June 20 – July 29, 2022
October 31 – December 9, 2022

Sideboom Operator

April 11 – April 29, 2022

Asphalt Paving Laydown Technician

November 21 – December 16, 2022

Entry Level Pipeline

May 2 – May 6, 2022

Road Building and Heavy Construction (12-week HEO)

May 9 – July 29, 2022

Available In-Person Training Courses

- Fall Protection
- Rigging Level 1 and 2
- Occupational First Aid Level 1
- Traffic Control Person
- Telehandler Operator
- Blended Forklift Operator
- Skidsteer Operator
- Aerial Lift Operator

Online Training Courses

- Ground Disturbance for Supervisors
- Sideboom Safety
- Pipeline Construction Safety Training
- Confined Space Entry and Monitor
- H2S Awareness
- WHMIS 2015
- Transportation of Dangerous Goods
- CSTS 2020

Contact the Training Association now to register!

Don't see the course you were looking for? Contact the Training Association today and let's further your training.

The Training Association is happy to see what custom training solutions we can assist you with.

Phone: 604.291.8831 or Email: iuoetraining@iuoe115.ca



Organizing should always be a personal endeavor

Organize or die. Many of us are familiar with this ethos. Momentum for organizing efforts sways and shifts, reflective of the personalities and various

issues that encompass joining our union.

As members of IUOE Local 115, it is our responsibility to educate non-union workers about the benefits of belonging to a union. To grow the industry market share and to level the employee costs so signatory contractors can compete without being undercut, creating more work for the membership.

But fundamentally, our success becomes the lifeblood of our union movement and organizing a personal endeavor. It's an incredible reminder of the significance related to each collective bargaining agreement we sign and fight for every day.

This past Christmas, I was reminded of the personal nature our work can have on us. Over the holidays I helped my neighbour, a front-end and roll-off truck operator to organize at Waste Control Services. After having turned 50-years-old, and with more than 20 years experience working in waste management, my neighbour quickly came to realize – his future was bleak. Without a collective bargaining agreement in place, there'd be no nest egg or retirement for him when his body gave out, no longer able to do his job.

Fast forward to New Year's Eve, myself and Business Representative Simon Thomsen, a waste management veteran of more than 25 years, met with my neighbour to discuss organizing. He first signed a card and then began sharing our efforts, but only with those that he could trust.

It didn't take long before the employer found out about the organizing campaign. Within a couple of days, my neighbour

and lead organizer was terminated without cause. The employer found out about his activities and canned him. It's important to note that in his more than two years with the company, he had not once been disciplined at his job. Odd right?!

So what happened next? We immediately filed an Unfair Labour Practice (ULP) complaint with the BC Labour Relations Board alleging the employer dismissed him without "proper cause" with anti-union animus and breached a number of the sections in the Labour Relations Code.

Following a lengthy hearing, and facing our legal counsel, John MacTavish, the arbitrator rendered her decision on January 25, 2022. She explained that the "actions were relatively severe in that they involved the dismissal of the Union's chief organizer at the very start of an organizing campaign."

The union illustrated to the arbitrator that much of the employer witness testimony regarding the issues claimed to be "vague and contradictory" and "unreliable" and did not establish proper cause for dismissal. The arbitrator believed the employee supported and was actively promoting the union and the termination was, in part, for anti-union reasons.

Nearly a month after the decision was made, our team quickly moved to file another ULP against the employer, further strengthening our request for remedial certification. Our campaign is ongoing and I hope to have a favourable update to share with you in my next column.

There are many that still don't know what we do. So how do we help our fellow neighbours and friends? By never missing an opportunity to share our work and our contributions with our community. Organizing can and should be very personal. To think of it any other way, would jeopardize our existence. 🍁



Kansen Crane Service Inc. Mission, BC.

Image courtesy of member Ben Foster



RKM Crane Services Ltd. Chehalis River Bridge, BC.



Paving the road to recovery and our future

As we enter into another year, 2022 is proving to have no shortage of work for Operating Engineers. It appears our schedules will be full for the foreseeable

future. This is welcome news indeed!

Looking back on the last couple of months I'm reminded of the time I got on staff with IUOE Local 115. My first round of negotiations started with the paving contractors, and since then time has just flown by. We're back at the table again for another round and another contract.

In negotiating these contracts, we do not take our work lightly. This past winter I was very adamant about the critical work our union plays in helping our communities and economy thrive. When critical transportation routes were flooded and destroyed this past fall, you stepped up in a big way.

The reopening of the highway from the Lower Mainland to the Southern Interior was just one example of our members rising above the challenge. Your province, country, and fellow leadership team are indebted to your service and sacrifice.

As we look ahead, the success and dedication of your work is what continues to help us grow. At the time of writing, I'm pleased to report that our shop steward, Tony Watts, from Lafarge Earle Creek proved critical to finding a memorandum of settlement with the company over three days of negotiations. Being that this was my first time negotiating this contract, I'm grateful to have Brother Watts at my side and who possessed the institutional knowledge of that site and recognized what the members were looking for at the bargaining table. We are anticipating a ratification vote to take place on site in the coming weeks.



B.A. Blacktop Ltd. crew working at sunrise.

Image courtesy of member Moises Galvao

Rempel Bros. Concrete Ltd. negotiations are being renewed this year. Following the expiration of their agreement in late December, we have met with the company on five separate occasions. We are scheduled to meet three more times before the end of March. Our resolve is strong, but it is too early to predict how this employer will respond to these latest talks.

Local 115's negotiating committee is comprised of Business Representative, Brother Will Suelzle, Executive Board member, Brother Doug Fisher and Brother Louis Woudsma and myself. As this is a poly-party agreement we are also at the table with Teamsters Local 213.

Following the purchase of aggregate pits at Jervis Inlet and Pipeline Road in Coquitlam, Lehigh has decided they wish to have a standalone collective agreement with Local 115. They no longer wish to negotiate collectively with any of the other major road building contractors. This is a great win for us! All of the proposal sheets have been sent out to the crew and have been collected with the Union's proposal document ready to be passed to the company. We are hopeful to have dates in late March to early April.

More bargaining is ahead for spring 2022. Prior to the third quarter of 2022, we have our sights set on University of British Columbia where Local 115 represents power engineers, millwrights, refrigeration mechanics, maintenance engineers, and mechanical maintenance engineers.

Proposal sheets are being distributed to members at the University and we look to have a proposal document ready when the University provides dates to sit down and negotiate.

Thank you to all my colleagues for your support and insights towards our latest rounds of negotiation. To all our members I look forward to seeing each of you at a district meeting or on a site in the near future. 🍁



Southwest Contracting, Jordan Oakley, New Westminster site on Columbia Street behind Royal Columbian Hospital.

Doing better for the women we work with

Be More Than a Bystander course challenges men to set a better example for acceptable worksite behaviour

The Be More Than a Bystander campaign, is led by the Ending Violence Association of BC, which helps to establish leaders and influencers in British Columbia's skilled trades. Their training is designed to empower men to reflect and identify inappropriate behaviour. The training and its modules help to engage men to take ownership and play an active role in ending gender-based bullying, harassment and violence within and outside of the workplace.

"I worked with a woman for five years at my last dam project and she is just as good as any man that I've worked with."

Crystal Gibson, a 48-year-old truck driver, and Operating Engineer works on Site C. She says the program is needed to help improve the culture and working conditions on site.

Since the course began, she says she has noticed a change in attitude towards herself and other female colleagues. One of the foremen in particular, Gibson says used to talk to her and other women in quite a degrading manner, but things have changed lately.

"Every day it was like 'Hun', you know, like, 'Okay, Hun', or 'Thanks, Hun.' 'You want to do this Hun?'

She says, "It shouldn't be happening, but it's not like they're trying to be degrading or anything. It's just the way they grew up."

Gibson says, whether it was through ignorance or just poor manners, herself and other women regularly face inappropriate assumptions based on their gender. She says men assume women on site lack knowledge, skill, and basic understanding of their jobs, even though they have been doing the job longer than some of the men on site.

"It's a man's world. Really?" says one shop steward who recently took the course.

Will Buckley a 43 year-old tele-handler operator and Local 115 shop steward on Site C, says comments like these are a result of traditional opinions that used to occupy the construction industry, but that they no longer have a place in our current work environment.

"When people say stuff like that I definitely defend the women. I say to the other men 'Well, what if you're a woman trying to get into the trades? Would you like somebody saying that to you?'

Buckley has witnessed inappropriate comments directly targeted at women on sites he's worked on throughout the years. He says times have to change and this program helps to establish respect for women in our trade, first and foremost.

"I worked with a woman for five years at my last dam project and she is just as good as any man that I've worked with." He says she helped him to understand the challenges and inappropriate conduct women are faced with on every job site.

When the opportunity came to be an ally to help women address the gender based harassment on site, he says he jumped at it, because it was the right thing to do. He first volunteered to become a shop steward on site and then immediately took the Be More Than a Bystander course, well ahead of his colleagues.

He says he wants to be an example for his colleagues and his young son.

"My son is working at a grocery store alongside a lot of women. I explained to him how taking this course and learning to respect women in the workplace is a big thing in life."

Buckley says, the program is great, it creates opportunity for reflection for men, where there didn't used to be any. More importantly, it lets the women

and other people know that there are leaders on site and people that they can confide in when they have an issue.

"I tell them (the women) that if you have any problems come to me and I'll make sure to address it or let the supervisor know."



IUOE Local 115 shop steward Will Buckley and member Daylon Legros.

He says no woman or individual should have to feel tense or to worry about being the recipient of rude and inappropriate comments while working on any job site.

Being an ally to women in the workplace may start by educating yourself through programs such as Be More Than a Bystander, but it's much more about confronting a toxic-male culture and empowering all of our colleagues to be themselves and the best damn operator that they can be, says Will.

"The women on site should feel encouraged to continue on their career path in our industry. We're all one unit. And that's how we need to be as a union. Everybody's equal on every site. And if it's not, we will make it right."

Be More Than a Bystander

IUOE Local 115 Program participants at Site C

140 males 4 females

To learn more about the program or to ask about bringing it to your job site, contact our Be More Than a Bystander program liaison, Bryan Railton or connect with your local shop steward.



PPE that protects and fits all body types

Have you ever worn a jacket that is too big for you? What about pants that are too small, only to be held up by a tight-fitting belt? Sometimes all it takes is one extra slice of pizza, an extra soda or a wobbly pop to make our clothes uncomfortable.

Now, imagine having to wear clothes to work, for more than 12 hours a day that just don't fit. Constantly having to adjust yourself in every way possible, just to get on with your day. Well, that is the reality for many women in our industry.

As an advocate for women in trades, I have been working tirelessly to gain the support of WorkSafeBC and Canadian Standards Association to address this gap in textile clothing for women.

The pandemic highlighted a great need to adjust our approach to textile manufacturing and to deliver clothing dedicated to women in trades that is comfortable and ensures their safety while on the job site.

What began as a conversation amongst bold female leaders in our trade, is now being advocated by the BC Federation of Labour, BC Building Trades, myself, and my formidable ally, Jodi Huettner, the trailblazer. We are seeking to further change regulations to acknowledge the critical need for a diverse set of textile clothing that provides comfort and protection on the job site for all women and varying body types.

Some of the items that need urgent consideration are coveralls, vests, fall protection harnesses, and boots. None of these are designed to support and protect a woman's body.

We need to empower and protect our women and various body types as we seek to expand our workforce. It is critical



that we become champions and advocates for all women in trades and considerate to various body types.

Is this just an issue for women? No!

I can say with great confidence, many of my male colleagues have “expressed” their own frustrations associated with textiles that don't support their various body types.

The last thing any member should have to do is be forced to choose between comfort and safety. It is critical we advance this initiative to further protect our members and colleagues from purchasing clothing that may fit perfect—but compromises their safety.

Our next step will be to share your stories and pictures with Minister of Labour, Harry Bains about uncomfortable PPE.

Should anyone feel willing to share pictures of their PPE that does not quite fit, I encourage you to share them with me. Your stories and experiences will help in pushing this agenda even further! 🍁



Member Kendyll Akmens shows off her current PPE, illustrating the challenges she and many other women face when forced to wear PPE that does not fit.



A woman wears proper fitting PPE.

Image courtesy of Jodi Huettner at Helga Wear Inc.



BC frontline workers have been critical to our recovery efforts

In looking back and reflecting on what we have had to endure these past two years I am amazed at the progress we have made.

Nearly two years ago Covid-19 had just taken hold of the population, the streets of Vancouver and the Lower Mainland were quiet, if not empty. Most of the population was taking cover at home and tensions were high as we anxiously awaited the next update from public health and government officials; few of us were able to leave our homes, unless to pick up groceries.



Inland Kenworth Parker Pacific heavy duty mechanic Curtis Andruk.

The importance to everyday life and the provincial economy that the frontline workers ensure and provide for us all was never more evident. Each and every one of the shops and drivers I am fortunate enough to represent were essential to keeping our economy moving.

Regardless of the uncertainty, the members would leave their homes and loved ones each and every day to make sure that wheels kept turning on the trucks, the engines were running and construction continued. All of this was to preserve stability in a time of uncertainty and make sure that people were receiving the products we depend upon daily.

While we are still being sure to protect ourselves from slipping backward, it's becoming more and more clear that we are starting to recover from a long Covid-19 hibernation.

The next few months ahead will be filled with activity. Negotiations with Harbour International Trucks Ltd. have been ongoing; members at the Surrey location have been strong and remain united by giving the mandate necessary to show their employer that they are prepared to fight for their workers'

rights, and obtain a fair and equitable deal.

Bargaining continues with Pacific Coast Heavy Truck Chilliwack to produce an agreement for the members to vote on.

We are preparing to re-engage with H.M. Trimble & Sons - Trimac to negotiate the Company Drivers Agreement and continue to make improvements to the wages and working conditions.

H.M. Trimble & Sons – Trimac Maintenance Agreement is also at the end of its term and I look forward to connecting with the members covered under this agreement and continue to move forward together in a positive direction.

In the spring, Inland Kenworth Parker Pacific will also be coming to the end of its term and I have been discussing with the shop stewards and preparing for negotiations at the Langley location.

No matter the employment position I have held throughout the years, it has always been important for me to enjoy what I do and take pride in the job. Representing the members that form the IUOE Local 115 gives me the greatest feeling of pride and honour.

I tip my cap to everyone who pushed through this pandemic to keep the economy rolling and made sure that there was normality during the past two years as we all dealt with a restricted lifestyle.

I am excited that progress is happening every day and we should soon be into our long awaited new normal. 🍁

"It is only through labour and painful effort, by grim energy, and resolute courage, that we move on to better things."

Theodore Roosevelt

Day of Mourning April 28

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

WorkSafeBC, the BC Federation of Labour and unions from around the province will host public ceremonies to honour those lost.

For details of ceremonies near you, visit: www.dayofmourning.bc.ca



Road Building Utility bargaining reaches tentative agreement

Greetings Brothers and Sisters, hopefully Covid-19 will be long gone by the time you read this and we will be back to normal living.

Upcoming roadbuilding utility bargaining dates were held in February and March. Members have received mail from the local with details on a ratification meeting and vote. We will report on the results of the vote in the next publication.

Members that work with MWL Demolition Ltd. and Oxford Builders Supplies Inc. keep your eye on the mail in a few months as proposal forms and meeting notices will be mailed to your home address; as your agreements are expiring at the end of October. Please ensure that we have the correct address on file for you.

I would like to welcome Total Control Excavating Ltd. to IUOE Local 115. The owner is very motivated to grow his company and is letting his friends know that this is the union to be aligned with. So far at least one new company will be signing with Local 115 and hopefully more to come. We very much like this type of attention. Keep it coming!

As you know, Local 115 is heading into its busiest period for work since the 2010 Winter Olympics; with pipeline work throughout the province, BCIB projects, and LNG Canada. Our contractors and members will have their hands full with projects and opportunities throughout the Lower Mainland.

I would like to remind you again, that if you are not working make sure you are booked into dispatch and that all of your tickets are up to date with the Training Association. 🍁

Local 115 member finalist in photo competition



Local 115 Tower Crane 7 operator, Jonathan Bloomer took this photo at the Site C construction site outside of Fort St. John. The image was a finalist for the 2021 Canadian Construction Photo contest by *On-Site Magazine*, a national trades publication.



Honouring Curtis Wright, recognizing another Top Dog award recipient

Congratulations to longtime member Brother Doug Seed on being awarded the annual Curtis Wright Top Dog Award this year. The award is given

out each year to the Waste Management driver who goes above and beyond the job. In the spirit of its namesake, Waste Management created this award in honour of our Brother Curtis Wright who passed away on November 10, 2017. Curtis Wright was an active member of the Union who sat on negotiating committees. He was a shop steward for many years and was always willing to help out the membership in any way he could. At the time of his passing, he was also a member of IUOE Local 115's Executive Board. Please join me in once again congratulating Brother Doug Seed on a job well done!

Negotiations have begun with Three S Environmental on their first collective agreement. The group being organized at this employer have been very willing to share their experiences and give feedback regarding their current and future work conditions. This exchange of information has made the task of creating their proposal a very enjoyable experience. They are motivated to achieve a collective agreement that will provide future stability for themselves and their family.

Negotiations at Waste Management in Coquitlam are ongoing. Brothers Darcy Shearer, Chris Dalziel, and Quinn Patrick, have advocated for an agreement that is acceptable to this crew. Special thanks goes out to President Don Swerdan for your tutelage and guidance, in helping our group work towards an agreement that is respectful to the employer but equally meets the needs of our Brothers and Sisters in Coquitlam.



Family of Curtis Wright attends 2021 ceremony for this year's Curtis Wright Top Dog Award recipient.

Thank you to all members at Waste Management for their patience throughout this negotiation process. It has been a long time coming but we are almost there.

Finally, members at GFL in Squamish have just ratified a four year collective agreement. Brothers Doug Thompson and Jeff Paulson gave a great deal of time and effort towards negotiating this collective agreement. We could not have done it without you both. Thank you!

With all the good news going around I'd be remiss if I didn't pause and thank you all for a wonderful first year with Local 115. It's hard to believe it has been one whole year already! It has been such an amazing experience to work with everyone at IUOE Local 115. I cannot wait to see what the next year brings. 🍁



Avikash Naicker awarded Waste Management's Tech of the Year.



Norm Felber awarded Waste Management's Tech of the Year.



Waste Management crew gather in early hours of the morning to get breakfast and celebrate the Curtis Wright Top Dog Award recipient for 2021.



Full season of bargaining coming up

Spring is upon us and with it comes new hope and opportunity for everyone. There is so much good work that needs to be done, starting with organizing

those in need of our help. This past year was a very busy year of bargaining, in particular for our industrial shops. Presently, Local 115 is bargaining on behalf of 23 industrial shops, 10 of which had their contracts expire recently in 2021.

The last two years have been full of pitfalls and sharp learning curves, but I'm an optimist and I can see the light at the end of this gloomy tunnel we call "The Pandemic".

Congratulations to our members at Canadian Heating Products Inc., as the newest members of the Operating Engineers' Pension Plan. Joining in the celebration are our members at Central Fraser Valley Transload & Sales Inc. that just renewed a collective agreement for another two years, along with Harrigan Rentals & Equipment Ltd. who agreed to a three-year term. Through strong negotiations all members experienced increases across the board.

Negotiating for our members at Coastal Mountain Fuels experienced a setback when the initial offer was rejected by the membership. After some back and forth between Local 115 and the company, we were able to successfully establish a contract that was agreed to by all parties.

As with many negotiations, we have to prepare for the unexpected and that's exactly what the Union and Thermo King of British Columbia Inc. did. Halfway through the bargaining process the company fell under new management. The new regime put their best foot forward to work with us and a fair deal was struck. The membership at Thermo King of British Columbia Inc. ratified the agreement ushering in stability to all parties involved for the next four years.

If you or a friend know of a workplace that could benefit from our help, reach out. If someone you know is also looking for more suitable employment in a unionized environment, or needs a change, tell them to get in contact. We're always here to help. 🍁



B.A. Blacktop Ltd. crew working at Vancouver International Airport.

Image courtesy of member Moises Galvao



MELT class 1 driver training course now costs over \$10,000

Greetings Brothers and Sisters. Most of my area of representation is the Eastern Fraser Valley, Abbotsford to Chilliwack and as far as Hope so weather can be challenging at the best of times.

This year we have many collective agreements expiring so the season of bargaining begins. Some of the bargaining that needs to be done this year includes; Rempel Bros. Concrete Ltd. The Road Building Utility and Paving Agreements, Clearbrook Grain and Milling Co Ltd., and many more.

Out in Spread 6 and 7, Michels Canada is gearing up for work, along with other workforce projects operating throughout Chilliwack, Abbotsford and the Langley region.

It looks like Clearbrook Grain and Milling Co Ltd. will be

heading into federal conciliation assistance, commonly called mediation, as we have reached an impasse.

With the new ICBC Mandatory Entry Level Training (MELT), class 1 driver training course now costs over \$10,000. That cost can be a barrier to people entering our industry. Therefore, the draw to the trucking industry has become limited. Higher wages, benefits and pension are always a high priority in all of our collective agreements especially now with our represented companies requiring a commercial license.

If you know of any skilled workers, now is the perfect time to apply on our website (iuoe115.ca/jobs) so they can begin a rewarding career as a member of IUOE Local 115.

Be safe and remember, there is never a price on safety. 🍁



Aging Infrastructure means more revitalization work

Well 2022 is off to a flying start with possibly the shortest winter shut down we have ever seen! The stint of snow we had on Vancouver Island hardly slowed

us down at all which is very uncommon as snow is so rare in the south island; and a light speckling usually shuts down the whole peninsula. This year, cranes were still on site while crews uncovered rebar and other materials covered in snow so progress could still be made!

It has been a very busy and promising start to the year after a few years of uncertainty. Companies that were initially worried the pandemic would cripple their business, have seen record amounts of work! Our greatest challenge (and it's a good one to have) is supplying the workers to perform all the work that is required.

Vancouver Island is in need of crane operators. For the first time in many years, we find ourselves looking to fill crane operator positions. Every signatory crane rental company on the Island has indicated that they are looking or are currently in the process of hiring.

The shipyards and manufacturing shops are in the same position with lots of projects in the future and with it, plenty of work orders to fill. Utility work is moving strong with Hazelwood Construction Services Inc. making a bigger and better presence in the south island among a sea of non-union contractors.

Upland Contracting Ltd. and Walco Industries Ltd. will be expiring shortly and in need of new agreements. Working with other subject matter experts is always a welcome opportunity. We're excited to learn from waste industry expert, Brother Simon Thomsen, as he joins our negotiation team for Waste Management. United Rentals of Canada Inc., Robinson Rentals & Sales, Acme Concrete Pumping Ltd. and Waste Connections of Canada Inc. are heading into the final stages of negotiations and we look forward to delivering updates in our next column.

We anticipate, towards the spring and summer, more upgrades to our aging hydro infrastructure. Much of this work will be tasked by our mid and north island counterparts. Looking ahead at the same time, will be the start of the \$887.4 million Cowichan District Hospital Replacement Project. The project will be completed through the Community Benefits Agreement with BCIB. IUOE Local 115 will be on site and we look forward to building more critical infrastructure for our



IUOE flag flying outside Waste Connections in Parksville, BC.

communities in the near future. This project and many others like it present a great opportunity to help grow the membership by connecting and sharing our experiences with those on site, that are not familiar with the generous benefits and security that we are known for. This will be a great launching pad to organize the unorganized!

There is a bright path ahead of us Brothers and Sisters! Hopefully we have now weathered the literal and proverbial storms that Covid-19, Mother Nature, and red tape has placed in front of us. We encourage you all to remain strong and stay focused on what lies ahead.

Stay safe, stay proud! 🍁



Brother James Knowles gives District 2 report at spring General Membership Meeting.



IUOE Members show up for community, welcome Aaron Nichols

Welcome to 2022 Brothers and Sisters, the year that we all thought would start off different, did exactly the opposite. The Omicron variant came in hard during the winter months, and after a long fire season in 2021, we faced off against the most severe flooding in a generation. Notwithstanding the severity endured by the Lower Mainland, within District 3 Princeton; Merritt and surrounding area highways were quickly washed away, effectively cutting off access to the Southern Interior.

Members at Emil Anderson Construction (EAC), Dawson Civil Ltd., Hall Excavating Ltd., IDL Projects, Brentwood Enterprises Ltd., Harrison Industrial Contracting Ltd. and many others quickly sprang into action to assist our communities in an unprecedented joint response to re-open Interior highways. We want to thank those members who (at the end of an already busy construction season) dug deeper, put in huge hours and did and continue to do what Operating Engineers do best—rise above. Your commitment to your trade, and to your fellow British Columbians was noted in almost every circle we interact with.

"...we want to take a quick moment to remind the members of the importance of keeping certifications and contact information up to date with our dispatch system."

Due to the emergency work on Highway 1, 3, 5 and 8, followed by a busy pipeline season, there was almost no "off season" for District 3 this winter. Banister Pipelines Inc. in Clearwater on the Trans Mountain Expansion is currently employing over 280 OE's, with additional orders coming in every week. This will likely be their busiest season as Spread 4B is slotted for majority of completion by the end of this year. This spring promises to start off well with emergency work turning to rebuild work on the flooded highway sections, and two major paving projects being awarded early to Dawson Civil Ltd. (Highway 5A Merritt) and EAC (Highway 33 Big White). BCIB work along Highway 1 east of Kamloops is set to start back up by the time you're reading this, with approximately 65 members set to return to five projects with additional work likely to pre-job soon.

With all this activity in the district we want to take a quick moment to remind the members of the importance of keeping certifications and contact information up to date with our dispatch system. We do our best to contact all members that are booked in, however when multiple orders are coming in with quick turnaround it is very important that you return our calls, even if the order described does not interest you. If you don't return our calls, we have to assume (after three attempts) that you are unavailable for work.

We've had a few changes here in District 3, with Brother Brian Lefebvre opting to return to the field after 23 years of service as a business representative (among other roles.) We want to wish him the best on his new journey, but we also know that he won't ever be more than a phone call away. His dedication to the creed and membership will be missed greatly.

Along with this we want to welcome Brother Aaron Nichols to the team who swiftly jumped into action and joined us here in Kamloops to give us a hand. Aaron comes with two years of organizing experience, having started his career with the International, chasing pipeliners and other construction workers educating them on the benefits of working as operating engineers. He is a welder by trade, and spent the past 18 years working in just about every industrial and construction setting prior to joining the organization. We look forward to him learning the dynamics and meeting the members of our district.

With that Brothers and Sisters, we hope you are all out there staying safe and here's to another busy season in District 3. See you on the claim! 🍁



Sister Rachel Nojonen with Emil Anderson Construction, Kelowna, BC.



Site C sets record employment rate for project

Hello Brothers and Sisters. Greetings from District 4 & 5.

We have made it through another winter up North and thankfully it was a fairly mild winter with all the projects happening in District 4 & 5.

FLUOR Constructors Canada Ltd. is moving out of the civil work at LNG Canada in Kitimat and beginning the mechanical work. We should be seeing more dispatches for the 300 tonne and under cranes as well as for telehandlers. There is a delay on the modules that are being shipped in from overseas which has delayed the project by four months.

SA Energy Group - Section 3 and 4 of the CGL 48" pipeline had a little slower start after the Christmas break. Currently there is a crew of 566 workers that have been dispatched to the project. These dedicated professionals have maintained a consistent level of production despite having to endure

and work in all types of extreme weather events. Heading into spring there will be a seasonal break for breakup until the road bans are lifted and then back to production as usual.

Pacific Atlantic Pipeline Construction (PAPC) - Section 6 and 7 of the CGL 48" did not kickoff after Christmas like expected and currently there have been 60 members dispatched. After break up, PAPC has plans to ramp up production.



Members Matt Titley and Jesse Fletcher with Priority Action JV near Site C.

At Site C, an achievement has been reached by AFDE and Priority Action JV. A total of 400,000 cubic metres of concrete has been poured which is 50 per cent of the total concrete required to complete the project. A Manitowoc 18000 (660 tonne crane) was brought in by AFDE to safely take down the largest tower crane at Site C, which had been dubbed "Sir Pix-a-Lot." The Site C project has reached its highest employment rate thus far, and does not look to be slowing down over the course of this year.

Once again a reminder to make sure that all your certificates are up to date so when we call, you will be available to be dispatched.

Tickets required:

- Pipeline—PCST (not CSTS), Ground Disturbance 2 & Sideboom Operators are also required to have the Sideboom certification
- BFI (LNG)—Valid Driver's License & CSTS 09 or 2020
- FLUOR Constructors of Canada—(LNG) Valid Driver's License & WHMIS 2015
- Crane companies—WHMIS/GHS, CSTS, a current and valid driver's license (the employer retains the right to require a satisfactory driver abstract), an airbrake license, industry standard fall arrest training, level 1 first aid, and appropriate trade/apprenticeship certification and/or Interprovincial Red Seals, all of which shall be satisfactory to the employer.

If you need to obtain or update certificates, contact the Training Association at the Burnaby Office. 🍁



Crane operator Jonathan Bloomer shares his view of an overnight shift.



Teck to reduce carbon footprint 33 per cent by 2030

As we navigate our way through the early stages of 2022, we steer the ship with some much needed optimism with respect to the Covid-19 pandemic. We can only hope that there are no more deaths and that it will quietly go away.

The Mining Code review committee remains focused on all the items we have on the agenda and currently at the forefront we are engaging in much needed dialog pertaining to Dangerous Occurrences.

Teck Resources Inc. has recently announced a partnership with

Caterpillar that will see new emission free equipment hitting the sites in the Elk Valley by 2027. The first complement is forecasted to be approximately 30 haul trucks divided amongst all of Teck's sites however it is unclear the number each of the sites will receive of these trucks and whether they will be autonomous or if they will have operators in them. This announcement comes in the wake of Teck's commitment to significantly reduce their carbon footprint to the tune of 33 per cent by 2030 and reaching carbon neutral status by 2050.

In addition to the heavy equipment, electric transport busses and light vehicles are on the horizon for Line Creek Operations as well.

SMS Equipment Inc. contract negotiations continue to move along with much discussion on a large number of proposals including but not limited to: vacations, first aid attendants and shift scheduling. Many of these items do in fact coincide with each other and that is why we have the full confidence of our bargaining committee as we work our way through these upcoming negotiations. Together alongside our members and bargaining committee we strive to reach a mutual agreement that meets the needs of our new members and is something they can vote in favour of. Equally important is building a reputation for new employers that understand the benefits and opportunities associated with joining IUOE Local 115.

Based on the ongoing conversation throughout the Kootenays, road building companies will be busy once again in 2022. Assuming the weather cooperates we should expect to see another prosperous year ahead. In the event that it doesn't, it is a great reminder that we must keep safety as our top priority, on site and during our commutes. It is critical to ensuring that not only our construction crews, but everyone on site safely arrives home, after each and every shift. 🍁

IUOE MASKS HATS HOODIES SHIRTS and much more

To order IUOE Local 115 merchandise—please call our Burnaby Office at 604.291.8831 or toll free at 1.888.486.3115





Heavy Equipment Operator Training in the North

Throughout the past two years, the IUOETA has trained just over 4600 members. This is by far the most we have ever trained over this period of time.

What makes this more remarkable is that this was achieved during a pandemic in which we had to work with smaller class sizes due to the restrictions.

Despite our record numbers we did see a decrease in the number of members trained outside of our campus which was primarily due to Covid-19 and travel restrictions. This year, we are already starting to see us getting back to normal with training being delivered around the province.

In partnership with IDL Projects, Coast Tsimshian Northern Contractors Alliance and the Lax Kw'alaams Band we have delivered two programs in the Prince Rupert area.

The first project was a one-week Introductory Heavy Equipment Operator Program. Instructor Sam Bradshaw worked with seven students instructing them on the basic operation of a dozer, excavator, compactor, loader, skid steer and rock truck.

Starting January 31 we also started a six week ITA Heavy Equipment Operator apprenticeship course in Prince Rupert for four members. The first week of training was essential skills which upgraded apprentices' skills in reading, writing, math and exam strategy. This is a very important component of the

training as it gives them a solid foundation to be successful for the remainder of their training.

Don Davidson instructed the class for the final five weeks, which primarily focused on the excavator, dozer, loader and rock truck. With the employers input, we tailored the training specifically for the applications the machines will be used for.

Overall the project was a huge success and we look forward to delivering further training in the north.

Pipeline training

Spring break-up describes the time of year when the oil industry, specifically across Western Canada, slows down due to the melting snow and frost that causes the ground to become soft and muddy. This also affects the pipeline construction work that is happening on both the Trans Mountain and Coastal GasLink pipelines.

As the work begins to slow down, training for the pipeline industry picks up. The IUOETA offers entry-level pipeline courses, which are designed for new oilers entering the industry. If you already have pipeline or equipment experience, side boom courses are also being offered.

Should you be interested in one of these courses please contact the IUOETA at 604.291.8831.

I encourage you to look into pipeline courses also offered at the International Training Center in Texas at www.iuoe.org. 🍁

Apprenticeship students benefit from IUOETA Prince Rupert classes



Introductory Heavy Equipment Operator class in Prince Rupert.



Prince Rupert HEO apprenticeship class, Brother Greg Sutherland, Sister Beatrice Bryant, Sister Jennifer Wesley, and Brother Alex Campbell.



Morgan Brown receives his BC Mobile Crane Operator Certificate of Qualification with Red Seal Endorsement from Training Coordinator Joe Bagri. Morgan completed his apprenticeship while working for Vancouver Pile Driving Ltd.



Eric Dutton receives his BC Mobile Crane Operator Certificate of Qualification with Red Seal Endorsement from Training Coordinator Joe Bagri, and Brother Mike Anderson.



HEO class December 2021 L-R: Instructor Don Davidson, Jonathan Burton, Manda Milakovich, Jordan Trask, Calista Hatch, Lukas Ferguson, Chase Malenstyn, Brian Prato, Instructor Sam Bradshaw, Ananda Boyd, and Gage Colville.



Manvir Bajwa and Baljit Kular receives their BC Truck and Transport Technician Certificate of Qualification with Red Seal Endorsement from Training Coordinator Joe Bagri and Service Manager Paul Hilsabek from Pacific Coast Heavy Truck Group in Langley.



Mobile Crane level 2/3 class. L-R: Instructor Mike Wiens, Joel De Groot, Raquel Bouwmeester, Lon Ford, Kris Kelso, and Denis Bourgeois.

Aerial work platform training for Vancouver Pile Driving Ltd. L-R: Instructor Emily Jansson, Dylan Jago, Michael Billingsley, Jeff Billingsley, and David Bruce.



Asphalt Laydown class. L-R: Tulga Tumurbaatar, Instructor Trevor Loewen, Paul Purin, Cameron Bessett, Lance Bier, Matthew McDonald, Srecko (Serge) Sencar (top), Matthew Hamilton, David O'Hanley, and Tyler Langejan.

Celebrating our Members



Bryan Railton presents Brother Doug Petrie with his 10-year pin.



Bryan Railton presents Glen Copeland with his 10-year pin.



Brother Sepp Aschwanden holds his 10-year pin.



Bryan Railton presents Ken McGregor with his 10-year pin.



Bryan Railton presents Brother Scott Bader with his 10-year pin.



Bryan Railton presents James Abday with his 20-year pin.



Bryan Railton presents Brother Trent Kunz with his 20-year pin.



Brother Stuart Eastman displays his 50-year watch.



Morgan Cummings receiving his 50-year watch from Treasurer Frank Carr and Assistant Business Manager Josh Towsley.



Bryan Railton presents Alwin Heise with his 50-year watch.



Business Manager Brian Cochrane and President Don Swerdan present Donald C. Penner with his 50-year watch.



Brother George Ray displays his 50-year watch.



Bryan Railton presents Ron Jones with his 60-year watch and vest.



Impact of Russian invasion into Ukraine closely monitored by Trustees

With tax season upon us everyone who is getting a T4A from us will have it by now, if not please give us a call.

It continues to be a strong year during the first nine months of the fiscal year. There were \$53.1 million in contributions and 10.4 million hours worked. This is a significant increase up 13 per cent and 8 per cent respectively, compared to this time last year. The average contribution rate has increased to \$5.11 per hour or 5.8 per cent over the last fiscal year. This shows that the benefits are increasing for members. Seeing these contribution increases is very pleasing for all.

I noted previously that we are increasing our contributions into infrastructure and we just made our first contribution of \$11.5 million in January and will continue make future contributions up to \$70 million dollars as Northleaf Essential Infrastructure Fund makes those cash calls.

Certainly our largest investment transaction at the end of the calendar year and in fact the entire fiscal year was our investment in IFM infrastructure of \$75 million. We have had a commitment to this investment and IFM called the entire amount all at once and we are very pleased to officially start that relationship.

"This is a good question to ask as it has been reported that pension plans across the country have approximately \$1 billion invested in Russian assets. The answer is no we do not."

It is a travesty to have to witness the events taking place in Ukraine and by now you are probably asking yourself if your pension plan has any investments in Russia. This is a good question to ask as it has been reported that pension plans across the country have approximately \$1 billion invested in Russian assets. The answer is no we do not.

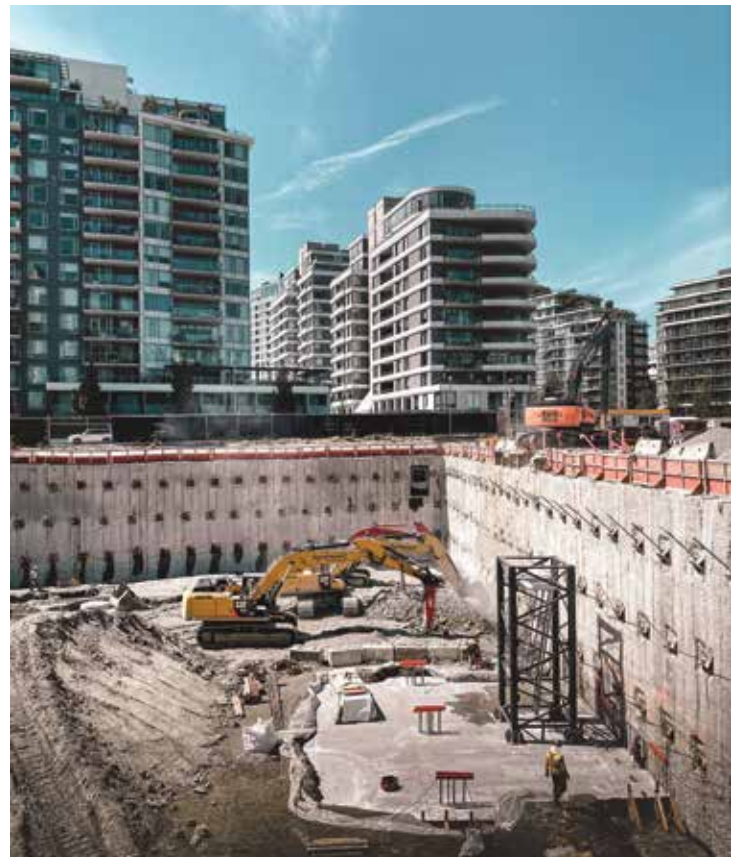
In fact, our Pension Plan investment manager Cypress Capital who invests directly in the equity markets has a mandate to only invest in Canada. Cypress Capital is the same investment manager for the benefit plan and may only invest in Canada or the United States. The Plans also hold global equities through pooled funds. I have been assured by PH&N that those funds hold no Russian assets.

I put off putting pen to paper for this article as the landscape of the investment world is changing rapidly day by day or even hour by hour but your pension plan is fully immunized with

the strategy of matching our assets to our liabilities and that strategy, although not very exciting, continues to serve all of us very well. The future of a strong pipeline of work (pardon the pun) and the continued good management of the Operating Engineers' Pension and Benefits Plans by the Trustees and everyone on the investment team will put us in a favourable position to consider future improvements to the Plans.

I know that I sign off my article each quarter with a statement that has been with me throughout my career, but has always been appropriate to the workplace health and safety and even to family. When Covid-19 hit, it took on a whole new meaning for me but was still appropriate. Now more than ever I want to say to all of our Brothers and Sisters in Ukraine and to any of you who have friends or family there.....please, be safe.

Work safe, play safe, be safe. 🍁



Southwest Contracting on the Concert Properties TESORO project in False Creek.



IUOE long-held secrets revealed

It wasn't until the middle of the Second World War that unionized companies in Canada had to bargain and negotiate with the union. It was

only when the government realized that they needed the skills and production of a unionized workforce to support the war effort that they would enact binding legislation under the War Measures Act.

This legislation forced the employers to bargain in good faith; it also limited strikes, lockouts, and other industrial actions. Before this legislation change, bargaining was done the old-fashioned way through strikes, lockouts, fights, attacks by company goons, and other destructive industrial actions to convince the other side of the merits of their position.

One tactic that was used against unions was spying. The Operating Engineers took this very seriously; secrecy was important to prevent members from being harassed by the government, police, and unscrupulous employers. The following is from an old IUOE Local 115 document explaining how our union meetings once were conducted and how we initiated new members.

When the confidential hour set for the meeting arrived, the president took his station and gave three distinct raps with the gavel. This signaled the officers to go to their stations and the members to their seats. The guard then locked the door and permitted no one to enter until the opening ceremonies were concluded.

The president then said to the guard, 'I request you to see that the entrance to this place of meeting is closely guarded and that no person be permitted to enter or to disturb us at our labours.' The conductor then checked to see that everyone attending was entitled to sit as a member. If he did not know someone he would ask them if they knew the current quarterly password. If they did not know the password, and nobody could vouch for them they were ejected from the meeting. Once satisfied that only members were in attendance the president would then complete the opening ceremonies in the same manner that you are familiar with in today's union meetings.

The process for joining the union was also very strict. Here is an outline of the initiation ritual (don't tell anyone):

Before the meeting, the conductor reported that he has collected the fees from the candidate and ascertained whether he had been duly elected. The conductor also confirmed that the investigating committee had reported the candidate acceptable for membership. The conductor then left to bring in the potential new member of the union.

When he approached the inner door, he gave a false alarm

of six distinct raps. The guard then admitted them into the room. Once in, he escorted the candidate once around the room, stopping at the vice-president's station and introducing him in this manner: 'Brother Vice-President, permit me to introduce to you, Mr. Edward Smith, an engineer of good character, duly elected in a regular meeting. He has come of his own free will and accord to be admitted to membership in the International Union of Operating Engineers.' This introduction was given to the other principal officers of the union as well, ending with the president. The president then said, 'There is an obligation, binding in its solemnity, that you must take before you can become one of us.' The new candidate repeats the oath he learns from the president.

Upon your initiation to the union, you would be taught the secret passwords and signs that allow you to recognize other operating engineers on the job, and to gain access to the meetings. You then learn the salutation sign, or entering sign, which was given by opening your hand and extending it palm outward. This sign was used to recognize other members, if the other person doesn't know what you are doing they are not real Local 115 members, and may be spies. The retiring sign (which is still used at union meetings today) was given with fingers closed and hand raised to the side of your head, accompanied by the words, "United we stand, divided we fall; our secrets we will keep."



A 2019 swearing-in ceremony of new members.

Today, new members are still sworn in, but without as much formality or secrecy. Members are now sworn in at our March and September general membership meetings and, from time to time, at local meetings throughout the province. This is when a member may receive the IUOE Local 115 challenge coin. It is given and received in a specific manner, that is only known to members who have received a coin. This is a method of identifying members today. 🍁

Welcome to our 421 new Members

October 1 to December 31 2021

Cody Abraham	Tanner Burns	David Doughty	Dawson Haines	Scott Lea
Fadi Aburayya	Ernest Cadotte	Jacob Dowkes	Jeffrey Hall	Adam Leblanc
Scott Adam	Rolie Campbell	Bryce Dulaba	Lindsay Hall	Russel Leblanc
Chance Aldoff	Lucas Carey	Valene Dumas	Kurtis Hampton	Asiah Leduc
Rick Allan	Manuel Carganilla	Payton Edwards	Connie Harrison	Matthew Leitch
Troi Allery	Daniel Caron	Jaiden Efimoff	Colin Hartley	Krista Lemon
Zachary Amstutz	Paul Caron	Mariyam Endicott	Romello Henwood	Tyler Lickoch
Brandon Anderson	Justin Carvill	Nathan Everitt	Karen Hepworth	Kok Fui (Peter) Lim
Joshua Anema	Enoc Castillo Vasquez	Travis Fast	Travis Higgerty	Robert J. Links
Travis Annan	Robert Chartrand	Azmat Fatima	Nathan Hills	Sandra Linnen
Fernando Avalos Padilla	Neil Chopp	Justin Feenstra	Hong Him	Richard Lipinski
Imran Awan	Bryce Chorney	Dylan Felske	Tyler Hirscher	Christopher Livingstone
Clinton Baikie	Bal Chutai	Nicholas Fidanza	Rod Hobbs	Morgan Long
Cody Baker	Christopher Clark	Kris Finlayson	Codei Hoffer	Tyson Low
Sachin Bali	Steve Clews	Jillian Folvik	Brady Hoflin	Levi Lugtigheid
Josh Banman	Tyson Clive	Marco Fontes	Peter Howe	Allan Mahon
Kyle Barrer	Thomas Colley	Kelvin Foord	James Humphrey	Sean Malbeuf
Wayne Becker	Jose Conceicao	Graham Forsyth	Nicolas Hurlburt	Ryan Malcolm
Anna-Marie Belcher	Philip Conroy	Mark Forsythe	Keenan Husband	Sukhbir Manhas
Dustin Bell	Clayton Cook	Nicholas Foster	Robert Hutchinson	Daniel Marceau
Ryan Belling	Kristian Cook	Sean Foster	Josh Hyndman	Melinda Margueratt
Colby Benesh	Tylar Cooper	Nick Fraser	Patricia Irwin	Antun Marincic
William Bennett	Anthony Cordeiro	Kevin Frew	Robert Isherwood	Jessica Martens
Melissa Berg	Elizabeth Cortens	Christian Fruendt	Stephen Jackson	Ryan Martin
Dale Berg	Tyler Coulson	Samantha Fuller	Heather Jameson	Luca Mastroianni
Michael Besharah	Mathew Cousineau	Meghan Fuster	Mandeep Johal	John Matheson
Nick Bidwell	Richard Cowan	Gerald Gagnon	Trevor Johnson	Emma Matthews
Rendal Bishop	Clayton Cross	Stephaon Gaucher	Steven Jones	Kyle May
Jared Bishop	Dayne Crossley	Michael Gavin	Stanley Jones	Darien Maylor
Kenneth Bishop	Kal Cumberland	Lenard Gentry	Shaun Jones	Vanessa McAleese
Clifford Bjarnason	Hunter Curran	Donald Giguere	Ira Jones	Todd McDougall
John Blatz	Bryan Daigle	Diljot (Robin) Gill	Daniel Jones	Robert McKamey
Justis Bleicic	Jacob Davidson	Paramvir Gill	Auston Jossy	Barret McKay
Phil Blenderman	Alexander Davidson	Tanveer Gill	Karanjit Kajla	Dillon McKee
Isaac Blom	Brett Davies	Garrett Gilmurray	Derek Kanester	Christopher McMurray
Dylan Boehner	Colton Davies	Michael Gordon	Rajashekhar Karlatti	Samuel McNiven
Maxime Boucher	Christopher Davy	Chris Gordon	Dustin Kew	Dillon Meier
Dylon Boyer	Jeremiah De Kroon	Michael Gordon	Joel Keys	Robert Melnuk
Brayden Boyko	Dustin De Veer	Joshua Gosnell	Eltefat Khani	Trevor Melnyk
Caden Brandt	Dario Debow	Bradley Gossen	George Konopad	Joshua Menhinick-Stewart
Carl Bransford	Tucker Degagne	Parker Goulet-Beard	Dwayne Koop	Taylor Millar
Daniel Brawner	Guy Degeorgio	Laurent Grabenhof	Jeremy Kosiancac	Cody Miller
Kaeden Breault-Hood	Marshall Dent	Brett Green	Nicholas Kraus	Spencer Miller
Geordie Bridges	Mace Desilets	Shawn Gregerson	Megan Kulhavy	Bernd Moller
Cole Brightman	David Desroches	Curtis Griffith	Anthony Laflamme	Tyson Moore
Kale Broschak	Roger Devries	Robert Guevarra	Jeff Lafortune	Neil Mueller
Morgan Broten	Caleb Dewhurst	Bradley Guglielmi	Jordan Laraway	Shelby Mufford
Matthew Brown	Randeep Dhaliwal	Paul Guimond	Daryl Lariviere	James Muirhead
Dawson Brunet	Russell Dingle	Tessa Gustavsson	Tristan Larock	Kenneth Munro
Andrew Buist	Kathryne Dionne	Donny Haglund	Lester Lauguico	Jesse Munro

Paul Muntak	Colton Pettie	Dustin Saunders	Maozu Suen	Bruno Vilhena
Lucas Murdy	Amber Plaquin	Mitchell Sauderson	Trevor Sumlak	Martin Von Dach
Jake Nasadyk	Thelma Point	Glen Savard	Keith Susheski	Hunter Wall
Abdull Nassor	Joshua Polasek	Peggysue Sawka	Justin Szumlas	Darryl Wall
Gulshan Neger	Sarah Pollock	Chris Schappert	Tim Tailleir	Douglas Walley
Louis Nelson LLarena	Corey Pratt	Andrew Scheltens	Corey Tait	Neil Walthes - Hartwig
Jessica Neufeld	Anthony Preikschas	Stephen Schmidt	Wayland Tanner	Alvin Wang
Cassidy Nevin	Jacob Purcell Corbett	Drayden Schultz	Karli Taporowski	Matthew Warner-Blumhagan
Michael Newton	Jeremy Pynn	Harland Seaman	Michael Tarala	Kyle Warren
Queenta Ngoe	Christopher Quinn	Gurjot Sekhon	Mark Taras	Jennifer Watt
Hau Nguyen	Aditia Rachmat	Haris Selimovic	Jason Tavender	Roderick Weldon
Jason Nielsen	Michael Ramfal	Garett Seminuk	Jaren Taylor	David Wetherup
Erik Nielsen	Alexander Ramsey	Owen Shears	William Templeton	Brett Whibley
Aleksandar Nikolic	Luis Rauda	Onkar Shergill	Duncan Tenhoeue	Llyam Whitty
Samuel Noblet	Anish Rawat	Dean Simms	Za Thang	Shane Wiebe
William Oates	Ryan Readman	Preetpal Singh	Joshua Thomas	Timothy Wiede
Bradley Offer	Kevan Reaume	Jatinderpal Singh	Scott Thompson	Brandi Wilde
Jeffrey Olderness	Carson Reid	Gurpreet Singh	Jake Thomson	Hannah Wilkins
Dakota Olson	Alvin Remanente	Michael Skroda	Trevor Thygesen	Beau Wilkinson
Connor Osl	Cole Rennie	Dariusz Slawski	Christian Timmerman	Carleen Williams
Nathan Ottley	Darrin Rideout	Ryan Smith	Gabriel Tom	Kevin Winkel
Jelouie Pagarigan	Kyle Roberts	Trevor Smith	Jason Tom	Robert Wiseman
Josh Palmer	David Robitaille	Ryan Smith	Colton Toma	Jordan Wong
Kristy Parasiuk	Kevin Robson	Kenneth Smithson	James Tomkins	Stefan Wornig
Sunneil Parmar	James Rockwell	Arnaldo Soares	Wade Tomko	Alan Wright
Anthony - James Partiak	MacKenzie Ross	Jonathon Spady	Joseph Towner	Jennifer Yaremchuk
David Pattison	Victor Rowe	Morgan Spidel	Ashley Trigg	Kayla Yeo
Joel Paul	Ross Ruggles	Amber Spitzke	Siebe Tuininga	Carson Younghusband
Alan Peacock	Roger Rusnell	Roman Stefaniw	Ryan Unger	Davyn Yurkewich
Nolan Peake	Adrian Russell	Conlan Stevens	Meghan Van Arem	Nathan Ziorio
David Pearson	Benjamin Sage	David Stevenson	James Van De Pol	Gary Zurowski
Larry Peers	Maurice Salmon	Cory Stewart	Michael Van Itallie	
Darren Permal	Tracy Sandau	Alexander Stewart	Dave Veermeer	
Clinton Perry	Robert Sandberg	Michael Stewart	Kees Venekamp	
Wayne Peterson	Niko Sarantidis	Jeremy Strafford	Christopher Verrill	

Pensions Awarded October 1 to December 31 2021

October

David Armstrong
Michael Bryck
Geoffrey Colls
Samuel Gunther
Clinton Hoover
Soren Ingvarsten
Patrick Kennedy
Douglas Leitch
John Leroux
Eng-Chu Lim
David Munro
Frankie Potvin
Steven Smirl

Diane Stemberger
Randy Vander Zalm

November

Roland Curnow
Thomas Cyr
William Ellison
Frederick Grabowski
Todd Hall
Eric Kozlowski
Reagan Laprairie
See Lee
Tim McGoun
Roderick Mclean

Steven Neil
Robert Parsons
John Paterson
David Powis
Edward Rake
Neil Roine
Glenn Savard
Dwayne Sorenson
Sidney Verigin
Stuart Vhal

December

Paul Amero
Dennis Appleby

Roxanne Barton
Richard Bissenden
Glenn Blomly
James Caine
Leslie Galpin
Garry Halirewich
Norman Jensen
Robert Krahn
John Sinclair
Darryl Sword
Frederick Weiche
Robert Whiteman

Service Awards October 1 to December 31 2021

10 years

Faris Ali
Mike Allan
Colton Angell
Peter Ayotte
Ryan Bachinski
Scott Bader
John Baker
Joseph Batuik
Jonathan Bennett
Art Bergstrom
Steven Bishop
Sheldon Blomly
Ian Bradburn
Raymond Brown
Shaun Buchanan
Peter Buitendyk
Kyle Burritt
Philip Butz
Jeff Caidler
Colin Cameron
Kelly Cameron
Calvin Candy
Arnie Carrita
Stephen Carter
Edward Chapman
Mark Charlie
Barry Clayton
Barry Collopy
Glen Copeland
Rick Cummins
Corey Dawson
Jeremy De Souza
Patrick Dillabough
Andy Dixon
Karl Dorflinger
Andre Dubois
Warren Eheler
Ron Emblem
Guy Fortin
Ken Gauvreau
Joseph Gavin
Robin Genovese
Steven Gido
David Glendenning
Paul Glynn
Derek Graham
Daniel Graziani
Esa Heikkila

Clint Holowaty
Shawn Homeniuk
Kip Howard
Luke Ivancic
Michael Johnston
Richard Kennedy
Andrew Kinsman
Travis Klinger
John Knox
Tanner Koekkoek
Lionel Koenig
Tyler Konkin
Kyle Laboucane
Grant Lalonde
Gerard Larose
David Larson
Leonard Lavallee
Lam Le
Howard Logan
Cody Mayer
William McCoy
Shawn McDonald
Kenneth McGregor
Leonard McLean
Donald McMillin
Stewart Miller
Nelson Mockler
Rudy Moser
Karl Nahm
David Newton
Gregory Nicholson
Travis Oakes
Ronald Oliver
Hugh (Len) O'Rourke
Greg Owens
Clayton Pauls
Steve Peacock
Wayne Pederson
Douglas Petrie
Wayne Pida
Timothy Poffenroth
Gordon Pohl
Jim Pridge
Andrew Prince
Eric Prince
Harley Rail
Mason Randall
Anthony Risberg
Daniel Roberts

Donald Roberts
Sebastian Santorelli
Ian Sasges
Darcy Schenkeveld
Chad Schindler
Rob Scott
Jaswinder Sekhon
David (Dave) Sikkema
Cory Slootweg
Cody Soukochoff
Thomas Streeton
Jason Stregger
William Sutherland
Eric Sykes
Mike Tallmadge
Robert Teron
Stanley Thompson
John-Paul Thompson
Perry Thompson
Aaron Ulvild
James Vancoughnett
Joe Vieira
Bradley Wallace
Tim Walsh
Greg White
Kevin Wickhorst
Wilmer Wiebe
Dwayne Williams
Darin Zomar

20 years

Larry Andres
Richard Belcourt
Tim Biscaro
John Brandel
Alan Collett
James Freeman
Stephen Greenlay
Steven Herd
Kenneth Hiebert
Lloyd Jenkinson
Gerald Julseth
Trent Kunz
Donald Lewis
Kelly Malcolm
Dante Massari
Norm McDonald
James Odermatt
John Robinson

David Watson
Wayne Welsh
James Wilson
Ken Winship
Mark Wollenberg
Dirk Zeinstra

30 years

Carl Bachand
Ronyth Brady
James Caine
Francis Chand
Gary Christian
Marco Clarot
Scott Clemont
Donald Cook
Dave Dalby
Richard Demeter
Charles Ellis
Willie Evdokimoff
Ben Gaudet
Colin Gervais
Brian Gilbert
Richard Hart
Richard Junker
Barry Kilgour
Rick Lane
Terrance Leonard
Truong Lu
Lloyd Mager
Edward Michel
Michael Mooney
Thomas More
Randy Muller
Douglas Nicoll
Allan Peel
Sean Petkau
James Pettett
Gaetano Portogallo
Hartmut Pratz
Ronald Sjogren
Henry Van Epp
Allan Vandenberghe
Thomas Walton
Alec Wood

Service Awards October 1 to December 31 2021

40 years

Richard Adams
Giuseppe Arimare
Murray Auld
Ralph Baxter
Dallas Bird
Brian Bourquin
Chester Broen
Edward Cryderman
Charles Elliott
Murray Elliott
Fred Fleming
George Florence
Gilles Gagnon
Andreino Gazzola
Bradley Hippensteel
Siegfried Huebert

Robert Hughes
Kenneth Kornelson
Craig McIntosh
David Munro
Peter Ness
Darryl Nielsen
James Nixdorf
Maurice Plessis
Brenda Richardson
William Salisbury
Michael Spiruda
Peter Standke
John Stromquist
Edward Wainwright
Rand Walker
Shane White
William Wilcox

50 years

George Atkinson
Robert Behnke
Dave Campbell
Ivan Cartwright
Morgan Cummings
Robert Dewolfe
Reinhold Gorgosilich
Dwight Houseman
Cecil Jmio
George Lanaras
Frank McLachlan
Gus Michalopoulos
Istvan Nagy
Donald Penner
Walter Perry
John Picklyk

George Ray
Fred Robinson
John Shelkie
William Soderman
Jerry Spooner
Donald Urquhart
Darrell Valair

60 years

Mike Cardarelli
Ron Jones
Oscar Runzer
Harold Schneider

70 years

Louis Seidel

IUOETA adds new equipment by Jeff Gorham, IUOETA Administrator

Over the past four years we have been able to access funding through the Federal Government to either upgrade or add equipment to our training fleet. The Union Training and Innovation Program (UTIP) is the Government of Canada's commitment to strengthen union-based apprenticeship training, innovation and enhanced partnerships.

The UTIP's objective is to improve the quality of training in the trades to better support a skilled, inclusive, certified and productive workforce. It also aims to address barriers to entry for groups, such as women and Indigenous peoples.

Thanks to this fund, we have been able to add the following pieces of equipment: CAT 555 paver, Bomag 174 hybrid combination roller, Cat 259 tracked skid steer and CAT D6XE Dozer.

The technology found in these pieces of equipment will not only help us to reduce our carbon foot print but afford our members the ability to upgrade themselves on how to utilize the latest in technology to become a safer and more efficient operator.



Bomag 174 hybrid combination roller.



Asphalt Laydown class training on a new CAT 555 paver.



New D6 dozer delivered in late February.

In memoriam



Members who have passed away October 1, 2021, to December 31, 2021

Name Years of membership

OCTOBER 2021

Denis Allarie	52
Derek Bird	10
James Bird	6 months
Earl Cornish	54
Michael Disiewicz	28
Cecil Drewry	50
Salim Faruki	32
Edward Floch	40
Henry Gerds	4
Raymond Gordon	66
Glen Haasz	2
Alfred Hardy	57
Ronald Holland	43
Robert Lindstrom	35
Robert Quaife	62
Mitchell Reeder	52
Desmond Renard	10
John Williams	27

NOVEMBER 2021

Brent Beaton	20
Thomas Belanger	31
Wayne Caldwell	24
James Goldney	45
Richard Jones	16
John Lavery	14
Darcey Lund	6
Rudy Matuga	56
Dezman McKay	3
Ross McMorris	72
W. Dennis Secord	56
Edward Shipley	44
Wayne Wilson	29

DECEMBER 2021

Edward Bonderud Sr.	57
Robert Christian	18
Craig Dalinger	13
Allan Downham	10
Guy Hilchey	26
Ernest Johe	19
Craig Love	1 month
Leslie Martin	50
Trevar McDonald	8
Perry Minnich	41
Stephen Nagy	11
William Quechuk	10
Roger Rhodes	16
Robert Ryde	58
John Scott	18
Leonard Wells	57

rise above.

New number? New email?

If we don't have your new email address and phone number, how can we get in touch with you regarding dispatch for work, receiving tax receipts, pensions & benefits, and publications?

Make sure you give the Local your new address and contact information.
Phone us at 604.291.8831 or toll-free at 1.888.486.3115 or email iuoe@iuoe115.ca

iuoe

LOCAL 115

IUOE Local 115 Offices

District 1 & Main Office

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: Don Swerdan

Assistant Business Manager: Josh Towsley

Dispatcher: Kyle Egan, 604.473.5230

Organizing Representatives:

James Knowles, 778.584.4080

Curtis Laverty, 604.908.7188

Bryan Railton, 250.434.5755

Benefits & Pension Plans

Administrator: Lee Riggs

Training Association

Administrator: Jeff Gorham

Training Coordinators: Joe Bagri Steve Ervin

District 1

Business Representatives:

Steve Barnicke Frank Carr Leanne Hughf Curtis Laverty

Mike Mayo John Munro Will Suelzle Simon Thomsen

Phone: 604.291.8831 Toll free: 1.888.486.3115

District 2

Business Representatives:

James Knowles

Nanaimo Office: 35 Wharf Street, Nanaimo, BC, V9R 2X3

Phone: 250.754.4022 Fax: 250.754.5513

Victoria Office: Please call to set up an appointment

District 3

Business Representatives:

Aaron Nichols Bryan Railton

785 Tranquille Road, Kamloops, BC, V2B 3J3

Phone: 250.554.2278 Fax: 250.554.1766

Districts 4 and 5

Business Representatives:

Matt Baker Wayne Kemp Konrad Tarry

Craig Young (Dispatcher)

District 4 & 5 Office:

3339 8th Avenue, Prince George, BC, V2M 1N1

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District 6

Business Representatives:

Rob Foskett Kent MacPherson

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Mailing address: PO Box 1567, Sparwood, BC, VoB 2Go

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 Coast Capri Hotel, 1171 Harvey Avenue

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 Tuesday of even months

7:00pm at the Labour Centre Boardroom,

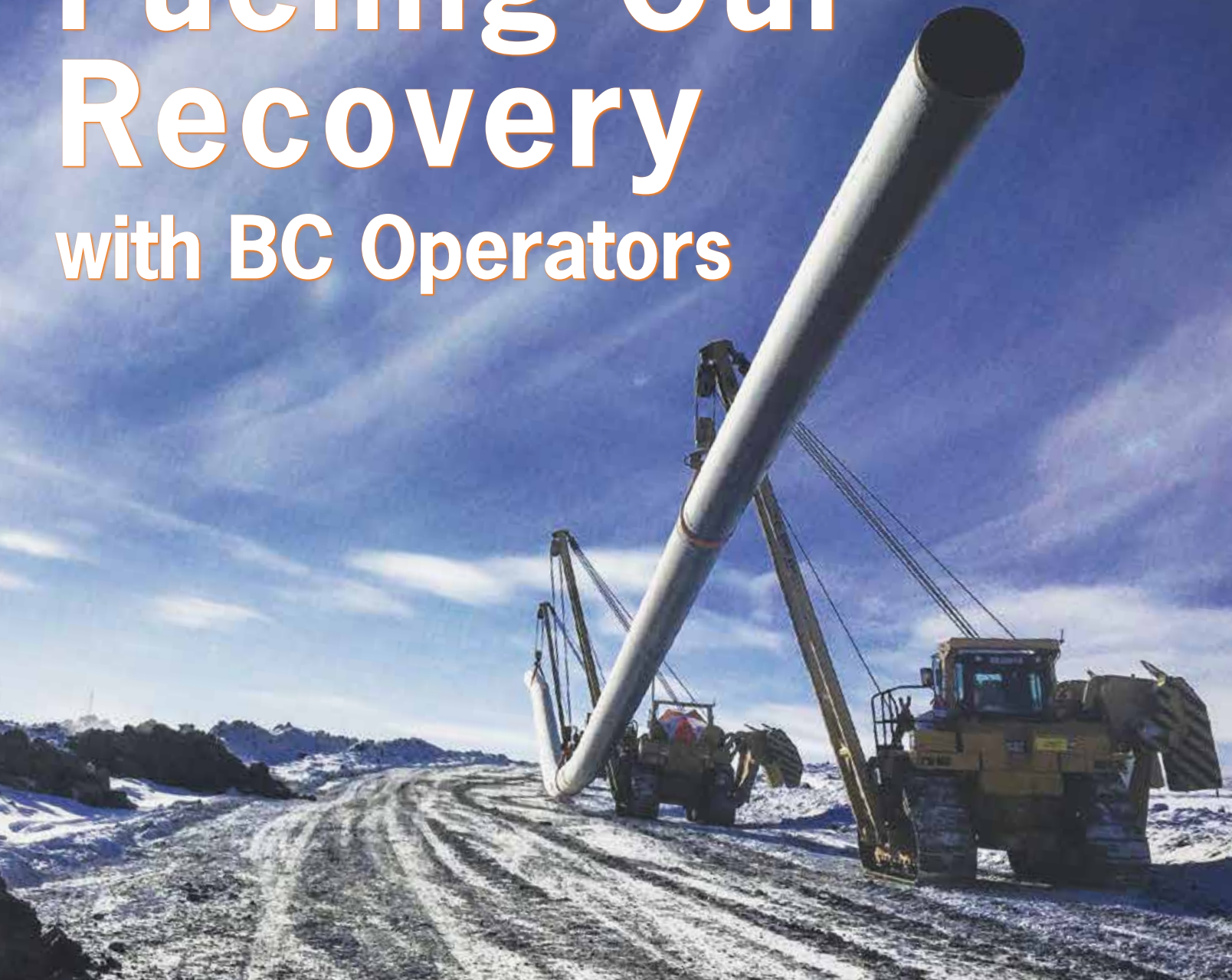
105 9th Avenue South

TECK'S LINE CREEK OPERATION: Members will be advised of meeting date, time and place

Please contact your District Office to register for the next meeting in your location. Any meetings that do proceed will be held in accordance with Provincial Health Authority guidelines.

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Fueling Our Recovery with BC Operators



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