



LET'S BUILD OUR UNION

IUOE LOCAL 115 - 90+ YEARS OF GROWTH

2025	Let's Build Our Union!
2022	13,000 members
2010	10,000 members
1969	7,000 members
1960	2,800 members
1932	7 members
1931	IUOE Local 115 receives charter after the merger of Locals 46A and 844



GROWTH OPPORTUNITIES WITH BILL 10

In May 2022, the BC Government passed Bill 10 the BC Labour Relations Code Amendment Act.

Bill 10 eliminated secret ballot votes as a precondition of unionization, replacing it with a new single-step certification process – similar to what is already in place in Quebec, New Brunswick, Prince Edward Island and federally regulated workplaces.

Now, if a BC union is able to demonstrate the support of 55% of employees in a proposed bargaining unit by having those employees sign a membership card, the union will be automatically certified without a vote.

Bill 10 also allows for construction workers to switch unions in July and August of each year.

MESSAGE FROM BUSINESS MANAGER BRIAN COCHRANE

After decades of patiently waiting for workers' rights to be restored in British Columbia, the time has finally arrived. Thanks to Premier John Horgan's leadership and provincial government support, workers once again have access to joining a union through a single-step certification process. This change will reduce employer intimidation tactics and give more people greater access to better working conditions.

In construction, this will also give workers the right to leave fake unions during the peak construction months of July and August every year and join a union of their choice.

What does this mean to you?

This long-awaited opportunity means we need to mobilize and organize – NOW!

We must collectively maximize this window of opportunity and increase union market share in every sector that Local 115 represents. Increased market share means greater influence at the bargaining table, which directly impacts your total compensation package and all the other terms and conditions in your Collective Agreement.

Better Compensation and Safer Working Conditions

Increased union density enables us to exert more influence on workplace safety and create meaningful change in essential areas such as Crane Safety. Local 115 has always been a leader in these arenas, with the support of our membership and partners who share these concerns. Still, the greater the union market, the more influence we will have to make positive changes faster – it is just that basic.

We know what happens when union density drops, like in the early 2000s. It puts downward pressure on wages, and employers try to bring in cheaper labour and maximize profit.



While I am extremely proud of IUOE Local 115's work over the years, especially under very challenging circumstances, we have dealt with bad laws and processes for decades. Previous laws, for example, severely undermined too many workers' abilities to join Local 115 when we tried to help them unionize.

I know for certain that our future will be stronger and better for every additional percentage of union market share we capture over the next few years.

We see the impact of higher costs every day on our membership. Rising inflation rates, supply chain issues, higher housing costs, fuel and food prices have taken a bite out of everyone's paycheques. All these issues happening right now means we need to double down and have a strategic focus and action plan.

It's Time to Mobilize and Organize

Your Executive Board is committed to increasing resources to maximize our impact in organizing for our membership. However, it will take considerable effort, so we need to engage as many people as possible.

Over the weeks and months ahead, we will be actively getting the message out in several different arenas. To accomplish this, I am pleased to announce that Bryan Railton has taken on the role of Local 115's Director of Organizing.

Together we are increasing the organizing department at the Local Union. I am confident that Bryan and his team will be successful in

organizing as we continue to grow our Local Union.

My ask is that if you know of anyone working in the areas we represent who could use the benefit of working Union – have them contact the Organizing Department at www.iuoe115.ca

Work safe, and have a great summer.

MESSAGE FROM BRYAN RAILTON, DIRECTOR OF ORGANIZING

I appreciate the opportunity that Business Manager Brian Cochrane has afforded in appointing me as the Director of Organizing. To take advantage of the opportunities ahead, I have returned to Local 115 Headquarters in Burnaby, where the real work begins!

Anyone who knows me knows I have been around this Union since I was born. My family has strong roots in this organization, and I want other families to have the opportunity to do the same.

Growing Local 115's Market Share Together

As someone who has been an organizer since the day I was hired by Local 115, I understand the significance of the change the BC Government has made to the BC Labour Code. The return to single-step certification and annual raid windows in construction during July and August represents not just an opportunity for Local 115 but a return to fairness for working people. It is an opportunity to re-set the clock and improve working conditions in our industries.

In the short time that I have been back, I have appreciated the support the team in Burnaby has shown me, and I look forward to working with everyone as we continue to strengthen our union.

Help Us Take Action

The organizing team is prepared for the challenge

ahead and looks forward to reporting on our successes. An organizing campaign's success is largely determined by the level of participation from our members in that industry.

Whether it is identifying new companies operating in industries we represent, new projects in our area, or talking to non-union members about why they should join Local 115, every member has an opportunity to help grow and strengthen our union. I look forward to working with you as we do that.

Together, let's make 2022 the year we will rise above.



WHAT IUOE LOCAL 115 OFFERS

Member Services

- Professional representation
- Professional negotiators
- Training programs (heavy construction and equipment)
- An employment referral service/dispatch system
- Legal representation when required

Pension Plan

- A target benefit plan with over \$1.3 billion in assets
- Pension benefits are payable for life providing members with reliable cash flow in their retirement years

Superior Benefits

- Coverage for Medical Services Plan of BC, Extended Health, Dental, Group Life, Accidental Death, Long-Term Disability, Weekly Disability, and Family Assistance.

Training

The Operating Engineers Training Association (IUOETA) offers one of the most comprehensive skills training programs in Canada offering approximately 25 courses including:

- Mobile/Overhead Crane
- Heavy Equipment Operator (HEO)
- Asphalt Paving Laydown Technician
- Plant Operator
- Pipeline Training
- OH&S Training
- Rigging
- Small Miscellaneous Equipment

Standing Up for Your Rights

- Higher wages and benefits
- Improved working conditions
- Health and safety
- Greater equality
- Job security and tenure
- Advocacy and political action

IUOE LOCAL 115

The International Union of Operating Engineers Local 115 represents over 12,500 skilled workers in the construction, transportation, mining, aviation and various industrial sectors throughout British Columbia and the Yukon. As part of one of North America's largest and longest-established trade unions, IUOE Local 115 provides employment opportunities for members, champions workers' rights to benefits, pensions, safe working environments, and prepares workers for the future through comprehensive skills training.

START YOUR FUTURE WITH IUOE LOCAL 115

Contact Us Today

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