

# Today's Teamsters 213

Putting members first

Spring 2015 Volume 17 Issue 1  
[www.teamsters213.org](http://www.teamsters213.org)



Behind the scenes

## Teamsters at Sun-Rype

# Today's Teamsters 213

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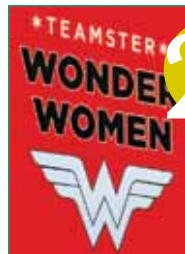
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On the cover of  
**Today's Teamsters 213**

Neil Sidhu, a member of Teamsters  
Local 213 since August 2013, is  
a technical operator at Sun-Rype  
Kelowna — Photo by Dan Jackson

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Bullying and  
harassment



Please  
Recycle



# Moving forward in 2015

By Walter Canta, Secretary-Treasurer

Teamsters  
Local 213



The business agents, office staff, and the executive board of Teamsters Local 213 wish all members a very happy and prosperous new year.

We welcome the 660 new and returning members to the local union. Their names take up three pages of this magazine beginning on Pg. 18.

This edition of *Today's Teamsters* also highlights the fine work being done by our members at Sun-Rype in Kelowna.

After 17 and a half months, the Ikea labour dispute is now resolved. Both the employer and union agreed to use the services of mediator Vince Ready to end the dispute. Both parties understood there would be risks from this decision, but they were far apart and knew that it was needed.

The local would like to commend the members of Ikea for their strength while on the picket line for all those months and express our gratitude to all those other 213 members and members of other unions who went to the site to show their support. Thank you!

Don Doerksen, construction division assistant, retired on Oct. 1, 2014. With the approval of the executive board, Tony Santavenere is the new construction division assistant. The local has also brought back Rob Moody to fill Santavenere's position as business agent.

Santavenere was able to ride sidekick to Doerksen for a few months to get familiar with the construction industry and learn the complexities. He has had many meetings with members and is continuing our fight to hold onto Local 213 jurisdiction.

Recently, Business Agent Randy Valouche announced that he was moving onto new opportunities, so a motion was put forward and passed at the December executive board meeting to hire two new business agents: Anthony Krieger (who appeared on the cover of the last *Today's Teamsters*) and Jim Loyst. They will be working out of the Vancouver office.

I would also like to mention Glennis Romhanyi who recently retired. On behalf of the membership of Local 213, I'd like to thank her for all her time and effort providing administrative support to local union members during 36 years of service. Congratulations Glennis.

As mentioned in the last edition of *Today's Teamsters*, Local 213 was developing a conduct of work agreement for the Construction Division. It has been in place for approximately six

months and is getting positive responses from both members and employers.

The Joint Training School and Training Coordinator Michael Evans rolled out the Pipeline and Heavy Industry Warehouse Program in Sept. 2014. It was received with enthusiasm from the members who attended. See Pg. 6 and visit the Teamsters Local 213 website ([www.teamsters213.org](http://www.teamsters213.org)) for more information.

As I have travelled to work sites throughout B.C., there have been questions about the Health and Welfare Hour Bank and Dry Fund. There were concerns that the benefits were not there.

The Board of the Teamsters Local 213 Health and Welfare Plan are pleased to announce that there has been a change to the Dry Fund. There were 11 divisions within the old fund. Now there are just two plans for the fund with better benefits and a totally different approach.

A letter explaining the changes will be sent to members who are affected. Members who are aware of the changes are getting them added to their agreements. The plan is to get all 11 divisions converted into the two new plans within the next two or three years.

In November 2014, you may have seen notices at your work site stating that Teamsters Canada President Robert Bouvier had announced his retirement effective May 2015. A special convention will be held on Jan. 13 to nominate candidates for the position of president. There are at least two people interested.

Brother Stan Hennessy is the president of Teamsters Local 31 as well as a Teamsters International vice president and the national assistant to the president of Teamsters Canada.

The other potential candidate, Brother Francois Laporte from Quebec, is a union representative, communications specialist, organizer, director of government affairs, and an assistant to the president of Teamsters Canada.

It is likely that there will be an election. Ballots would be mailed to all members in mid February. Completed ballots would have to be returned by mid March.

Teamsters Local 213 encourages all members to learn about the candidates by reading the materials you receive and make plans to attend an upcoming union meeting. We urge all members to vote. The outcome of this election will be very important to us all.

I would personally like to wish you and your family all the best in 2015. 🌟



Local 213 delegates Rachel Glew, Ramona Knoll, Edith St. Arnaud, Shawna Rydall and Jane Morgan, and from Local 155, Lorelee Wilson.



Teamsters International Vice President Becky Strzechowski

## A week of mobilization, solidarity, and sisterhood

"Teamster women are on the move," said Teamsters General President Jim Hoffa to the audience of Teamsters from the United States, Canada and Puerto Rico. "You've got energy, drive, and direction, and I'm excited about that!"

Six members of Teamsters Local 213 joined 1,000 of their union sisters at the Teamster Women's Conference in Chicago in September 2014.

Shawna Rydall, a shop steward and dump truck driver at West K Concrete, attended her first women's Teamsters conference this year. She said she especially appreciated the workshop for Canadian delegates and another on how to communicate information to co-workers in an appropriate manner. "The speakers were informative and entertaining and the information was useful for work and life situations alike." Rydall said the last general session was "empowering, informative, and fun...Meeting a lot of the other Teamster women was really great and I can't wait to go to the next one!"

Edith St. Arnaud, an owner-operator at Purolator Courier for 19 years, was also a first-time attendee. She also enjoyed the workshop for Canadians. Other highlights were "the great positive energy, meeting other teamsters and hearing what



Many of the delegates were moved by the plight of Local 213 members working at the Ikea store in Richmond and found ways to show their support.


their issues are, meeting the other ladies from our local who came on the trip, and the fabulous city of Chicago...It was an amazing experience, I learned a lot, and hope to get the chance to do it again."

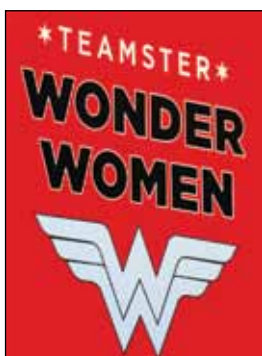
Jane Morgan, with Yellow Cabs of Victoria for 20 years, said this is the second conference

she has been to and she found it just as informative as the first. Also a shop steward for 14 years, Morgan said "It is nice to be reminded that as women in the workforce we are not alone and stand strong together. I found the Canadian workshop taught me a lot about seeing other people's sides to the problems that arise. Maybe I am not always right, just most of the time," she laughed.

Rachel Glew, working since March 2014 as a Warehouse Level 2 tool crib attendant for Bantrel Constructors Co. at the Kitimat Modernization Project, said, "I've enjoyed being immersed into the Teamsters' culture. As a new Teamster, I was delighted to be selected to attend the 2014 Teamsters Women Conference. For me, the highlight was the opening ceremonies. I was moved by the speakers, and was left with a sense of empowerment found in my new sisterhood. The workshop for Canadian's Only was a terrific experience. I learned many useful coping techniques to deal with stressful situations including some very handy breathing exercises." Glew said the delegates were also reminded that strong leaders need to take care of themselves too, both body and mind.

"Attending the conference made me realize that I am a part of such a wonderful organization. The Teamsters have provided me with a new sense of validation. Our union is strong and united. It serves to protect its members and will stand behind all of us. I will take pride in my growing connections and look forward to meeting more sisters in the future. The conference has shown me that our little team in the tool crib is part of a much larger collective family."

International Vice President Becky Strzechowski said "When Teamster women get together at this conference, we learn from each other, network, hear from magnificent speakers, attend workshops, and rally to show our union pride and stand up for workers' rights." 





# Construction update

By Tony Santavenera

The last half of 2014 was a very exciting time for me when Walter Canta and Ray Zigmont gave me the opportunity to replace Brother Don Doerksen as the Construction Division Assistant. I would like to thank Don for all his assistance during my transition and wish him and Irene all the best in their retirement on the Sunshine Coast.

We have a few construction projects under way and a couple starting up relatively soon.

The Kitimat Modernization Project is expecting to have its first drop of metal by March of 2015 with full ramp up on the project by the last quarter of 2015. We currently have about 250 Teamsters working on this project.

The Waneta and Mica dam projects are likely to be completed later this year.

The Generating Replacement Project on the John Hart Dam in Campbell River has begun. Our first Teamster member has been dispatched to the project and Upland Excavating, one of our signatory companies, is working on the site. Blasting and tunneling are expected to begin in December 2015, so we will have more Teamsters on this project soon.

Fortis Tilbury's LNG Facility Expansion Project in Delta is set to begin construction soon. This will generate some work for Teamsters in the Construction Division in the Lower Mainland.

We could be expecting a construction boom with the premier's tax regime cuts on LNG. Could this be enough to entice major players in the LNG sector to go ahead on these projects? Petronas (Pacific North West LNG) will be announcing a final decision on the project soon. Chevron Canada (Kitimat LNG) could be in jeopardy with Apache Corporation pulling out of the project, leaving Chevron looking for a new partner. The approval process for LNG Canada (Shell) is expected to be completed in



The upgrade of the Waneta Dam is wrapping up.

mid-2015 and the decision to move to the development stage could be made in late 2015 or early 2016.

Teamsters, Labourer's and Operating Engineers recently joined together to sign a Memorandum of Understanding with Northern Gateway Pipeline. The MOU guarantees that our members will play an important role in building this project. Northern Gateway still has hurdles to cross with First Nations bands, environmental groups and provincial and federal restrictions. We are encouraging our members to support the Northern Gateway Project. It will secure a better economic future for ourselves and our families. You can check out our website for more information on the Northern Gateway Project.

We were also in Victoria lobbying the MLAs and ministries on why it would be a huge asset to have the BC Building Trades help build Site C Dam. We are waiting to see if the project gets the go ahead.

With all of these projects and others under consideration, the future could be very positive. Be assured Teamsters Local 213 will be there to secure as much work for our members as possible. 🌟

## Owners/Operators

# Negotiated rates not being respected By Amneet Sekhon



As the winter season approached, jobs wrapped up with not much work paying the proper unionized rate.

Early last year, we tried very hard to secure a large job site for our members that would have provided nine months of steady hauling for up to 60 trucks and ponies per day. It was a joint venture between Southwest Contracting and Bel Pacific for excavating and shoring but it was lost to the non-union sector. It hurts to see these

jobs lost but it is even more upsetting to see that many of our own members are working at the site and accepting the much lower rates.

Hopefully the industry will wake up this spring and jobs will come up that accept the negotiated rate that is necessary to operate a vehicle safely and allow drivers to make a decent living and put food on the table for themselves and their families. 🌟





## The Kitimat Modernization Project in full swing

*By Jason Conway*

Last year was good for construction in the Northwest. The Kitimat Modernization Project continues in full swing through the winter season. The project is about 75% complete and set to wind up in the latter part of this year.

Our construction members continue to play a key role in this project with more than 250 employed by different contractors in many different classifications including truck drivers, forklift drivers, and bus drivers as well as numerous warehouse and tool crib jobs in the material handling and procurement sector.

Recently, the Teamsters Local 213 Joint Training School offered its Class 3 Warehouse Certification Course. Some of our members are taking advantage of the course to upgrade and tweak their skills, but the course also provides telehandler and forklift training which are big parts of material handling.

Teamsters Local 213 remains positive about the future of the Northwest with the next projects possibly being the proposed Petronas liquefied natural gas plant at Lelu Island or the port expansion in Prince Rupert. These projects will bring opportunities and prosperity to our members and their families and greatly needed employment for the communities in the Northwest.

Some of our signatory companies have grown as a result of

new construction work in the Northwest and Teamsters Local 213 would like to see this continue in the area.

Another project we are watching is the Northern Gateway Enbridge Pipeline. I recently attended the Enbridge Summit in Prince George with Vice President Mike Croy and Roy Finley from Teamsters Canada. Enbridge made a good presentation and it gave us the opportunity to meet with community leaders and local contractors to talk about the training and skills that our members would bring to the table if and when the project starts. I am supportive of the Enbridge Line. It is going to provide many jobs along the path to Kitimat.

The northern area continues to grow with many projects being proposed, including dams, LNG plants and pipelines. Teamsters Local 213 are staying positive that these projects will go through and that we will be invited to play a key part in building them and ensuring their success. Construction Division Assistant Tony Santavanere is working closely with the other building trades and talking with some of the key players to help strengthen our position and future in construction.

I would like to thank all our members for their dedication and hard work in all fields. We appreciate your continued support. 🌟

# On the job in Kitimat



*Marty Carpino on a telehandler.*



*Shop Steward Mike Holland.*



*Teamsters drive these Kentron trucks.*



*Ship docked at the  
Teamsters' warehouse.*



*Business agents Amneet Sekhon, Tony Santavenere and Mike Croy, Local 213 members Jaime Lufkin, Justin Roylance, Rob Brown and Carmen Walker; Secretary-Treasurer Walter Cantu and Business Agent Jason Conway at the tool crib.*





Note to all members

## A new Teamsters Warehousing Program

By Michael Evans, Training Co-ordinator

I reported in the last edition of *Today's Teamsters 213* that the Teamsters Local 213 Joint Training School had commissioned the creation of a warehouse training program. To be effective the program needed to be heavily influenced by the requirements of pipeline work and heavy construction. It further required content to address core competencies and the use of material-handling equipment. The result is the Pipeline and Heavy Construction Warehousing Program. The program is laid out in a 172-page manual complemented by a 920-slide PowerPoint presentation.

There was debate from the beginning as to how long the program should run. It was recognized that the costs, both for the school and the students, was influenced by its duration. On the one hand, there had to be sufficient time to effectively present the material. On the other hand, we wanted to make it as cost effective as possible. It was determined the optimum run for the program would be five days. It is understood this sets a demanding pace for the students but it also benefits them by minimizing their costs, accommodations, lost time, etc.

Any project needs to have a shakeout period. Two sessions were scheduled for Kitimat because of the number of members who were working in warehousing at the Kitimat Modernization Project. The first session ran from Aug. 11 to 15, the second from Sept. 29 to Oct. 3. The course material was tightened up and improved based on the results and feedback from these sessions.

Three additional programs were scheduled. The Vancouver course from Dec. 8 to 12 filled quickly. A second one in Vancouver will be held from Jan. 12 to 15 and it will likely fill quickly as well. A third program is scheduled for Jan. 26 to 30 in Kitimat. Opportunities will be offered in other parts of the province depending on interest throughout the year.

The program is open to all members. Members, active in construction, will receive written notice of upcoming programs. If you're interested but not in construction, please check the training page on the Local 213 website ([www.teamsters213.org](http://www.teamsters213.org)) or contact the Training Plan Coordinator at [jts213@shaw.ca](mailto:jts213@shaw.ca) or by calling 604-874-3654.

The school would like to express its appreciation for the extraordinary work done by Meril Gudmundson, the lead author of this program, and for his continued presence as its instructor. Significant contributions were also made by local union members. Thank you for your participation. And the process of creating this program would not have been possible without key support from personnel at Leavitt Machinery. Thank you. 🌟

## Congratulations!

Business Agent Jason Conway presented the certificates to the Teamster members who were among the first graduates of the new Pipeline and Heavy Construction Warehousing Program developed by the Teamsters Local 213 Joint Training School. Upon the successful completion of this 5-day program, students are certified as Class 3 warehouse persons and receive certifications in counter balance forklift and telehandler (zoom boom).



Business Agent Jason Conway with Teamster member Dave Wyatt



Chris Waters



Justin Roylance



## Meet Business Agent Paul Way on Vancouver Island

Business Agent Paul Way started in the job last April, taking over for Dave Angus who retired. “They definitely are big shoes to fill,” Way said. “Dave was very well respected and liked over here. He worked here for 19 years so he knew everybody.”

Way works out of the Teamsters Local 213 offices in Nanaimo and Victoria and represents several owner-operators and hundreds of members working in 25 companies on Vancouver Island. Angus spent a few months introducing Way to the key players.

Way became a Teamster member 25 years ago when he took a job at Canadian Linen. He served 24 years as a shop steward at the company. “I really liked working at Canadian Linen, but I was looking for a change. My kids are grown so I thought I’d give it a shot.” He said things are going well so far. “I like the challenge of learning new things and I really enjoy the negotiations. I like problem solving like resolving an issue so it doesn’t have to go to arbitration.” 🌀

**Nanaimo Membership Meeting**  
Jan. 20, 7 p.m., Teamsters Hall



*Teamster member Bruce Hampson and Business Agent Paul Way at the John Hart Dam Project in Campbell River.*

### Teamsters Local 213 & Concert Properties

## A great partnership

By Leslie Dyson

**It’s a sweet deal. Union pension funds are looking for good investments—ethical wherever possible—which means hiring union labour, providing benefits to the community, and keeping environmental concerns paramount.**

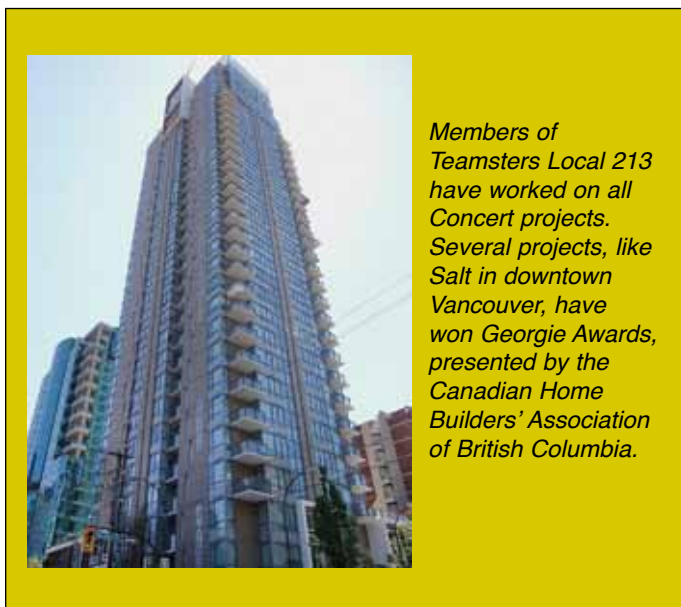
Concert Properties, launched with pension funds from 20 B.C. local unions in 1989, is doing just that. Teamsters Local 213 has been involved from the start. Secretary-treasurer Walter Canta is on the board of Concert Properties and former secretary-treasurer Don McGill was as well for many years. Many Local 213 members have worked on Concert construction sites which are 100% union.

Brooke Sundin, on the board of Concert for over 10 years, said the development company began with an initial investment of \$27 million and went from success to success. “People said we were crazy.” But the company is now valued at \$2 billion. In addition to providing unionized construction jobs, the union pension plans benefit from the profits.

Concert was launched at a time when the B.C. forestry and mining industries were faltering and people were being thrown out of work. The unions wanted to use their pension assets to provide good-paying union jobs and build up the plans.

“Globalization was, and still is, a great concern. We had to take very measured steps because there were lots of risks,” Sundin said. “As an asset class, real estate [as opposed to forestry and mining] is the easiest to do.”

Concert projects (including condominiums, townhouses, schools, police stations, etc.) began in B.C. but are now found in Alberta and Ontario as well. “Concert has never built a project that didn’t come in before time and under budget,” said Sundin. “And it’s won many, many awards.” In addition, construction is done 100% union and often to the LEEDs gold standard. Wherever possible, construction materials come from union companies and are bought locally. 🌀



*Members of Teamsters Local 213 have worked on all Concert projects. Several projects, like Salt in downtown Vancouver, have won Georgie Awards, presented by the Canadian Home Builders’ Association of British Columbia.*

Don Bassett

# Stick with it. Make it work for you.



BY  
MARCO PROCACCINI

What is the best way to deal with the ups and downs of a global economy? When you find a good niche, you stick with it and make it work for you.

Don Bassett, 40-year Teamsters Local 213 member and veteran truck driver at the Van Kam Freightways facility in Kelowna said those are the rules that have guided him throughout his working career.

"I drive an 18-wheeler up and down the (Okanagan) Valley [to] places like Kelowna, Osoyoos, Salmon Arm, and Vernon," he said. "It's not a bad job. We're at \$24.56 an hour plus our benefits. In bigger cities, like Vancouver or Calgary, with bigger economies, there's more opportunity to switch jobs because there are more places to jump to when you need to. In places like Kelowna, there aren't many Teamster jobs, so when you get on with a good company, you tend to stick with it. It just makes sense."

Bassett said the union's driving members are in two divisions: city and line haul. The former service local and regional delivery routes and orders. The latter take care of inter-regional and inter-provincial work. He is among the top in seniority among the city services, along with 20 other employees and lease-operators. Canadian Freightways is the other larger-scale Teamster firm in Kelowna and there are several other smaller union companies.

He said the crew has managed to keep working relatively consistently, despite turbulent economic times and the highly competitive conditions of the trucking industry.

"It's been pretty steady overall. Some of the guys are full time; some are part time," he said. "The trucking business is very competitive. I have seen a lot of companies come and go—big and small. Big ones like CN Trucking. Then you have some non-union ones coming in too."

It's been a challenge for Van Kam, considered a fairly small firm by trucking standards, to keep going in this type of climate. The B.C.-based, family-owned operation has 46 centers—40 of them in B.C. where it does most of its business—and 6 outlets in Alberta. It does some long-distance work to Central Canada. Bassett said it is an accomplishment that the company has kept going without being forced out of business or bought up in a corporate merger.




However, he added, there are larger challenges, especially in the Interior. Economically damaging federal government initiatives like free trade agreements have a dangerous eroding effect on local economies and threaten all local industries.

"A real peeve of mine is the loss of manufacturing jobs in the Okanagan and other places," he said, adding that policies around raw-log exports and school and hospital closures in the Central Interior have worsened the situation. "Western Star Trucks in Kelowna closed; then the big glass plant in Vernon, then North Side Steel, then the mills. Kelly Douglas shut down their warehouse here and centralized everything in Calgary. These were our big manufacturing bases—places that helped keep us busy in trucking. Some new stuff has come in, but it doesn't make up for (the job losses). You can't lose those good manufacturing jobs and replace them with tourism and restaurant jobs. You need those manufacturing jobs to have an economy."

Bassett agrees that strategic bargaining strategies and union efforts to lobby governments for better economic policies are important ways to address the problems. "I don't know how, as Canadians, we can really deal with this," he said. "How do we compete with economies in other countries where wages are so much lower? Our wages aren't much more than the standard industrial wage in Canada. It's like a never-ending battle. Every country in the world wants their piece of the pie."

Nonetheless, he feels that with perseverance, things will carry on. "It's hard to predict right now. Things aren't bleak. But things aren't booming either...We still have some lumber (manufacturing). CP (Canadian Pacific) shut down the rail line to the mill here, so now we have B-trains (tractor-trailer trucks) hauling their stuff to Alberta. With a population base of a 100,000 plus, they will always need goods and services, so we will still have to supply goods to people."

Bassett, a 64-year-old career bachelor is planning to retire next year and enjoy the fruits of his labour regardless of what happens to the economy. "I'll probably stay in Kelowna. I might do some travelling, but who's to say?" 





# Getting the juice on **SUN-RYPE**

**Teamster members are helping Sun-Rype process 225 million Okanagan apples from BC Fruit Packers Cooperative and deliver millions of dollars worth of fruit juices and snacks.**



IMAGES BY DAN JACKSON



ARTICLES BY LESLIE DYSON



## Staying current with demands and trends



*Twenty year member and lab technician Rena Raby ensures that the quality of the juice is top notch and tastes right. She tests acidity and Vitamin C levels and has developed a keen sense of different taste notes. She said she makes sure that there are no unpleasant dairy notes and that the flavour doesn't seem watered down.*

*Previous page:  
Darlene MacKenzie,  
16-year member  
and an enrober  
operator.*

Sun-Rype products, made by members of Teamsters Local 213 and produced for the most part in Kelowna, are well known in B.C. and available in every province in Canada and every state in the U.S., sometimes under leading supermarkets' own brand names.

Since the company was incorporated in 1946, people's tastes and preferences have changed and the company has adapted to new demands. "The trend now is to zero- to ten-calorie products," company President Dave McAnerney said. There is also an increasing demand for healthy foods and Sun-Rype products have always been a good fit.

"People are concerned about sugar so we're using naturally lowered sweeteners," said Lesli Bradley, vice president of operations. "We're adapting...I guess that's the theme: change."

Fruit Source and Fruit To Go remain flagships, but the company recently introduced energy bars, under the Okanagan brand name. They are made with pea protein rather than soy isolates. Fruit pieces are blended with grains like oats, rice, and flax as well as chocolate chips, ginseng and green tea.

Watch for new 200-calorie Fruit Activ bars made with fruit and whole grains. They are Health Canada approved for providing legitimate medical benefits, said McAnerney. The Happy Heart apple cinnamon bar has oat fibre that helps reduce cholesterol and the Immni-boost orange and grain bar has ingredients that activate immune cells.





*Deb Chenier is a tetra brik operator and member of Teamsters Local 213 for 17 years.*



*Gary Wanbon, 23-year member, feeding the compression rollers.*



*Dwayne Markosky, a Sun-Rype driver for 25 years, makes many trips each shift bringing product from the Sun-Rype factory to the company warehouse across the tracks.*

Another new product line is Frullo juices. “Packaging can make a big difference,” said Bradley. The juice comes in a slim box and is made with coconut water and stevia, a natural sweetener, resulting in fewer calories and half the sugar.

“Coconut is on fire right now,” she added, “but even before it was a trend, we were using it because we thought it tastes great.” That was a few years ago.

The trend to gluten free is of interest to Sun-Rype for some of their new products being developed. “We have a philosophy,” said Bradley. “It has to taste great and have functional benefits. We got out of artificial colours and flavours six years ago.”

Holding onto consumer confidence is a key goal. “The trust is very high,” she said.

An Ipsos Reid poll showed that Sun-Rype was among the five best-loved brands in B.C., even beating out the Canucks. “We were pretty proud of that,” said McAnerney.

On an annual basis, Teamster members are helping Sun-Rype process 225 million process grade Okanagan apples from BC Fruit Packers Cooperative, augmented with Washington apples only when necessary, and deliver millions of dollars worth of fruit juices and snacks.

“The fruit is as close to the tree as we can get it,” said Bradley. 🌞





*Ivanka Sariyska, 18-year member, is a tray pack operator.*



*Sukhwinder Randhawa, a 14-year member, operating the multi packer.*



*Daughter and mother, Kayla Thorold and Wanda Scheer, enjoy working together at the plant. — Kimm Davis photo*

## Generations of Teamsters working together

***KAYLA THOROLD can't remember a time when she didn't want to work at Sun-Rype. That's because, as a very young child, she remembers her mother, WANDA SCHEER, coming home from the plant smelling like strawberries.***

But Kayla only started working there in March 2013. Prior to that, she was a Red Seal carpenter. She gave up that job when her union company planned to leave the Lower Mainland and return to Ontario. She refused to work for a non-union company "because they don't pay the union rate and there's no overtime and no benefits." Besides, she wanted to return to hometown of Kelowna.

Wanda started making fruit leather for Okanagan Dried Fruits in 1988 when her daughter was two months old. She moved to Kelowna to work at Sun-Rype when her old company was bought out by Sun-Rype in 1997.

"I enjoy it," she said. "There are some frustrating days because sometimes the machines don't want to cooperate. But I love the people I work with and I enjoy the management."

She discouraged Kayla from coming to work at the plant right away. "She had been on me for years wanting to work at Sun-Rype, but I wanted her to carry on with school. So, at first I was concerned, but now I see that it's been the best move. I enjoy having her there. I'm getting good reviews from management about her work ethic and I'm very proud of her."

"I love this more than construction," Kayla said. "I'm not in the elements, I'm not outside, I'm not the only girl on the job site, and I like the group of people I work with. I've known these people since I was four." That's because they were close friends of Wanda. "I'm in the kitchen. I cook all day." Being a "night owl," she thinks working graveyard shift is "great."

"I always wanted to work with this company. It's great pay and great benefits."



## On the forklifts



*Miles Lauer, 25-year member on the forklift.*



*Dave Sackman, a 17-year member of Local 213.*



*Santokh Bhatia, a 15-year member.*



*Carpenter Ashley Serhan is a third-generation Sun-Rype employee.*

**THE SERHAN FAMILY** has become an institution at Sun-Rype.

Ashley Serhan, a third generation Serhan working at Sun-Rype, joined the company right out of high school and began work as a food department operator. He took a few years off to get his Red Seal journeyman carpenter ticket and supervise housing construction crews. He returned to Sun-Rype six years ago to work as a carpenter and now builds cabinets and shelves and wields a chainsaw while controlling tree growth on company property.

"I really enjoy it," he said. "I believe I'm the only third generation person here. Serhan is a good name around here. We've put in over 100 years with the three generations. A good work ethic runs in the family."

Ashley's father Carey has been employed since 1977 and currently works as a lead hand in the prep department where the juice is made. His grandmother Leona and grandfather Wally retired in the 1990s. Leona worked in the laboratory testing products and Wally did carpentry and operated equipment in the prep department.



*Adam Wirachowsky (foreground) and his father Lorne are Red Seal millwrights. Lorne started at the plant as an apprentice in 1973 and has worked on just about every piece of equipment. Adam also worked at the plant as a student doing a variety of jobs including mechanics helper, forklift driver, and line worker.*

### **ADAM WIRACHOWSKY AND HIS FATHER**

**LORNE** are among 15 millwrights at the plant. Adam said he worked at the company as a student doing line work, driving a forklift, and being a mechanic's helper. "It's a good place to work and I like working in Kelowna. There's always troubleshooting with all the high-speed equipment." He said he likes working at the same place as his dad. "We get along really good."

Lorne Wirachowsky started as a millwright apprentice in 1973 and has worked on just about every piece of equipment, helping to fabricate, install, and repair the stainless steel equipment throughout the plant. 🌀



*Uttam Pakkar, a microtronic spotter. The job requires great concentration because he's watching for imperfections as hundreds of Fruit Source bars fly past.*

**“We have to respect them and they have to respect us as well. We are pretty strong [and] we are important to this company.”**

## Long-term deal

Sun-Rype is one of the biggest private sector employers in the Okanagan. The well-established Kelowna plant is still the cornerstone. “We’ve been here since ’46,” said Vice President Lesli Bradley. “The exterior looks similar, but we’ve expanded and modernized inside.”

There are 200 members of Teamsters Local 213 working at the plant and warehouse as machine operators, quality technicians, drivers, forklift operators, shippers/receivers, trades mechanics, electricians, millwrights, carpenters, and painters. “These are highly skilled trades jobs,” Bradley said.

In 2012, the company decided it wanted to invest \$7 million in a new beverage line with new packaging. It was looking for labour stability and a long-term deal with Teamsters Local 213. The following year, Jimmy Pattison became the sole proprietor.

Business Agent Kimm Davis said Teamster members are covered by an eight-year agreement that carries on to 2020. “The company wanted labour continuity and the members wanted stability,” she said.

Secretary-Treasurer Walter Canta said, “When the employer approached the Teamsters for an extension on the collective agreement to 2020, it came with great support from the membership that wanted to move forward and work with the employer to create as much job security as possible for all members.” Canta also stressed that “Teamsters will always try to find a solution to problems with the employer,





# benefits members and company

but from time to time there may be issues that simply can't be resolved without some assistance."

Factory work can lead to musculoskeletal injuries. But health and safety are priorities for the company, Davis said. People rotate jobs to lessen the monotony and the chance for errors and engage different muscle groups.

Deb Chanier, a tetra brik operator with the company for 17 years, said "You're pretty well on your feet the whole time except for breaks, but I like to be busy. I don't like to sit."

Chanier has received extensive training and likes being rotated to different jobs. "But you need to be trained on all the equipment," she said, "and the company is working on that."

Shop Steward Lynn Detlor, a food package operator and with Sun-Rype since 1999, said she places a high priority on working with a union company. "I've been in unions for so long and that's why I wanted to get involved in being a shop steward."

With that degree of seniority, Detlor, a shop steward since 2005, has seen the company go through good and bad times. "I think I have a good rapport with management [and] I can talk to the supervisors on a different level...We have to respect them and they have to respect us as well. We are pretty strong [and] we are important to this company."

With a large number of women working in the factory, Detlor said she's kept busy as the only female shop steward. "Sometimes women prefer to talk to a woman shop steward. I'm knowledgeable about the collective agreement. I can help and I will. I

can't count the number of times they have given me a hug and thanked me for helping them. It really makes me happy."

Mutual respect between management and the union is the key to success. "We have been really impressed with how Kimm and the Teamsters have worked with us," said company President Dave McAnerney. 🌟



*Business Agent Kimm Davis presents Pat Kennedy, a shop steward at Sun-Rype Products, with a certificate of achievement for a Critical Incident Stress course that he took while attending the Canadian Labour Congress's Winter School last year. The course is designed to increase awareness of the long- and short-term impacts of critical incidents and gives support to unions that want to see critical incident response systems implemented in their workplaces.*



By Ernie Borelli



The floatel on its way from Vancouver to Kitimat. Photo by Jessica Haydahl

# The work picture around the province

Construction in B.C. is in a transitional stage with most projects nearing completion and new projects ramping up slowly.

We've been sending our members to projects around the province with Kitimat and the Kitimat Modernization Project site leading the way. But the project is now in the final phase. Last fall, we had close to 250 members on site. The end of December saw the departure of the floatel, the floating hotel/cruise ship, from Kitimat Harbour. The ship could house 600 people.

Other projects, such as Mica Creek and Waneta Dam, are providing steady work. Road building is ongoing, but slows as the weather changes.

Fortis Tilbury LNG Facility Expansion Project located in Delta was set to begin construction at the end of last year. This will generate some work for members in the Construction Division in the Lower Mainland.

The John Hart Dam project on Vancouver Island has seen the first couple of pre-jobs completed and is expected to ramp up soon.

The miscellaneous division has continued to see few dispatches but will hopefully pick up this year.

The dispatch of owner-operators continues in the Lower Mainland and we are getting good feedback from the membership.

As a reminder all members who finish or get laid off of work must book back into the hall if they wish to be called for more work.

If you're being dispatched to Class 1 to 4 driving positions, get your 2015 driver's abstract to me by Feb. 1. 🌟

## Reminders

**1) Members who finish or get laid off must book back into the local union hall if you wish to be called for more work.**

**2) Construction Division members and all members being dispatched to Class 1 to 4 positions must submit their 2015 driver's abstract by Feb. 1.**

## Teamsters Union Local 213

Unity, Pride and Strength

featuring the new Teamsters Local 213 logo!

Prices include taxes!

Summer Bomber Jacket (black M, L & XL )	\$55.00
Summer Bomber Jacket (black XXL )	\$58.00
Baseball cap (213 Logo in front (silver & red) and crossed flags in back)	\$18.00
Watch/Pen Sets (both ladies' and men's styles)	\$57.50
T-Shirts (Black with small white logo on front chest & large white logo on back)	\$13.55
Quilted Vests (black M, L & XL) embroidered logo left chest	\$65.00
Quilted Vests (black XL) embroidered logo left chest	\$70.00
Belt Buckles (antique brass)	\$19.00
Mugs (navy blue)	\$11.70



Contact your local union business agent for more information





# The workplace is no place for old-school bullying and harassment

By Bryan Savage, Legal Counsel



On Nov. 1, 2013, new Occupational Health and Safety Policies on workplace bullying and harassment came into force in British Columbia. For the first time, B.C. workers and employers are under a positive duty to refrain from and prevent harassment and bullying at work. Employees who can show that they have been injured due to such harassment and bullying are entitled to compensation through WorkSafeBC.

Bullying and harassment includes behaviour that humiliates or intimidates. It can include:

- verbal aggression or threats
- insults, derogatory comments
- the spreading of malicious rumours
- personal attacks
- vandalizing personal belongings
- sabotaging work
- humiliating initiation practices/hazing
- aggressive/threatening gestures
- contemptuous body language
- cyber-bullying

Workplace bullying can come from many sources: co-workers, supervisors, employers and even external sources such as customers or suppliers. It is important to recognize, however, that not all actions at work would fall into the definition of bullying and harassment. For example, expressing a difference of opinion or offering constructive feedback would not be considered bullying or harassment. Further, reasonable management actions including work evaluation, performance management, and even discipline would not be considered bullying or harassment.

The employer is now under obligation to have a workplace policy in place to prevent or minimize bullying and harass-

ment. This policy must have reporting procedures, procedures for investigating incidents and complaints, and employees and supervisors must be trained in the policy.

A typical policy would include a first step in which the complainant would talk to the perpetrator. This step must make it clear that this is only to occur when the complainant feels comfortable. If the complainant does not feel comfortable or the first step does not resolve the issue, the employer must have a Workplace Conduct Advisor to accept a report of the complaint.

A typical example of a harassment investigation would include a verbal complaint to the advisor, followed, if necessary, by a written complaint and investigation. The advisor would need to interview both the complainant and the perpetrator. A written report with findings would then be issued by the advisor followed by remedial action and possible discipline.

For their part, employees must not take part in workplace bullying or harassment. They should report any incidents they witness of bullying or harassment and comply with their employer's workplace policies and procedures on bullying and harassment.

In addition to these duties, employees can take steps to stop harassment and bullying. If you see a co-worker bullying another co-worker you can, if comfortable, approach the bully and explain why the behaviour is inappropriate.

The Teamsters Local 213 Legal Department has observed that many of our members who received discipline for harassment and bullying were unaware that their actions were inappropriate and could cause actual harm to others. Such *old school* thoughts and behaviour was seen as a source of pride for some, a belief that "I tell it like it is." There is a reason why it is called old school behaviour. ☀

**Welcome to the 660 new and returning members of Teamsters Local 213**

**March to October 2014**

ABERCROMBIE	JASON D	CALVIN	GARY WALLACE	ESSANDOH	ATO
AGNO	EDWIN	CAMERON	JOHN GEORGE	ESTRADA	NICHOLAS J
AIELLO	ANTONIO	CAMPAYNA	NICHOLOS	EVANS	VICTOR M
AKAWASHI	AKAWASHI	CARLETON	JEFFREY DONALD	EWEN	ERIN NICOLE
ALANGSAB	KLINE AYEONA	CAROLIUC	JONATHAN	EWEN	MARVIN EDWARD
ALEJO	NOEL COSTA	CARRERA	DEBORAH	FABBRO	CHRISTOPHER
ALGOR	SYDNEY	CARRITA	JOE	FABROS	JO-ANNE GRACE
ALLEN	CHAD	CASEM	SOLITA	FALLAS	DOUGLAS CARL
ALLEN	DOUGLAS ROBERT	CASTILLOUX	MICHAEL JOSEPH	FERGUSON	ANDREW
AMERICO	PENA CASTELLANOS	CASTONGUAY	TAKODA LAWRENCE	FERGUSON	LEWIS
ANALEO	ESTILLORE	CAUSING	FENIME	FERGUSON	DYLAN JAMES
ANDALIB	OMID	CAVE	MICHAEL	FERGUSON	DUNCAN JEFFREY
ANDREWS	ALLEN	CAYER	DENNIS E	FERRIER	ZALDY
ANGUR	CHESTER WILLIAM	CECILIA	ALMARIO	FETT	KARRIE LYNN
ARCILLA	MAREBIC	CEOLIN	VANESSA ANN-MARIE	FIDDLER	RANDY C
ARGICAL	ALBERT JASPER	CERVO	SANDRA ANN	FINNSON	CHRISTOPHER KAZU
ARNOLD	SEAN MITCHELL	CHAN	CINDY HONG KUK	FISHER	ALAN
ASHTON	MICHAEL	CHAREST	TODD	FLORES	ZOILO MANZANO
ATKINSON	COLE DONALD	CHARLTON	ROBERT FRANK	FOISY	STEVEN EDWARD
ATKINSON	CHESTER	CHAUHAN	JAGDISH	FOWLER	PERCY LEON
ATWAL	GURJIT SINGH	CHEMCO	WILLIAM	FRANCES	TERRANCE
AULAKH	PARAMVIR	CHEN	BING	FRANK	MICHAEL
AYQUE	ARNULFO E	CHENG	BO WEI	FRANKLIN	JOHN
BAINS	CHANDANDEEP	CHRISTIE	DAVID EDWARD	FRANSON	ALAN
BAINS	MANDEEP SINGH	CHRISTY	DANIEL	FRANZEN	ANTHONY
BAKHTIYAROV	IGOR	CHUA	CARLOTA	FRAWLEY	MASEN PATRICK
BALASADAS	ROY THEODORE	CLARK	JOSEPH JOHN	FREEMAN	GRANT
BALBUENA	RAUL B	CLARK	DALE EDWARD	FROST	RIKKI
BALLETTA	GEREMIA C	CLARK	DEVIN ALEXANDER	FULLER	CLAYTON TROY
BALLOU	JASON D	COLE	MARTY WAYNE	FURLANETTO	RENZO
BAPTISTA	KRYSTLE	CONNALLY	JOHNNY	GAGNE	LUE
BARBER	JASON REECE	CONRAD	KEVIN M	GAGNON	BRIAN PAUL
BARNES	SCOTT	CONRAD	KEVIN M	GAMAYOT	ALMA LADAGA
BARR	MARVIN	COOK	STEPHEN ROBERT	GAMBOA	DENNIS
BASTIAMPILLAI	RICKY	CORPUZ	RAUL	GARBRIEL	LAYTON JAMES
BASTIEN	ROGER ALEXANDER	COSTAS	MIHAI	GARDHOUSE	BRYAN
BEDDOW	NATASHA BRIANNA	COULSON	MICHAEL	GARDINER	CHARLES EDWARD
BEECHER	BRENDA	COWLEY	PHILIP BRUCE	GAUDRY	ANDREW DOUGLAS
BELLAMY	SHAWN	CRALL	KYLE JAMES	GAUTHIER	TIMOTHY
BELMONTE	JULIA	CRALL	KYLE JAMES	GEIER	JOHN
BENSON	DANIEL P	CRAVEN	CHAD	GEISLER	TYLER GORDON
BENTLEY	ALEXANDER	CRAWFORD	RYAN JAMES	GEORGE	ALPHONSE ANTONE
BERMUDEZ	STEPHANIE	CRISOLO	FEDERICO KING	GIACOMAZZI	TOM W
BESSEM	ANDREW NICOLASS	CUENCA	CARLITO L	GIBB	THOMAS HENRY
BETTS	NATHAN JAMES	CUEVAS	DELFIN	GIBBS	CHAD ARTHUR
BHANDAL	GURINDER(RICK)	DAHL	STEPHEN ELIAS	GIESBRECHT	LOWAN GREGORY
BHANDARI	SUNIL	DALEY	ERIN KATHLEEN	GILBERT	DAVID LEONARD
BHULLAR	VARINDERJEET KAUR	DALY	STEVEN	GILL	GURNAM SINGH
BHUSAL	JYOTSNA SINGH	DANIELS	DARRIN READ	GILL	GURJIT SINGH
BIANCHINI	JEREMY DANIEL	DANIS	DYLAN GEORGE	GILL	AMNINDER KAUR
BIRRING	TARLOCHAN SINGH	DARA	JOSEPHINE	GILL	ARSHAM
BISHOP	MICHAEL PHILIP	DARMANTCHEV	PAVEL	GILL	PALWINDER
BLAIR	MICHAEL GARY	DAVIES	DILLON LEE	GILLAM	ROBERT
BLAMEY	COLIN JAMES	DAWATIS	LOUIE TRAPSI	GIRSBERGER	MARCO
BLANLEIL	BRETT DANIEL	DEAN	JESSE SYDNEY	GISBORNE	JACOB HARTLEY
BOGARDI	DYLAN CONNOR	DEBODT	KAIDEN	GLEA	RACHEL MARIE
BOGUSKI	RAY	DERLAGO	CLINT	GOMISONG	RENIE
BOLANGER	MICHEL	DHINGRA	ARSH	GONU-COOPER	SARA
BONE	GEORGE FRANCIS	DHUNNA	RAJ	GOODMAN	GERARD
BORNUK	DWIGHT PETER	DI TOMASO	LUCIO	GORICHO	JULIEBETH
BORTON	JASON MICHAEL	DIETTERLE	TERRENCE JAMES	GOULARD	BENJAMIN
BOSKO	DALE CLINTON	DILLON	NATASHA DANIELLE	GOYER	CURTIS
BOSSONS	GRAEME E	DINULOS	JENILYN	GRANT	PATRICIA LEONA
BOUGHNER	NICHOLAS GIRARD	DISCANSO	ETHEL	GRANT	ROBERT THOMAS
BOWMAN	MATTHEW	DOIRON	JOSEPH PATRICK	GREEN	KRISTINA NOELLE
BRADSHAW	LEIGH HARVEY	DOMINGO	NEMILITO	GREEN	LEON
BRAR	ARASHDEEP	DOMINGOS	ROCHA	GRIFFIN	KELLEN BLAINE
BRAR	SUKHBIR	DOSANJ	PARMVIR	GROSS	JOHN
BROUSSEAU	MARIO	DOWDLE	DEAN	GUAY	LUC MICHEL
BROWETT	LESLIE A	DOWSWELL	KEVIN VICTOR	GUEVARA	PAMELA
BROWN	DANA MARIE	DOYE	MARK	GUILBAULT	JASON DOUGLAS
BRUSATORE	FRANK TONY	DRUMMOND	YOLANDA STEPHANIE	GUNSTEN	WAYNE BRADLEY
BUCK	JOHN	DUNCAN	EMILY HEEJIN-FRANCIS	HAGHBIN	HATEF
BUCKINGHAM	PAUL J	DUNN	TYLER MICHAEL HART	HAJUKAVIC	DANIELA
BUGAY	FRANY-LEON	DUPONT	DAVID DENIS	HAMILTON	BOBBI-LEE
BUI	VAN CHI	EDGAR	RUSSELL JAMES	HAMMEL	SARAH
BURKE	MARK	ELDRIDGE	KENNETH	HANSLER	GRAHAM KEITH
CALDWELL	MICHAEL LEWIS	ELLINGSON	BRETT DALE	HARKNES	MATTHEW WILLIAM
CALLI	EUGENE MICHAEL	ERCANBRACK	SCOTT G	HARRIS	JOHN SPENCER
CALLI	AARON MICHAEL	ESPINOSA	ROBERTO	HARRISON	BIANCA



HARRISON THOMAS RICHARD  
HARTIZANO MARICEL  
HARTMAN STUART  
HARTSHORNE BRENT  
HARVEY SHANE  
HAWCO MICHAEL C  
HAYNES FLOYD  
HEARN GRAHAM THOMAS JOHN  
HENRIQUEZ PATRICIA  
HENRY LEON MICHAEL  
HESTERMANN DAVE C  
HEUFT CORINA ANN  
HEWITT DAVID FREDERICK  
HILARIO MARIBEL  
HILDA CARBALLO MARIA  
HILL JONATHAN KEVIN  
HO TERRAN LLOYD  
HOECKH DEREK KEATON  
HOENISON JAMIE JOSEPH  
HOFF NELSON RODERICK  
HOLLAND PETER RALPH  
HOLLAND TREVOR  
HORGAN NICHOLAS ANDREW  
HORNE CHRISTOPHER  
HOULT ROBBY DEAN  
HOUSTON MONIQUE RACHEAL  
HU CHRIS  
HULINSKY WILBURTH STACEY JAI  
HUNT ROBERT LYLE DAVID  
HUSSIEN MOHAMMED HASIM  
HUTTON STEWART HUDSON  
HUYNH DAO DIEP  
IBANEZ JENNIFER  
IDOLOR NICASIO  
IP ALEX  
JALAVE KEVIN RONALD  
JAMES EASTMAN JOHNY  
JANG CONNOR EDWIN  
JASWAL KAMALJIT  
JOHAL RAJAN  
JOHANSEN DAVID HENRY  
JOHNSON BRIAN ANTON  
JOHNSON MICHAEL  
JOHNSON TANYA NATHALIE  
JOHNSON DARRICK ANDREW  
JONES BRADLEY  
JONES CHRISTIAN EDWARD  
JONSON IAN ALEXANDER  
KAMERMANS RODNEY  
KANG GURMUKH SINGH  
KARRY MANPINDER KAUR  
KATIGBAK EMELITA  
KENMUIR BRITTANY  
KEYS DAVID SEAN  
KHAKH PARMINDER  
KHASARIYA JASHANDEEP SINGH  
KHUN KHUN KULDIP SINGH  
KITZMANN STEVEN  
KLASSEN BURKE  
KLUSS SHAWN  
KNUDSEN JENNIFER LYN MARIE  
KOBIELSKI TOBIASZ  
KOHLER SIG CHARLES  
KOSHOWKI BRENT  
KRAVTSOV VADIM  
KRIEL ANTON  
KUMAR UMESH  
KUMP LAWRENCE  
LABUGUEN MERLITA  
LAFONDE NEIL OLIVER  
LAGUMEN NERISSA  
LAMBIE SHAWN JAMES  
LAN CHIN-SHU  
LANE MOLLIE  
LANGIS TYLER  
LANGTON SCOTT STEPHEN  
LAVAREZ GODOFREDO  
LAVOIE DAVE  
LEBEK JUSTIN  
LEE SANG LYUNG  
LEE TOMMY SIU LUN  
LEEDER MITCHELL BRAIDEN  
LELOND ROBERT KENNETH  
LEUNG TOMMY TSZ KI

LEUNG LEUNG  
LEUNG LEVERSIDGE  
LEWIS KELSIE DAWN  
LEWIS RANDY  
LIANG SHAO  
LIBED SHIRLEY  
LIGHTBURN SCOTT  
LINDQUIST DARLENE  
LINDSAY TRAVIS  
LINDSTROM DONALD  
LITT PESHORA SINGH  
LIU HAI JUN  
LLANES IRENE  
LOCKE ASHTON MICHAEL  
LOEPKE BRIAN IRVIN  
LOHSE JUSTIN  
LONG RICHARD PATRICK  
LONGLAND JASON CLARENCE  
LOWEN THEODOR  
LUCAS NOE  
LUFKIN JAMIE DALE  
LUM NGOK Y  
LUONG KENNETH KA KIT  
LUTLEY CECIL HAYDON  
LUTUMAILAGI ASIVENI  
MACCOREGOR LAURIE J  
MACDOUGALL DAVID C  
MACHUGA JOHN WILLIAM  
MACKIE JONATHAN  
MADDEN TRVOR JAMES  
MADDEN LUCAN  
MAGDAY DOLORES  
MAIER WILMA-LEE  
MALECKI TOM  
MANARY DARRELL DEAN  
MANCAO JOSEPHINE  
MANGAT KIRANPREET KAUR  
MARCEAU AMANDA  
MARCH JOSPEH ARTHUR  
MARKIN TRAVIS  
MARTENS JOSHUA  
MARTIN LOGAN JAKE  
MARTIN REBECCA  
MARWAHA GURINDER SINGH  
MASCARDO ROMMELL  
MASSONG CLINTON  
MATHER DEAN  
MATIKO ISAAC  
MATTHIAS ALLAN  
MAXWELL JAMES ROBERT  
MAYENBURG TAYLOR MARY-ANNE  
MCCOLL KEVIN RONALD  
MCDERMID JEFFREY N  
MCINROY STEPHEN MICHAEL  
MCINTYRE KATE  
MCKEITH DAVID DALE  
MCKIERNAN OLIVER  
MCKINNON MARK PAUL  
MCLEOD OWEN ARTHUR  
MCNAB CORIN MICHAEL  
MCNEANY GLENN  
MCROBERT KYLE  
MEDINA EDGAR  
MEENEN JENNIFER ANNA  
MELANSON STEPHANE  
MENCAS MARCIAN  
MICHELL CONRAD PAUL  
MILLER BRADLEY PIERCY  
MILLER DAVID SCOTT  
MILLER JACKY HOWARD  
MILLIGAN TAYLOR JONATHON  
MILNE DALE BRUCE  
MINDEL DARREN THOMAS  
MOLESCHI TYLER A  
MONIS JANESSA REGINO  
MONNO PATRIZIO D  
MONTANO MARICAR S  
MORAD BOLTANI BOEID  
MORELAND MARK MATTHEW  
MRAZ NATHAN ROBERT  
NARWAL SANDEEP SINGH  
NEWBURY ANDREW MARK  
NG MIKEY

NGUYEN NGUYEN  
NGUYEN NGUYEN  
NICCOLI CARLO  
NIJDER AJINDER  
NOBLE CAMERON  
NUNNEY RIAN  
O'BRIEN JUSTIN  
OMOSURA RICHARD B  
OPEMA CONSTANTINO  
ORNEDO SHERYL  
ORTLOFF TIMOTHY JAMES  
ORTLOFF DOUGLAS  
PALOGAN FELIX  
PANESAR KULRAJ  
PANT APOORV  
PARISI DANIEL  
PARNELL DANIEL L  
PATRY GHISLAIN RENE  
PAWLACHUK DYLAN WARD  
PAWLEY ANTHONY  
PENNER DARREN KENT  
PENNER LACEY MARIE  
PERROTTA ALEXANDER  
PETERMAN EDWIN  
PETERS LLOYD D  
PIPER KYLE JOHN  
PIRROTTA MARIO  
PLESSIS-BELAIR GABRIEL  
POLANSKI DANIEL  
POLLOK DOUGLAS WADE  
PONZINI SHEILA LYNN  
POPP ERNIE FRED  
POULIN RENE EMILE JOSPEH  
POUTNEY WAYNE R  
POWELL GERRY ARTHUR  
PRESTON GUY  
PRICE ANGELA LYNN  
PSIURSKI KENT  
PULS LAURA O  
PURMAL JOHN DEAN ROWLY  
QIN JIANG A  
QUISIAS WARREN  
QUOCKSISTER RITCHIE NICKOLAUS  
RADERSMA ALEX  
RAI GURPREET KAUR  
RAINBOW MITCHELL  
RAJAKUMAR NADARAJAN  
RAMOS CRISTINA  
RAMOS ZITA  
RANGI PARDEEP SINGH  
RATCLIFFE ALEXIS  
RAVEENDRAN SHRAAVAN  
RAZZO STEVE MICHAEL  
REARDON GARETH JOHN  
REEVES TIMOTHY DAVID  
REGIER CAMERON  
REID BRETT  
REIHAL PARDEEP  
REMIGIO SHARON  
REMILLO ARNULFO  
RENSHAW RYAN DOUGLAS  
RICHARD WADE  
RICKARDS KELVIN D  
RICKSON RANDALL  
RICO JR REYNALDO T  
RIDNAN MOHAMMED N  
RIDSDALE DONALD ARTHUR  
RIDSDALE MICHAEL JASON  
RINAS STEVEN JAMES  
ROBERTS CONNIE LORRAINE  
ROBERTSON DAVID  
ROBINSON ROBERT GORDON  
ROBINSON WAYNE ARNOLD  
ROBINSON CODY ALLEN  
RODGERS WILLIAM JAMES  
ROMEO BALLAO  
ROTA TERENCE GORDON  
ROYLANCE RANDALL JOHN  
SADDUL ANDREW JERICHO  
SAFARI KWESTAN  
SAGAR G TYLER  
SAKIYAMA KEVIN

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SALWAY	JEFF	STANZEL	JANNIE	VAUGHAN	KENNETH MITCHELL
SAMRA	INDERVIR SINGH	STEDMANN	BRYAN	VENDRASCO	ADAM
SAMSON	MADELINE	STEELE	JACOB DYLAN	VENMAN	STEVEN RONALD
SANDHU	SUKHVEER SINGH	STEPHENSEN	ROBERT RONALD	VENTURA	CYRIL
SANDOVAL	THOMAS ANTONIO	STEWART	ANDREW WILLIAM	VERIGIN	GARY
SANFORD	TREVOR WAYNE	STEWART	SHAUN	VERMEEREN	WILLIAM JOSEPH
SANTIAGO	SHERRYL	STOLB	JAMIE	VERNON-JARVIS	REMYNGTON
SAROYA	AMRINDER	STONER	STEPHEN	VO	THANH PHUC
SAULNIER	JAMES JOHN	STORBACK	LISA ANNE	VOIGT	CRYSTAL ANNE MARIE
SCHAAP	ELSKE	STOUTENBURG	BRAD	VRIEND	JOSEPH NORMAN
SCHAFFHAUSER	KONRAD	STRONG	DOMINIC WILLIAM	VUONG	HA
SCHAFFLER	LINC	SUDSUDAN	ROWENA	WAGNER	KLAUS
SCHIENBEIN	SARAH	SULL	ARINDER SINGH	WAKULCHIK	DARREN
SCHLEPPE	RICHARD	SUN	YUE	WALKER	CARMEN JANE
SCHOFIELD	CHAD EDWARD	SUNICON	ARIEL	WALLIN	VL WAYNE
SCHULTZ	DANNY ALAN	SUPINSKI	NICOLE	WALSH	MATTHEW
SCOTT	ARNOLD WAYNE	TABUG	NOMMELIE	WANSBROUGH	EVAN WILLIAM
SEBENS	MATTHEW	TAGGARTI	ROBERT A	WARD	BBRAYDEN KALEVI
SEKHON	BHUPINDER SINGH	TAKHAR	KAMALJIT SINGH	WARD	GEOFFREY ALFRED
SEMDE	GIULIANA	TAKEN	DANIEL	WARDS	IAN CLAYTON
SERQUINA	JENNILUZ ORTIZ	TANG	MING	WARREN	PATRICK D
SERVO	JERRY	TCHIKICHEV	VITALI	WEBER	DONALD JACOB
SESUELLO	JESUS	TEMONES	JOHN E	WEI	BILLY XUAN WEN
SHARKEY	LEON	TEMPLE	JAMES DOUGLAS	WELSH	WAYNE JOHN
SHELLEY	CHRIS	THIMSEN	JAMES P	WERSTUIK	COREY ANDREW
SHEN	JESSE LIYU	THOM	CODY KEEGAN	WEST	DEREK
SHEN	TSUNG HO	THOMAS	CHRISTOPHER	WHITE	BRIAN THOMAS
SHEPHERD	KEVIN	THOMAS	DAVID ALAIN	WICK	JOHN CHRISTOPHER
SHEPHERD	KENNETH WAYNE	THOMAS	CLARENCE WAYNE	WIEBE	MATTHEW
SHORT	SARAH PATRICA	THOMPSON	BRYAN MICHAEL	WILKINS	LANCE DEAN
SIDHU	AMANJOT SINGH	THOMPSON	JANET M	WILSON	JOHN RUSSELL
SIDHU	GURMEET SINGH	THOMPSON	TAYLOR JAMES	WINDSOR	EARNEST MOSES
SIDHU	HERMANDEEP SINGH	THOMPSON	JANET M	WINGERT	TAMMIE ANN
SIGUARDSON	ALEXIS BRANDON	THOMSON	CALEDONIA	WINNIE	STEVEN LEIN
SIHALATHAVONG	FRANCIS	THOROLD	KAYLA LYNN	WITTENBERG	CARSON LUKE
SINGH	JOGA	TOBIAS	RODERICK	WONG	ANGELA HAU YIN
SINGH	BHOPINDER	TORRES	BONIFACIO	WONG	LEO
SINGH	JASWANT	TOSOFF	GERRY JAMES	WOOD	JAMES DOUGLAS
SINGH	RANJEET	TOWLER	KEVIN	WRIGHT	BUTCH
SLOOTWEG	HENRY JAMES	TREMBLAY	DANIEL JOSEPH	WRIGHT	BRANDON
SLOOTWEG	JOSHUA JAMES	TRUAX	HARVEY RICHARD	WRIGHT	ZANE VAUGHAN
SMALLMAN	KIMBERLEY R	TUBB	TRAVIS JAMES	WRIXON	KEVIN A
SMITH	KEVIN CHARLES	TUCKERMAN	GORDON OSCAR	WU	RICHARD
SNOW	BRENDA LEE	TUDOR	DARCY	WYATT	MICHAEL DAVID
SPENCER	MICHELLE ELISABETH	UFLAND	TROY WILLIAM	YANG	HSUAN HUNG ADAM
SPRINGMAN	DON	UPHILL	DALE	YING	PU XIAO
SRAN	NARINDER SINGH	UUNILA	KEVIN	YOSHIHARA	SHANE LESLIE
ST JUAN	NELSON ADRIAN	VALDEZ	SOSITO MABUNGA	YOUNG	GLENN
ST.PIERRE	JACOB MARC	VALIENTE	ENRICO	YOUNG	GLENN
STADDON	ALLYSON EVELYN	VALLEE	ZHAN NICOLA	YU	NAI
STADELMANN	THOMAS	VANDERWAL	MARK ANDREW	YU	ADA
STANTON	DOUGLAS	VARAITCH	HARJINDER	ZART	JORDAN ANTHONY
		VASOL	RHODA	ZAZULA	TRACEY

Each year, Local 213 offers a \$500 Joseph Whiteford Scholarship to a member, spouse or the son or daughter of a member in good standing with Local 213. **Call the Local 213 office at 604-876-5213 for more information.**

## Joseph Whiteford Scholarship



Applicants must be full-time students attending a post-secondary university, college or institute, or be in Grade 11 or 12 and have strong academic standing and be able to demonstrate financial need.

Applications for the Joseph Whiteford Scholarship should be addressed to:

Joseph Whiteford Scholarship Committee

Teamsters Local 213, 490 E. Broadway, Vancouver, B.C. V5T 1X3



# Winners of the 2014-2015 James R. Hoffa Memorial Scholarship

**OWEN MARSHALL - \$10,000**  
Father Wayne Marshall works at Praxair

**RAY LATUMAHINA - \$1,000**  
Mother Pertawati Tirta works at Ikea

**KAMINI BHATIA - \$1,000**  
Father Sahtokh Bhatia works at Sun-Rype

**CASANDRA SILVERI - \$1,000,**  
Father Giovanni works at Tree Island Steel

**JORDAN AUJLA - \$1,000**  
Father Amanjit Aujla works at works at Bekeart Canada

**HANATU TAK - \$1,000**  
Father Samuel Tak works at WWL

**YI XUE NA - \$1,000**  
Father Able Na works at Expocrete

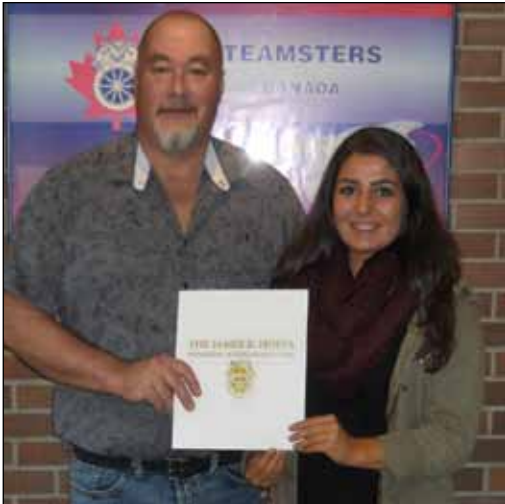
**ASHLEY HIBNER - \$1,000**  
Father James Hiiibner works at Arrow Reload

**PARKER GRAY - \$1,000**  
Father Lionel Gray works at Coca-Cola, Kelowna

**BIANCA CENTOLA - \$1,000**  
Father Rocco Centola works at Lafarge



Wayne Marshall from Praxair and his son Owen Marshall, winner of a \$10,000 James H. Hoffa Memorial Scholarship.



Business Agent Greg Lacroix and Cassandra Silveri, winner of a \$1,000 scholarship and daughter of Giovanni Silveri from Tree Island Steel.



Kamini Bhatia is congratulated by Business Agent Kimm Davis for receiving a \$1,000 scholarship. Kamini is the daughter of Santokh Bhatia, a forklift driver at Sun-Rype and Teamster member since 1999.



Yi Xue Na, winner of a \$1,000 scholarship and daughter of Able Na from Expocrete.



## The James R. Hoffa Memorial Scholarship Fund

For students attending a community college, 4-year institution or a technical/vocational program, age 23 and younger, who are children or dependent grandchildren of Teamster members.

For an application, contact your Teamsters Local Union office or visit [www.teamster.org](http://www.teamster.org)

The deadline for applying to the scholarship fund is March 31, 2015.

# Recognizing long-time members from the Interior



Business Agent Andy Seminoff congratulates Merv Kulaway, a 39-year Teamster member, who has retired from O.K. Builders Supplies Ltd. Brother Kulaway received a Teamster jacket and a service pin.



Brother Allan Batuik recently retired from Kelowna Ready Mix with over 35 years of service. Brother Batiuk received his retirement package and a 35-year service pin.



Ronald Wenger, from Coca-Cola Kelowna, congratulated by Business Agent Terry Westhaver on his retirement after 35 years.



Business Agent Kimm Davis and Retiree John Norton. Brother Norton worked with Sun-Rype for 30 years. He received a Teamster jacket and a 30-year service pin.



Dave Birch has retired after 22 years of service with Praxair.



Ray Bluett has retired after 25 years at Sun-Rype.

## Congratulations Glennis!

Glennis Romhanyi started in the Kelowna office in 1978, working full time until 1982. She then worked casual for a few years and in 1988 was hired in the Vancouver office. She worked primarily in the Dues Office up until her retirement May 15, 2014. Glennis's sense of humour (her giggle!) and kindness towards all our members is truly missed. Congratulations on your well-earned retirement Glennis!



# Congratulations Teamsters 213 retirees

March 1, 2014 to October 31, 2014

Abernethy, Roger	Superior Propane Inc
Aigner, John	Okanagan Beverages Ltd
Barnett, Larry	Arrow Transportation—Kamloops
Barz, Lyle	Arrow Transportation—Quesnel
Basi, Dave	Ocean Pipe —Lehigh Hanson
Batuik, Allen	Pension Disability Credits
Bourque, Michael	Bantrel Contractors Co
Briscoe, Donald	Steels Industrial Products
Burns, Kenneth	Van-Kam Freightways Ltd
Butler, Dale	Arrow Transportation Kamloops
Callsen, Peter	Unknown
Campbell, Paul	Pension Disability Credits
Carleton, Cleve	Arrow Transportation Ashcroft Div.
Chernenkoff, Harry	Unknown
Chisholm, Terrance	Glacier Concrete Ltd
Chubey, Don	Marine Pipeline Construction
Coffey, Christa	Motorways
Coldwell, John	Superior Propane Inc
Connor, Rod	Byers Transport Limited
Cordeiro, Gil	Lafarge Construction Kent St Div.
Cross, John	Byers Transport Limited
Culpepper, Brent	Highway Constructors Ltd.
Cunning, James	Highway Constructors Ltd.
Davey, Alan	Gat Leedm Logistics
Day, Wayne	Pension Disability Credits
Doerksen, Donald	Teamsters Local 213 - B.A.'s
Donchi, Leslie	Gilbert Smith Forest Products Ltd
Dyck, Russell	Sun-Rype Products Ltd.
Fast, Robert	Cardinal Concrete Ltd
Ferrell, Bruce	Arrow Transportation Kamloops
Fleck, Wilfred	Salvador Ready Mix Concrete Ltd.
Fuchs, Felix	Unknown
Gignac, Ronald	Van-Kam Freightways Ltd
Goodwin, Kenneth	OK Ready Mix Ltd
Greenaway, Brian	Greenaway Truck & Equipment
Greensill, Brad	Mid-Valley Sand & Gravel Ltd
Griffiths, Kenneth	Columbia Hydro Constructors Ltd.
Groves, Terrence	OK Ready Mix Ltd
Gruban, Volker	Lafarge Construction Kent St Div.
Hannah, Gordon	Icg Propane—Superior Propane
Harris, Roger	Jack Cewe Ltd.
Henderson, Jack	Dennis Murphy Trucking Inc
Hendrickson, Victor	Saltspring Freight—Van-Kam
Hughes, Douglas	Swanson's Ready-Mix Ltd
Karslake, Robert	OK Ready Mix Ltd
King, Raymond	Sun-Rype Products Ltd.
Knipe, Kenneth	Inland Concrete Ltd.
Lake, Gerald	B A Dawson Blacktop Ltd
Landry, John	YCS Holdings Ltd. Pittman Asphalt
Lanz, Blair	OK Builders Supplies Masonry Div.
Lemp, Dave	Steve's Excavating
Lozza, Robert	Unknown
MacDonald, John	Van-Kam Freightways Ltd
MacGregor, Dugal	Unknown
MacIntosh, Edward	Teamsters Local 213 - B.A.'s
Martinello, Harry	Basalite Concrete Products
Masson, Donald	Unknown
Masson, Wayne	Highway Constructors Ltd.
McClure, Gerald	Ocean Concrete Lehigh Hanson
McDonell, Bryan	Arrow Transportation —Ashcroft
Michels, Daniel	Emil Anderson Construction Co.Ltd.
Miller, Robert	Upland Ready Mix



*Len Silvester is congratulated by Business Agent Andy Semenoff. Brother Silvester retired after 42 years of service—21 of those years at Jenkins Cartage and 22 years with OK Builders. Along with his retirement package, Brother Silvester received a Teamster jacket and 40-year service pin. "Teamsters afforded my wife and family a very good life!" he said.*

Miller, Roy	Lafarge Concrete Van Is. Div.
Moore, Don	Unknown
Nex, Roy	Pension Disability Credits
Normand, Ronald	Ocean Concrete Lehigh Hanson
Norton, John	Sun-Rype Products Ltd.
Oswald, Thomas	Pension Disability Credits
Parkhurst, Charles	Sun-Rype Products Ltd.
Pasemko, Michael	Gen Teamsters 362 Alberta
Patrola, Harbons	BCP Concrete Roof Tile, ULC
Payne, Owen	Arrow Transportation—Kamloops
Putz, Charles	Sun-Rype Products Ltd.
Rawsthorne, Philip	Motorways
Reddie, Karen	Superior Propane Inc
Sacho, Brian	Hub City Paving Ltd
Sawatsky, Glen	OK Ready Mix Ltd
Schraeder, Blaine	Unknown
Schreiner, Glen	Coca-Cola Canada Company
Smith, Donald	Brentwood Enterprises Ltd.
Smith, Lyle	Byers Transport Limited
St. Clair, Ian	BCP Concrete Roof Tile, ULC
Stanczyk, Edward	Jack Cewe Ltd.
Stanley, Richard	Van-Kam Freightways Ltd
Stefik, James	Imperial Paving Ltd
Stewart, Larry	Valley Rite Aggregate Div.
Sweetman, Ken	Unknown
Temple, Dennis	B & B Contracting (2012) Ltd.
Underwood, Donald	Pension Disability Credits Plan
Werden, Len	Unknown
Weston, Byron	Pension Disability Credits

**As a retired member of Local 213, you are eligible to join the Retiree's Club. Local 213 pays the \$20 annual dues for the first two years. Meetings are held on the 3rd Wednesday of each month (except June, July and August) from 10 a.m. to 1 p.m. in the auditorium of the Teamsters Building in Vancouver. For more information please call 604-875-6636.**

**Are you entitled to a monthly income from the Teamsters Local 213 Pension Plan?**

If your name is listed below, we do not have an address on file for you and you may be entitled to a monthly pension from the Plan. Please call the Teamsters Local 213 Members Benefit Plans office at 604-879-8627 or toll-free in BC and Yukon at 1-800-972-6241 and ask for Ada or Winnie Leong. If you know how we can contact a person listed below, please call us as well.

Able	F	Hamza	J	Petrillo	L
Adcock	L	Hoath	C	Pion	R
Albany	G	Hoey	D	Pow	N
Anderson	C	Holmes	R	Rahi	J
Anderson	D	Hudson	E	Ramsay	L
Anderson	J	Jackson	W	Rasmussen	E
Anderson	W	Janda	M	Reed	R
Baker	J	Johnson	D	Reynolds	R
Balanuik	G	Johnston	S	Robinson	D
Barty	T	Jones	F	Rogers	R
Bates	R	Knight	K	Rushworth	B
Berry	D	Knox	W	Santos	L
Best	D	Landry	O	Simpson	R
Bilodeau	D	Lindbergh	H	Slade	F
Bird	D	Lomax	B	Smith	D
Blackburn	W	Marshall	W	Smith	R
Boyd	I	Matthews	N	Smud	A
Brown	G	Maynes	B	Stephenson	R
Bryden	K	McBride	T	Sterling	G
Burt	G	McDonald	R	Taylor	T
Carrott	E	McKeating	G	Theriault	R
Dix	J	McMann	K	Thomas	N
Doran	E	McNeil	D	Vanderaa	M
Duret	Y	McMullen	J	Volpe	L
Ehl	C	Merchant	J	Watson	D
Emery	G	Miller	R	Watt	F
Ennis	D	Moore	G	Watts	C
Fortner	W	Nelson	R	Wesley	R
Gardner	C	Nelson	S	West	R
Getson	D	Parisian	W	Wigglesworth	I
Hamilton	R	Paterson	P	Witt	N



**Remembering members who have passed away**

- |                  |                  |
|------------------|------------------|
| Tim Archer       | Gurjit S. Jagpal |
| Dave Beyea       | Steve Jozsa Sr.  |
| Edward Bieker    | James Kazakoff   |
| Terry Grant      | Randeep Mann     |
| Christopher Hine | Ken McIntosh     |
| Keith Howey      | Wayne Palmer     |

**Unclaimed benefits**

The following members have died and the death benefit entitlement under the Teamsters Local 213 Pension Plan has not been paid. If you know the whereabouts of the spouses of these people or their next of kin, please call Ada or Winnie Leong at the Teamsters Local 213 Members Benefit Plans office at 604-879-8627 or toll-free in B.C. and the Yukon at 1-800-972-6241.

Deceased	Born	Died	Last known address
Anderson, John	1941	2005	Kamloops
Bains, Jasvir	1961	1998	Abbotsford
Baker, Dennis	1959	1997	Abbotsford
Boyd, Ivan	1942	2000	Kelowna
Gibson, Patrick	1939	2000	Merritt
Moore, Kenneth	1925	1981	Chilliwack
Smud, Al	1941	2003	Black Creek

**Please remember...**

- ✓ Keep us informed of your current address.
- ✓ If you're off work, your dues become your own responsibility or you have the right to request a withdrawal card.
- ✓ Keep the name of your beneficiary up to date. Local 213 covers all active dues-paying members for a \$2,000 death benefit. Many members remember to update their pension beneficiary, but forget about the beneficiary they have chosen for the death benefit.



## Membership meetings in 2015

### Northern Region

Call the Prince George office at 250-563-6564 for date of next meeting.

Fort St. John 7 p.m., Quality Inn Northern Grand  
 Dawson Creek 7 p.m., George Dawson Inn  
 Prince George 7 p.m., Teamsters Union Hall

### B.C. Interior

Call the Kelowna office at 250-765-3195 for date of next meeting.

Kelowna 7 p.m., Capri Hotel, Okanagan Room  
 Kamloops 7 p.m., Coast Kamloops Hotel  
 Castlegar 7 p.m., Super 8 Motel  
 Cranbrook 7 p.m., The Day's Inn Hotel

### Vancouver Island

Call the Nanaimo office at 250-758-2314 for date of next meeting.

Nanaimo 7 p.m., Jan. 20, Teamsters Hall  
 Campbell River/Courtenay 7 p.m., Halby Hall

## Teamsters Local 213

### Head Office

Monday to Friday 8:30 a.m. - 4:30 p.m.  
 490 East Broadway Phone: 604-876-5213  
 Vancouver, B.C. V5T 1X3 Fax: 604-872-8604

### Area Offices

#### Northern B.C.

102 – 3645 18th Ave Phone: 250-563-6564  
 Prince George, B.C. V2N 1A8 Fax: 250-563-2379

#### South Central B.C.

185 Froelich Road Phone: 250-765-3195  
 Kelowna, B.C. V1X 3M6 Fax: 250-765-5833

#### Vancouver Island

#3-2480 Kenworth Road Phone: 250-758-2314  
 Nanaimo, B.C. V9T 3Y3 Fax: 250-758-8409

802 Esquimalt Road Phone: 250-388-9788  
 Victoria, B.C. V9A 3M4

#### Whitehorse

Phone: 1-888-876-5213

## TeamstersLocal 213 Joint Training School

## Pipeline & Heavy Construction Warehouse Program

Open enrolment is available for the program running from Jan. 12 to 16, 2015 in Vancouver.

Please contact the Training Plan Coordinator, (604) 874-3654 for more information.

This program is open to **all members** of Teamsters Local 213. Although it is tied to the pipeline and heavy construction industries, there is an equal stress on core competencies with many transferable skills.

Upon the successful completion of this 5-day program, students will be certified as Class 3 warehouse persons and receive certifications in counter balance forklift and telehandler (zoom boom).

The first 4 days covers:  
**Introduction to Warehousing**  
**Warehousing-Safe Operations**  
**Inventory Management Solutions**  
**Warehouse Material Handling**

Each section is followed by a quiz and the classroom portion of the training concludes with a final exam.

Day 5 is dedicated to the practical use of material-handling equipment and concludes with an evaluation.

In keeping with JTS policy, members active in our Construction Division 1 will receive a 50% bursary.

Please contact the Training Plan Coordinator at [jts213@shaw.ca](mailto:jts213@shaw.ca) or (604) 874-3654, for further information or to determine your eligibility.

# start with the right training

**Higher wages  
Better morale  
Greater respect**

## **Equipment Training and Certification**

**Articulated End Dump, Forklift,  
Haul Truck, Quad,  
Snowmobile, Warehouse,  
Zoom Boom**

**Pipeline and Heavy Construction  
Warehousing Program**  
Introduction to Warehousing  
Inventory Management Solutions  
Warehouse Material Handling Training  
Warehousing-Safe Operations

## **Trade Craft classes**

**Commercial Vehicle Inspection  
Hours of Service  
Size Mass and Load Securement**

## **Online courses**

**Construction Safety Training System  
Pipeline Construction Safety Training  
Professional Driver Improvement Course  
Transportation of Dangerous Goods  
Workplace Hazardous Material Identification System**



**Teamsters Local 213**

604-876-5213. [teamsters213.org](http://teamsters213.org)

**Joint Training School**

604-874-3654. [jts213@shaw.ca](mailto:jts213@shaw.ca)



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