

Today's Teamsters 213

Putting members first

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www.teamsters213.org



Behind the scenes

Teamsters at Canadian Linen

Today's Teamsters 213

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

Patricia Leong, with 41
years of experience at
Canadian Linen

Photo by Dan Jackson

INSIDE Today's Teamsters 213



Work in
the North



New career
option



Original builders



FEATURE
Teamster teamwork



Scholarship
information



43-year member



Social Teamsters



Please
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We are getting recognition

By Walter Canta, Secretary-Treasurer

Teamsters
Local 213



Our local union continues to evolve with the times, moving into new areas in the business sector in both the Miscellaneous and Construction divisions.

Many of you participated in the election for a new Teamsters Canada president and, as you may know, Brother Francois Laporte was elected. The day after the results were announced, I phoned President Laporte and congratulated him. I also assured him that Local 213 will continue to work in harmony with Teamsters Canada and I offered our support when needed.

The executive board and business agents of Local 213 would like to thank all those members who worked hard to make 213's vote count. Our local placed second in total ballots cast and second in net ballots in Canada, followed only by Quebec. That level of involvement is significant because it has raised the profile of Local 213 among Teamsters here in Canada and the United States. Again, thank you to all. Okay, enough about elections for now. There will be more to come with the federal election in the fall and our local union's election next year.

As you may be aware, the BC Building Trades are in discussion with BC Hydro regarding the Site C Dam. An issue is the signing of an agreement that would ensure on-time and on-budget construction through the hiring of skilled and experienced dam builders, including members of Teamsters Local 213.

The trades council is leading the fight for the future of all the trades. Today's construction apprentices who need more hours to complete their training as well as youth who would benefit from careers in the trades will miss out if BC Hydro continues on its current course.

We, at Teamsters Local 213, support the collective efforts of the leadership of the BC Building Trades. From our perspective the trades should act as one, not as separate unions out to get the best deal for themselves.

The Local 213 executive board and staff continue to defend our jurisdiction for Teamster work in our talks with the other trades. Those unions that sign wall-to-wall agreements that prevent the members of other local unions from doing their work are no better than the associations that call themselves unions but are actually employer-dominated labour groups.

Yes, you may sense a little bitterness but all the efforts of

our union brothers and sisters who got us to where we are today may be lost if things carry on the way that they are in the labour movement.

Besides the Site C Dam, there are other projects on the board (LNG plants and pipeline work) which Local 213 is involved in. We continue to promote the skilled work and experience of Teamsters members to companies like Petronas whenever the opportunity arises.


One of the successes we don't often hear about is the Wane-ta Dam project. The project was completed **on time and on budget** thanks to another effective Project Labour Agreement. PLAs provide a model that clearly sets out expectations for companies and employees while ensuring high safety standards, labour harmony, and a stable supply of skilled labour.

On another matter, Local 213 wishes to welcome Brother Anthony Krieger who is working as a business rep out of the Kelowna office.

Sister Kimm Davis and I attended the conference of the Western Division of UPS which will help us in upcoming negotiations. Teamsters across Canada will be meeting again in the near future to put together our final proposals for exchange with the company. Kimm, Brother Jason Hjorth (UPS Kelowna shop steward) and I will be involved in these negotiations and this time it does seem that there will be contentious issues on the table.

Local 213 continues to grow stronger in both numbers of members and finances. We have seen our numbers grow over the past couple years. Our newly organized groups are not as large as they were in the past but we welcome them all into our union no matter their size.

The strike fund, as a result of the Ikea labour dispute, took a hit but the executive board is committed to bringing it back to full strength in a short time.

Each edition of *Today's Teamsters* will continue to highlight one of the many Local 213 bargaining units so that all members can continue to support proud Teamsters working in the various workplaces. The executive board will continue to encourage communication between the members and the leadership and I encourage you to attend area meetings scheduled for your part of the province. 



BC Hydro better get it right

By Tony Santavenera, Construction Division Assistant

As BC Hydro is getting ready to build Site C Dam, it is rejecting the construction model that Premier WAC Bennett pioneered over 50 years ago and which was used to build the WAC Bennett Dam and every major dam since. The BC Building Trades is fighting hard to make sure that British Columbians get the jobs on Site C and receive fair wages and fair working conditions.

We had retired Teamster 213 member Peter Aussem and three other veteran dam builders travel to Victoria to convince the government to change course, draw on the skills and experience that built B.C., and not risk the project.

We need our members to help convince the provincial government and BC Hydro to build Site C the right way by visiting www.buildsitetogether.com. Get your friends and family to join the campaign too.

Current construction projects

The Waneta Dam Expansion was completed six weeks early and on budget. Phil Hochstein should put that in his next editorial.

The Kitimat Modernization Project is expected to be completed soon with wrap up by the end of the year. Our local union has had great success dispatching members to this project. At peak, we have had 280 members. Not bad since we were projected to have only 60 members on the project—so a tremendous accomplishment. Our members and Business Rep Jason Conway showed contractors the value of Teamster members.

Fortis Tilbury Island LNG is starting to gear up. We have four Teamsters on the project and our very first warehouse class one apprentice (Travis Jones).

Apprentice Coordinator Mike Evans has done a fantastic job with the Training School and bringing online the programs that our members need.

Blasting and tunneling has begun on the John Hart Dam. The conversion of a nearby school to a warehouse is almost complete, so we will be expecting a few more warehouse dispatches for this project soon.

We have eight drivers hauling pipe to the North Montney (Premay) pipeline. Construction begins in August.

Work on the Mica Dam is ongoing.

Petronas will be making a final decision soon on its LNG project. Some are predicting it will go ahead on the project with Bantrel being the main contractor.

Shell LNG will be making its final decision on the project in 2016. Will the merger with BP be a determining factor? Time will tell.

The TRI PAC has set more meeting dates with Enbridge to try to conclude a project labour agreement on the civil work.

The Bargaining Council of British Columbia Building Trade Unions will be going into negotiation with the Construction Labour Relations Association over the Standard and C/I agreements in the near future but no dates have been set. 🌟



Amneet Sekhon

Owners/Operators

Industry rates take a tumble

By Business Reps Amneet Sekhon and Greg Lacroix

The Lower Mainland construction trucking industry got off to a slow start.

Non-union truckers have been accepting low pay and driving down the rates to the point where it's hard to believe they can stay in business. The trucking industry in the Lower Mainland is flooded with too many trucks and yet the drivers continue to work for whatever they can get.

The industry rate and unionized owner/operators' hauling rates have dropped correspondingly. Hopefully there will be a turn around soon with mar-

ket rates increasing to what Teamsters Local 213 negotiated to ensure safe operation and profitability for the drivers.

The owner/operators have to stick together to keep industry rates where they need to be. It is possible and necessary. It would also help if all truckers wrote to their MLAs to ask them to bring back the motor carrier plates which addressed the need for safety in the operation of the truck and trailers on the road. 🌟



Greg Lacroix

Anthony Krieger

Happy to be in Kelowna

Anthony Krieger took on the position of business rep in January and is now working out of the Kelowna office replacing Terry Westhaver.

Krieger grew up in the North and lives outside of Lillooet “in a really nice log house in the mountains,” he said. He plans to rent a place in Kelowna.

He was working at Ocean Pipe in Vancouver doing quality assurance—lab-based technical work. He was also featured on the cover of a recent edition of *Today's Teamsters*.

Now he's representing the members at BFI Progressive Waste Management and those in the ready mix industry.

His time so far has been taken up with negotiations. “Language is a big part of that. I look out for the guys, try to keep them employed.”

When he's not in bargaining, he said, “I'm troubleshooting a lot” and upholding the adage *a fair day's work for a fair day's pay*.

“I'm not really a city guy,” he said, so he was pleased to be given the opportunity to work outside the Lower Mainland and he doesn't mind all the traveling that the job demands.

He has a 17-year-old daughter finishing up high school and a 21-year-old son who is training to become a millwright. 🌀



Business Rep Anthony Krieger, working out of the Kelowna office, was featured on a previous cover of Today's Teamsters.



Business Rep Jim Loyst, now working out of the Vancouver office, worked as a delivery merchandiser for Coca-Cola.

Jim Loyst

Doing due diligence in the service of members

Business Rep Jim Loyst took the place of Randy Valouche in January and works out of the Vancouver office. He's looking after members working at 15 locations, including Coca-Cola, Univar, and HY Louie.

Loyst was a delivery merchandiser for Coca-Cola for 22 years and served as shop steward for 15.

“I'm really enjoying speaking to the members and other shop stewards at their locations. I find it interesting that a lot of issues cross from one barn to another. I can use the information I gained from Coca-Cola but each company is unique.”

Loyst said his goal is to get to more job sites. “I'm just pressured for time.

“And that's an eye opener,” he said. “I remember hearing ‘Where's my business rep? I've called him and he hasn't called me back.’ But everything takes time to do the due diligence before proceeding, to learn about the history, the background on the issues, and the people.”

Loyst has a 15-year-old son whom he enjoys spending time with and who's very active and into sports. 🌀

Projects wrap up as new ones proposed

By Jason Conway

The 2015 construction season in the Northwest has remained steady.

The Kitimat Modernization Project at RIO Tinto Alcan's smelter is 90% complete. We are beginning to see a reduction in the number of Teamsters and all trades on the site. This is inevitable with the completion of any construction project.

Other proposed industrial projects that could provide Teamster jobs in the Kitimat area are Kitimat LNG, Enbridge Northern Gateway Pipeline, Pacific Trails Pipeline, and Shell's proposed LNG gas export facility on the site of the former Methanex Methanol Plant. Local 213 remains confident that our members will be working directly and in a supportive capacity.

Prince Rupert is also in the news with the port expansion soon to get under way. Some of our signatory companies will be participating in the expansion and development of the port.

Then there is the proposed Petronas LNG facility on Lelu Island in Prince Rupert. Like everyone else, we are waiting to hear the financial investment decision on this project.

It is very good to see this industrial construction work coming to this area. Teamsters Local 213 is hopeful that this will mean more employment opportunities for members inside and outside the Northwest area of the province.

Leedm, owned by the Metlakatla Development Corporation, is a growing company that employs Teamster members in fueling, container hauling, warehousing, general freight, and construction. They're providing great service to the customers.

North of Prince Rupert, in Stewart B.C., our signatory company Arrow Transportation has begun hauling ore for Imperial Metals' newly opened Red Chris Mine 80 km south of Dease Lake. The first load was hauled Feb.

27. Arrow is currently employing 14 Teamsters on that run and this number may increase depending on production.

Teamsters Local 213 continues to look forward to the continued participation in these present and proposed projects in the Northwest and throughout the rest of the province.

As always, I want to sincerely thank all our members for their continued support, dedication, and hard work in all fields. 🌟



Teamsters Shawn Leask (foreman) and forklift operator Justin Roylance working on a project in the North.

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One of our signatories, Gat Leedm Transport of Prince Rupert, is already experiencing some of these positive impacts. Gat

We're looking for photos from job sites where Teamsters are working

Do you like taking photos?
 Do you have photos showing the work being done by Teamster members?
 Send them along and we'll try to run them in future editions of *Today's Teamsters 213*.
 Please make sure to include your name, the location, date, name of person(s)
 and a small description of what is taking place.

Send traditional glossy colour prints to: Today's Teamsters 213, 490 East Broadway, Vancouver, B.C. V5T 1X3.
 For digital images, use the highest quality setting ("Fine/Superfine" or "Large") on your digital camera
 and e-mail your photos to: team213@teamsters213.org
 (You will only be able to e-mail 1 or 2 at a time because the files will be large.)

Don McGill recognized

Pulling the building trades through tough times

Don McGill, retired secretary treasurer of Teamsters Local 213 and former president of the BC Building Trades, was honoured for his “commitment to trade unionism and the struggle of working people.”

McGill received an honorary life membership to the BCBT at the council’s convention in February.

Secretary Treasurer Walter Canta told the delegates that McGill began his career in the construction industry with the purchase of his first truck when he was just a teenager. He worked in the far North, hauled fuel for Arrow Transport, and served as a business agent for the union. Within two years he was assistant to the secretary treasurer and shortly after that he held the top position. He went on to become an international VP for the International Brotherhood of Teamsters.


McGill was instrumental in restructuring the BC Building Trades Council and hired its first executive director, Tom Sigurdson. And that’s what McGill wanted to talk about when he was called up to receive his plaque.

“The building trades were very close to not being here at all in 1997,” he said. “We went through one helluva lot in the late ’70s and early ’80s...Interest rates were 21% and nothing was moving. But when the industry came back together, the contracts went to the general contractors and from the generals to the subs and we had a helluva lot of control. But non-union companies started surfacing.”

That pressure, combined with the problem of having the council and the bargaining council headed by the same person, resulted in divisions among the affiliated members. “The council was about to blow up!” McGill said. “But once it came apart, it would never come back together.” McGill and the other principal officers came up with a new structure, “which we’re working under today.”

The day-to-day functions of the council are now managed by the executive director who remains at arm’s length from the bargaining council.

McGill told the delegates, “I’m thrilled to see you today and still thriving!” Then, with a message to the leaders of the affiliated unions, he said, “You can come to that table, but it takes a leader to stay at the table, and I wish you well in the future.”

Executive Director Tom Sigurdson made a point of thanking Lynn McGill, Don’s wife, for her indirect support of the BC Building Trades during those very difficult years. “Lynn sacrificed a lot of family time with Don to make certain we could rebuild the council,” Sigurdson said. 



Secretary-Treasurer Walter Canta, Don McGill, Business Rep Andy Seminoff, Construction Division Assistant Tony Santavenere, and Business Rep Paul Way at the BC Building Trades’ convention where former council president Don McGill received an honorary life membership.

Terrace office now open

Teamsters Local 213 has rented office space in Terrace to assist with our communications with Teamster members. Office hours are 8 a.m. to 5 p.m., but meetings are by appointment only. Please call 250-635-6563 or our Prince George office at 250-563-6564 for information.

Renting a car or truck?

Teamsters Local 213 members receive a discount for business or personal use

One more benefit of being a Teamster Local 213 member



Just quote the Teamster Local 213 discount number—A076100





Warehouse Apprenticeship Program

ITA provides official recognition

By Michael Evans, Training Co-ordinator

In March, the Teamsters Local 213 Joint Training School was recognized as a sponsor of the BC Industrial Training Authority Warehouse Apprenticeship Program. Any graduate of the school's Warehousing Program, who is interested in pursuing a career in warehousing, should contact the Training Plan Coordinator, 604-874-3654, to discuss this opportunity.

The Class 2 Warehousing Program became available on May 1. To be eligible, Teamster members must have successfully completed the Class 3 Warehousing Program and been employed as a warehouse person for a minimum of 500 hours. Proof of hours worked can be in the form of cheque stubs or a logbook signed off by the supervisor or the employer with contact information for verification.

The Class 2 Warehousing Program is entirely online to facilitate ease of access. It was recognized that members would be qualifying at various times and in various locations making a classroom-based program awkward for all involved.

There are five learning modules, each with a quiz,

followed by a timed final exam. The candidate has one hour to complete the final exam and is allowed two attempts.

There is no charge for eligible Teamsters Local 213 members who are successful the first time they enrol in the Class 2 Program and take the final exam. If students are unsuccessful, they must wait six months and pay \$100 to write the exam a second time.

The school will be scheduling more courses so check the training page on the Teamster Local 213 website (www.teamsters213.org) for dates and locations. 🌟



Travis Jone applying his skills at the Fortis Tilbury LNG Facility Expansion Project in Delta.



Cindy Stoller, Lloyd Katelinkoff, Lorraine Thompson, Rachel Glew, and Jonathan Nesmith and the other students in the Teamster Warehouse Apprenticeship Program offered in Kelowna in May also took forklift training. Not pictured are Teamster members Barry Barton, Russell Dubois, Leo Huholzer, Dave Jenkins, James Alexander Michael, and Martin Umstaetier.

Visit www.teamsters213.org to learn more about the program.





Overall, work in the province is steady

By Ernie Borrelli, Dispatcher

Construction in B.C. has been in a transitional stage for the first half of 2015 with most projects nearing completion, new projects slowly ramping up, and others delayed.

We've been sending out members to projects around the province but the pace has slowed down. With the Kitimat Modernization Project in the final phase of completion, we have members booking backing in.

In the last dispatch report I reported that the hotel/cruise ship would depart at the end of December. However, the ongoing need resulted in it being in service until the end of April. The ship could house 600 people.

The Mica Creek project continues steadily, while the Waneta Dam project came to an end with demobilization occurring at the beginning of April.

The John Hart Dam project on Vancouver Island has begun to ramp up with four Teamsters on site and hopefully more required as the project carries on.

Fortis Tilbury LNG Facility Expansion Project, located in Delta, has begun work with four Class 3 warehouse people on site. This project will generate work for members in the Construction Division in the Lower Mainland for the next couple of years.

Road building in the province has begun with the Hoffman's Bluff project near Kamloops starting in early April. This

project is a 3.1 km widening from two lanes to four lanes of Highway 1.

On Vancouver Island, outside of Duncan, the Stoney Hills Road project started in early March. This project has approximately 1 km of new road being built.

The Miscellaneous Division has seen just a few dispatches but this situation will hopefully pick up during the summer season.

The dispatch of owner/operators in the Lower Mainland is continuing at a steady pace. 🌞

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 annually. If you've not yet done so, please get it in right away.

Teamsters Union Local 213

Unity, Pride and Strength

featuring the new Teamsters Local 213 logo!

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 XXL) embroidered logo left chest	\$70.00
Belt Buckles (antique brass)	\$19.00
Mugs (navy blue)	\$11.70
Toques (black with logo)	\$16.00

Contact your local union business agent for more information

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Who will build Site C Dam?



Clove Bollerup (retired painter), Jack Whittaker (retired operating engineer), Pete Aussem (retired Teamster) & Wayne Foot (retired ironworker) at the provincial legislature. Photo by Wayne Peppard

“It’s critical that we have highly skilled and qualified workers building Site C. We wanted to show the government that building trades workers were putting up a united front. We know what it takes to get the job done and we want the best for British Columbians. Under the union dispatch system, people from around B.C. are employed and local economies across the province benefit.”

Peter Aussem, retired member of Teamsters Local 213

Retired Teamster Pete Aussem went to Victoria in April, as one of B.C.’s original dam builders, to meet with Energy and Mines Minister Bill Bennett and Jobs Minister Shirley Bond to warn them that BC Hydro is putting on-time, on-budget construction of the \$9 billion Site C Dam at risk. Aussem, Jack Whittaker (retired operating engineer), Clive Bollerup (retired painter), and Wayne Foot (ironworker) told them that they are concerned that BC Hydro is planning to hire low-wage, offshore labour to build Site C while experienced skilled B.C. dam builders will be left idle.

“We are the original dam builders in B.C.,” said Peter Aussem, 79. “We’ve helped train the current generation of tradespeople who can get this mega-project built on time and on budget. I’m shocked that BC Hydro is turning away from what clearly works.”

The delegation proposed a construction partnership agreement with BC Hydro that would assure Site C brings together union and non-union workers working together for industry standard wages. It would provide a unified management model that would ensure safety, quality, and on-time construction.

It would also guarantee that jobs go to British Columbians who will then spend their wages and pay their taxes here in B.C.

All other large-scale B.C. dams, built under similar agreements were on time and on budget. However, without such an agreement this time, the Crown Corporation will not have the assured access to the best of the province’s tradespeople. Tom Sigurdson, executive director of the BC Building Trades, has warned that skilled workers will be in a position to work on a project elsewhere where they can make more money.

A poll by the Vancouver-based NRG Research Group found the vast majority of B.C. residents agree that it is critical to build Site C with B.C. workers. Eight in ten also agree that it is important to ensure no work disruptions. Meanwhile, nearly two-thirds agree that there is no reason to change the historical labour agreement model, and that it is risky to change it with Site C.

The poll found near unanimity of British Columbians consider it important that the construction of Site C creates jobs for B.C. workers first. And nearly eight in ten British Columbians consider it extremely or very important that the money earned from the Site C construction stays within the province. This opinion is consistent across regions and whether there is a union member living within the household or not.

You can add your voice to this issue at www.buildSiteCtogether.com



BY
MARCO PROCACCINI

Peter Aussem

Living by his values and letting others know

When your values are clearly defined, you live by them and you speak up when you have to. Just ask veteran construction truck driver and five-decades-long Teamster Peter Aussem. He's been promoting union labour all his working life to contractors, developers, politicians, potential clients, fellow workers, colleagues, and anyone else who will listen.

Recently, he and several other retired members of the building trades went to Victoria to urge the provincial government to press BC Hydro to sign a project labour agreement with the building trades before starting construction on the Site C Dam.

Now approaching 80, he worked union and non-union jobs before he joined Local 213 in 1960.

"I worked in the oil patch in Alberta, in the bush and in lumber camps, and as a car hop at the old Aristocrat Restaurant [in Vancouver] before I became a Teamster," he said. "I have always been attracted to union work; but I have worked for non-union outfits as well and I clearly saw the difference.

"I believe in the union because I have seen the difference between them and non-union firms. Look at benefits and freedoms won by unions for everyone." The freedom and benefits in union environments are what give Canada such a high living standard in the world compared to countries where workers are not allowed to organize, he said.

Aussem worked fairly steadily in construction, mainly on dam building and pipeline jobs, despite the temporary nature of construction work even for union members. Even though the construction industry does not guarantee steady work, he said, the effect of union organizing and activity has allowed it to provide a decent living for legions of people.

"I started on the Bennett Dam in 1962, and then went on to work on the Mica Dam, then back to the Bennett, then Mica, and finally to the Revelstoke Dam in 1980," he said. "There were times I had to tighten my belt when things were slow. But I still managed to get married, buy a house, raise a family, and put my kids through school on my union pay. And now I can enjoy the benefits of a union pension."

He just has to compare what workers who are non-union or part of fraudulent or spurious labour associations to see the practical benefits and liberties of legitimate union activity. "Ask them if they have any of that," he said. "Ask them if there is someone to help them stand up if there is an injustice on the job. I believe not."

Like most activists, Aussem is very concerned about nega-

tive developments in the economy and in particular construction where union presence has declined which, in turn, has resulted in lower working and living standards, poorer quality construction, and less respect for skilled work.

"When work was mostly union, we had a dispatch list. If there was no work on the big jobs, you went and worked on your own or on smaller (union) jobs and then went back when work picked up." He said that during the province's heyday for infrastructure development from the 1950s to 1980s almost all of the work was done by union labour. It also explains why these projects have lasted and why they remain in good condition.

"We all worked together through the Allied Hydro Council with the same collective agreement. We were well trained and knew what we were doing," he said. "And it never stopped any new companies from coming into B.C. Once they set up with the AHC, everyone went to work. We all knew what we were getting paid and we got along—none of this [practice where] the boss pays one guy a buck an hour more and another guy two bucks an hour less. That's why things got done well."

But since the imposition of various austere neo-conservative policies beginning in the 1980s, the situation changed.


"We're not looking after quality anymore. People aren't trained. Companies are bringing in foreign workers with low pay, no rights, and no training." He added that, as an immigrant himself—born in Malaysia of English parents, he is in favour of people coming to Canada to work. Rather, he opposes the conditions under which they are made to work.

"We would bring in projects on time and on budget. And people took pride in their work. That's the way it should be now. We need to get back to the common sense practice of project agreements with union labour."

Aussem's wife is a retired nurse, his son is a professional firefighter, and his daughter works with the Justice Institute—all union jobs. He said the success of his family is proof that working in a union environment is best.

When he's not advocating for unions and union labour, he's advocating for the environment and enjoying the outdoors in his Okanagan community of Vernon.

"I do some hunting and fishing with a fish and game club that's affiliated to the BC Wildlife Federation," he said. "We organize nature tours for seniors, the disabled, and low income people."

He's living his values as long as he lives. 



Right to strike is legally guaranteed

By Bryan Savage, Legal Counsel



In a landmark decision released Jan. 30, the Supreme Court of Canada for the first time ruled that the right to strike is constitutionally guaranteed under Section 2(d) of the Canadian Charter of Rights and Freedoms. This decision puts the final nail in the 1987 *Labour Trilogy* cases which had originally ruled that the freedom of association clause in the charter did not apply to trade unions.

In the *Saskatchewan Federation of Labour v. Saskatchewan* Case (2015 SCC 4), the Court was faced with an essential service law from Saskatchewan which not only banned the full right to strike by employees in essential services, but also allowed the government (i.e. the employer) to unilaterally decide the level of essential services which must be maintained by the employees. There was no alternative dispute resolution mechanism if the parties were unable to reach an agreement.

This law, when compared to other jurisdictions across Canada, went much further in restricting the rights of employees.

For instance, in B.C., it is the independent labour relations board that determines essential service levels. In other provinces, if the parties are unable to reach a deal, independent arbitrators issue decisions.

The Charter of Rights became law in 1982 and the Supreme Court of Canada issued its first decisions interpreting freedom of association in 1987.

The Labour Trilogy involved three cases from various provinces which limited the right to strike by both public and private sector employees.

Interestingly, one of the cases came out of Saskatchewan. In that case, the Court of Appeal ruled that the ban on strikes was a breach of the Charter, in opposition to the finding of the Court of Appeal in this case. That decision became the first and so far only decision to be overturned by use of the Notwithstanding Clause of the Charter by a province other than Quebec.

The Supreme Court ruled that freedom of association did

not give rise to a constitutional right to strike. The Court held that freedom of association only protected individual rights and that any activity that could not be done by an individual was not protected. Since trade unions by definition are not individuals, trade unions were not protected by freedom of association.

However, in 2001, the Supreme Court started to overturn the Labour Trilogy decision. In the *Dumore Case* (2001 SCC 94), the Court ruled that freedom of association could cover activities that were only possible if done by groups. In 2007, the Court ruled that freedom of association included a right to collective bargaining and finally, with this case, the Court ruled that freedom

of association included the right to strike.

While strikes are comparatively rare as a means of settling disputes (more than 90% of collective agreements are settled without a labour dispute) it is the threat of a strike which compels employers to negoti-


ate. As the Court noted:

... freedom of association contains a sanction that can convince an employer to recognize the workers' representatives and bargain effectively with them. That sanction is the freedom to strike. By the exercise of that freedom the workers, through their union, have the power to convince an employer to recognize the union and to bargain with it. . . .

If that sanction is removed the freedom is valueless because there is no effective means to force an employer to recognize the workers' representatives and bargain with them. When that happens the raison d'être for workers to organize themselves into a union is gone. Thus I think that the removal of the freedom to strike renders the freedom to organize a hollow thing.

While the Court ruled that the right to strike is constitutionally protected, government can still legislate strikes. All Charter Rights in Canada are subject to limitations that "are demonstrably justified in a free and democratic society." In this case, the Court held that the extreme nature of the limitations placed on the employees went far beyond what could be justified. 🌟

The right to strike is now constitutionally protected, but governments can still legislate workers back to work.



Today's Teamsters
Special Feature

New member Yan Zhen Wong prepares towels that will be fed through the folding machine.

Teamsters cleaning up at **Canadian Linen**

Teamsters at Canadian Linen



Davinder Klair (19 years experience) and the other members of her crew feeding napkins through the pressing machine.



Carmen Cheung (19 years) working in the soiled linen department.



A newly installed overhead transport system allows Teamster member



ARTICLE BY LESLIE DYSON

Canadian Linen trucks are among the most recognizable on our city streets. The first Canadian branch of American Linen opened 90 years ago in Vancouver and became certified with Teamsters Local 213 in 1945. The company moved its office/production facility/depot to its Burnaby location, a former carpet warehouse, 20 years ago. Since then there have been numerous upgrades to the equipment and infrastructure.

The 145 members of Local 213 work in the numerous jobs associated with the pick up and delivery, sorting, washing, drying, pressing, folding, hanging, mending, packaging, manufacturing, and storage of millions of items (napkins, towels, tablecloths, uniforms, bath robes, name tags, and floor mats). Napkins alone number up to 150,000 per week.

While a few items are sold outright, the vast majority of goods are rented to retailers, restaurants, automotive and construction industries, food processors and manufacturers, and health care providers.

Teamster member Chris Walker hauls goods to the sales and service centre in Kamloops four times a week. That centre employs 13 members and was certified in 2001. Walker's wife Donna is a shop steward and their son Brodie also works at the plant. Three generations of the Walker family has been associated with Canadian Linen over 65 years.

A Victoria branch was opened and certified in 1963 and it provides work for 15 Teamsters.

The company is seeing a steady annual growth, said Marcus Lemire, customer operations manager at the Burnaby branch.

The relationship between the employer and union is working well. "We strive to have the buy in for everyone," said Anita Dawson, business rep for Teamsters Local 213.



Workers at Canadian Linen at the Burnaby branch to handle millions of items.



Peggy Clough, 28 years experience, works on the finishing machine that shrink wraps the pressed items.



Gurpreet Singh (with the company since February) unloading one of the 1,000 lb. capacity dryers.



IMAGES BY DAN JACKSON

"I'm pretty happy with it," said Lemire, who has worked for Canadian Linen for 13 years, starting out as a customer service rep/driver. "Everybody works really well together. Everybody cares about each other. It's not really us versus them."

That is confirmed by the camaraderie in evidence at the plant and the fact that many of the Teamster members have been working there for over 40 years.

Patricia Leong, with 41 years experience, said the work has changed significantly in that time. "When I started, everything was manual and they're slowly bringing in a lot of machines. It's very fast paced."

Shop steward Brent Grealy is a customer service rep for Canadian Linen. "I wasn't going to do it for good, but here I am 20 years later." When he began, his classification was driver, but the role has changed dramatically and the designation "customer service rep" is a better description of the work that he and all the other drivers do.

"There's a lot more paper work and more responsibilities for us. We're driving little offices on wheels. The driver classification changed for that reason. But the more you do, the more customers you retain and the more money you make."

His recalled his first few weeks as a driver. "I used to have to go downtown and it was a nightmare! I was a guy from Gordon Head in Victoria. I wasn't used to the traffic, so it was shell shock. Now I go out to the [Fraser] Valley and there have been tremendous improvements with the freeway changes." The company is also receptive to modifications. Some drivers, like Grealy, are allowed to park their vehicles at their homes. Grealy lives in Langley which makes the trips out to the Valley easier and more economical. "It's the company saying, 'OK, how can we help you out?'" he said.

**continued
next page**

Teamsters at Canadian Linen



Lai Tong (8 years experience) preparing the uniforms for delivery.



Manjit Virk (10 years) operating the shuttle between the washers and dryers.

“There have been a lot of positive changes,” he added. “It’s gotten a lot better from the customers’ perspective.” Training in the systems and safety is ongoing. “We’re made aware of changes and it keeps us one step ahead of the competition.”

Just a few months ago, the company installed a transport apparatus that expanded the plant’s capacity by 35%. “Demand was outweighing what we could supply,” explained Lemire.

Instead of building out, the company went up, utilizing the space above the main floor. Now computers and mechanization bring bags full of soiled items from the trucks and along overhead tracks to the various departments to be sorted, cleaned and repaired.

“People get worked up about automation but it helped with the work,” said Dawson. “It was hard manual labour and now it’s a much more technical job.”

“It actually created more jobs because there was more machinery and more areas to supervise,” said Lemire.

Six full-time engineers (millwrights) make sure all the equipment is running efficiently.

“There’s no room for breakdowns of equipment,” said shop steward

Donna Walker. It’s her job to ensure that even if there are pauses, people remain busy.

“This work has always been about the numbers,” said Dawson. “It’s very competitive between union and non-union companies. But everyone works together as a team because they know that if one area goes down everyone’s affected.”

There have been other changes as well.

“It used to be family operated,” Grealy explained. “Now it’s more corporate. Approvals used to be made right on the premises. Now they come from back east or the U.S.”

In addition, three new washing machines, each with an 800 lb. capacity, were added, bringing the number of washers up to 11. The four dryers can spin 1,000 lbs. each.

Every uniform is bar-coded to keep track of which company and what staff person it belongs to. Beyond that, the company introduced a new system in 2000 that saw the installation of a small washable computer chip below the collar of every uniform. It helps the company track how many times each item has been returned for washing, the extent of repairs, and how long it’s been in service. Hangers are equipped with electronic readers that direct the garments to various departments depending on what’s required of each piece. The information is also transmitted to the company database and invoicing department.



Amit Tailor (3 years experience) keeping the floor mats moving along the belt.



Winnie Hung (28 years) with a cart of shop towels.



Donna Walker and her family have a 65-year history with Canadian Linen.

Lemire said he's heard stories of people worried that the chip would be used for nefarious purposes like allowing their employers to track their movements or that the chips could be emitting dangerous rays.

But he explained that the chips do not transmit information until they arrive at Canadian Linen and the system can help employers get more use out of the garments they're renting. The fabric of heavily soiled uniforms will break down more quickly if it's not cleaned regularly. The computer chip will indicate when a garment hasn't been washed in a long while.

Canadian Linen also sews on customized name and company patches and manufactures silkscreen nametags. "Matt" and "Manjit" are the most requested name badges.

The sales staff has convinced many companies about the role that uniforms make in creating an instantly recognizable brand. "Uniforms can be unique," said Lemire, "but most importantly, they are protective apparel for your body and the clothing underneath."

Some jobs at the plant are more difficult than others. That's why the workers are rotated to a different section every six months or so. "It's not mandatory, but it's encouraged," said Lemire. However, lead hands stay with their departments. Job rotation benefits the workers (it's better for the body when there's manual work to be done) and the company (no loss of time for retraining if someone has to take time off work or retires).

Leong is working in soiled linen, one of the most difficult jobs.

"I know what I'm doing. You just have to be fast. We get used to it."

But she agreed that working in that department during the summer months is a challenge. "It's hot in the plant. We get towels from supermarkets and butchers. They're wrapped in plastic and [when we open the bags] the smell really hits you. We have to be careful if it's moldy. We wear gloves and masks. And we find a lot of maggots."

**continued
next page**

Teamsters at Canadian Linen



New member Shao Mei Liang and Bei Na Huang (9 years experience) gathering napkins to be pressed.

*Shipper/Receiver
Charlie Hung (36 years
experience)*

The production facility is cleaned and sanitized on a daily basis by Teamster members in the janitorial staff. However, some of the bags have been sitting for a few days before they arrive.

“Fermentation begins to happen and it can smell like rotten eggs,” Lemire agreed.

Another drawback is the dust that’s created. “It settles on our hair. I wash up a little before I leave and then I have a full shower when I get home.”

The work is hard, sometimes smelly, sometimes hot, but Leong plans to work until her retirement in less than four years. “I’ve been working with the same people for so many years, I like it here.”

“You can’t hire off the street for these different jobs,” added Dawson. There is a high degree of skill and problem-solving abilities required of the workers in each department. “All of this work requires skill because you’re working on all different types of machines,” she said. “You better be on it and you better be safe too.”

Lemire agreed and added that he’s seen extremely educated people unable to do these jobs. “They overthink everything and think they can do it better.”

Grealy said he’s kept “fairly busy” as a shop steward. “It wasn’t something I wanted to take on, but I know everybody and I can talk to everybody. I work closely with management and I keep everything transparent. Everybody has to agree and shake hands on things.”

Both Leong and Grealy appreciate the support that the union has provided. For Leong, it was having the union on side when she applied for a new position.

“I really like Anita [Dawson],” said Grealy, “and Mike [Levinson] did a helluva job.” Dawson became the rep for Canadian Linen just a few weeks ago, but “anything I’ve called her for, she’s right there. Boom!”





Andrea Johnsen (16 years) working with the vibra steamer that shakes out wrinkles.



*Gordana Pilipovic (14 years) working in the soiled linen department.
(Left) Customer Service Rep John Morice (12 years)*



*Doug Shaw, Scott Barwick, Brian Ward (shop steward), Dereck Zowty, Christian Bobroske, Winston Lewis work at the Victoria Branch of Canadian Linen.
— Paul Way photo*

Welcome to the 333 new and returning members

AGAR
 AHUJA
 ALLARIE
 ALLEN
 ALLEN
 ALLEN
 ALUPAY
 ANDALLO
 ANDERSON
 ARMITAGE
 ATWAL
 BAKER
 BALDWIN
 BARROGA
 BARRON
 BASRA
 BASRA
 BATEMAN
 BECK
 BELEGRIS
 BELGRAVE
 BERTUZZI
 BHATTI
 BIDDER
 BINALLA
 BLANCHETTE
 BODEN
 BONENFANT
 BONTE GELOK
 BORBE
 BOUJOUR
 BOUTWELL
 BOYD
 BRIDGE
 BRILLANTES
 BRIONES
 BROWN
 BROWNLIE
 BRUSE
 BUHRIG
 BURKE
 CACIC
 CALBICK
 CAMPAGNA
 CAPOZZI
 CARLOS
 CELESTE
 CHAN
 CHAN
 CHARLESWORTH
 CHIRUMBANA
 CLARKE
 CLEGG
 COATS WEIDEMANN
 COLES
 CONCEPCION
 CORMANO
 CORPUZ
 COURTNEY
 CROSS
 CRUZ
 CUJARDO
 CURTIS
 DAVIS
 DAWSON-AMOAH
 DAYAL
 DELA CRUZ
 DEMELO
 DESCHAMPS
 DESTRIZA
 DHALIWA
 DIGIAMBERARDINE
 DODANGODA
 DOUGLAS
 DRESSLER
 DULLAT

CHRISTOPHER BRYAN
 JASWINDER SINGH
 JACK
 RICK
 LENORA JOAN ELLEN
 KRISTY NICOLE
 MARY ROSE
 HART GERSHON
 TERENCE GEORGE
 GREGORY
 MANDEEP KAUR
 STEPHEN
 RYAN CHRISTOPHER
 JO ANN M
 CHARLIE W
 HARPREET
 HARGURPREET
 JOHN
 JORDAN R
 GEORGE
 JAMES GORDON
 ED
 JASPREET
 MARK DAVID
 SEGUNDO
 FRANKIE AL
 RICHARD BRIAN
 KENNETH STEVEN
 HENRY ALLAN
 DAMASO
 AARON
 CHAD
 JACOB OWEN
 JAMES CAMERON
 ROLAND
 MARY JANE
 CARY WAYNE
 SAMANTHA
 ALEX
 BRIAN
 BRIAN ARTHUR
 GEORGE MICHAEL
 SHELBY
 DEAN FRANCIS
 DONATO
 JOSIELYN
 ELSA CARELLO
 JIMMY
 CHUNG LIK PAUL
 JENNIFER ADELE
 ARNOLD
 COLIN CJ
 ROBERT
 BRETT
 ANDREW
 MORAN
 GIOVANNI
 CRISPIN GARCIA
 TRAVIS MCLAREN
 RUSSELL
 OSWALDO ENRIQUE
 ENIMICIO
 MICHAEL MANFORD
 JOHNATHAN
 EMMANUEL
 TRISTAN RAJNESH
 LEONARDO
 SEAN
 KEVIN STEVE JOSPEH
 GENALYN
 AMARDEEP
 VINCENT
 RANCHAGODA
 JAMES STUART
 BRETT RYAN
 HARPREET SINGH

DUMLAO
 ELLIOTT
 ERECE
 ESPE
 ESTRADA
 FARRIER
 FAST
 FAULKNER
 FEELY
 FITGER
 FRYER
 FYFE
 GACIU
 GACIU
 GACIU
 GALISTE
 GAMMAD
 GANGOSO
 GANYO
 GAUTAM
 GAYUDAN
 GEORGE
 GERARDO
 GIBSON
 GILL
 GINEZ
 GIROUX
 GLAWDEL
 GOODMAN
 GORDON
 GREENSLADE
 GREWAL
 GUAN
 GUERTIN
 GUILLEN
 GURNEY
 GUSTAFSON
 HAI
 HALIMI
 HAMMELL
 HAMPTON
 HARDY
 HARFMAN
 HARMS
 HASSEANE
 HEIKKINEN
 HERMAN
 HERRON
 HLOKOFF
 HODGE
 HOLDEN
 HOLFELD
 HOPPER
 HUANG
 HYNES
 ISAAC
 JACQUES
 JEAN
 JOHNSON
 JOHNSTON
 JOHNSTON
 JORY
 JOYAG
 KALETA
 KARJALA
 KERR
 KERR
 KHOSA
 KIRBY
 KITMA
 KLASSEN
 KOOPMANS
 KRISTJANSON
 KRIVOSHEIN
 KRONSTROM
 KUMAR
 KWITKOSKI

CHRISTOPHER REYNO
 STEVEN MICHAEL
 RAINIER
 JUNE VELASCO
 RODIALD
 NATHAN
 HENRY
 ANTHONY JAMES
 DOUGLAS NEIL
 WILLIAM JOSPEH
 CARLO KENNETH
 JOSHUA
 JOSEPH
 SAMUEL
 WILLIAM DAVID
 BENJAMIN
 SEVERINO EMERSON
 JEREMY
 DENNIS WILLIAM
 VIKAS
 GRACE GANNABAN
 ROBERT WILLIAM
 EDNA BARROGA
 MICHAEL JAMES
 KAMALJIT SINGH
 GIL WARREN
 MARK ANTHONY
 GREG
 TRAMPUS GORDON
 TYSON WILLIAM
 BEVIN
 SUKHMEET
 ZHONG
 LORNE
 PEDRO GUILLERMO
 TIMOTHY WADE
 VINCENT
 VU HUU
 SHQIPE
 TREVOR WILLIAM
 GARTH
 WILLIAM DAVID
 COLIN DWAYNE
 JACOB NEIL
 NOMSA
 LAURIE
 JORDAN
 RYAN
 COLE RICKY
 TERRY WAYNE
 MASON
 GREG BERNARD
 GARRET
 TONY MINGDONG
 CIARAN GEORGE
 DILLON
 PATRICK DAVID
 REMI DARYLL
 MARCUS ALLEN
 CODY ALEXANDER
 WAYNE D
 JAMES LIMBO
 KRYSTIAN
 SPENCER TRACY
 CODY ALLAN
 JUSTIN
 HARJOGINDER
 RYAN DOUGLAS
 JOHNA DELFIN
 BRUCE GEORGE
 STEPHEN
 LARRY
 RONALD
 JOSHUA
 NARINDER
 RICHARD

LACHANCE
 LAFONTAINE
 LAI
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 LAKSSILI
 LAM
 LANE
 LAVERDIERE
 LAWRENCE
 LEBLANC
 LECASPI
 LEGERE
 LEWIS
 LITTLEJOHN
 LLANERA
 LOGAN
 LONEY
 LONON
 LOPEZ
 LORD
 LOZANO
 LU
 LUTUMAILANGI
 MACKARELL
 MACLEAN
 MADDEN
 MAHARAJ
 MAMMAN
 MARK
 MARTIN
 MARTIN
 MARZITELLI
 MATA
 MATHESON
 MAYBUROV
 MCARTHUR
 MCGLANE
 MCGOWAN
 MCGUIRE
 MCINTYRE
 MCKIBBON
 MCLEAN
 MCNAB
 MCNABB
 MEDEIROS
 MEIER
 MILETIC
 MILL
 MILLS
 MITZEL
 MORROW
 MOSSER
 MOSTERT
 MUDHAR
 MULLENS
 MURPHY
 MURRELL
 NAHAL
 NEUFIELD
 NEUFIELD
 NGUYEN
 NICHOLSON
 NIU
 NONTTELL
 O'BRIEN
 OCHOA
 ORELLANA
 OSTOVARI
 OVERTON
 PALINES
 PATZKE
 PEARSON
 PELLETIER
 PENNER
 PERMATO

MELANIE ANN
 QUINTIN
 JAMES CM
 BENNY
 TARIK
 CHI FUNG
 KATHY LEIGH
 CRAIG DANIEL
 MARCUS MILES
 TRACY LEE
 NEIL
 BASIL JOSEPH
 TREVOR
 ALISTAIR
 MARY ANN
 DONALD
 KIM
 JUSTIN
 ADOLFO
 BRENDON
 CAMILO
 AL CHIEH
 IUAMI
 SHAWN
 DAVID ROBERT
 LOGAN RAY
 JAKE
 AVTARJIT SINGH
 LOWE
 ANTHONY CLAYTON
 MITCHELL PETER
 REBECCA C
 MARCO
 JARLO
 SHEA
 MAX CHRISTOPHER
 BARRY WILLIAM
 MICHAEL
 CONOR JAMES
 NORTON
 HUGH ALLEN
 DONALD WILLIAM
 SHAWN
 AUGUSTE
 AUGUSTE BARRON
 JOHN
 CAROLIN ANIKA
 ZORAN
 STEVEN ANDREW
 MATTHEW
 BROCK
 VERNON JAMES
 KEVIN RUSSEL
 SKYE PATRICE
 SUKHWINDER SINGH
 ROLF
 CHRIS
 RAYMOND SCOTT
 PARMJIT KAUR
 ALLIAH TAYLOR
 AUSTIN MACKENZIE
 NGOC
 ALLAN CHRISTOPHER-
 JONATHAN
 KEN
 DESIREE ANGELA
 PRIMITIVO
 JOSE
 OMID
 COREY
 FRANCO
 MARK
 MICHAEL JOHN
 MITCHELL WILLIAM
 CLAYTON WALTER
 IMELDA

of Teamsters Local 213 *November 2014 to March 2015*

PETERS
 PETERS
 PIERPONT
 POURANDI
 PRESINGULAR
 PYLYPULK
 QUIGLEY
 QUOCK
 REID
 REYNOLDS
 ROBINSON
 RODRIGUEZ
 ROMERO
 ROMING
 ROY
 SABALLA
 SAMPANG
 SANDHU
 SAROYA
 SARRAZIN
 SCHMELZEL
 SCHWARTZ
 SCOTT
 SEHDEV
 SHAKUR
 SHARP
 SHAUKAT
 SHEARER
 SHEGAI
 SHELBY
 SIDHU
 SIDHU
 SIMBILLO
 SINGH
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 SISSON
 SMART
 SMEDLEY
 SMITH
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 SNELGROVE
 SOLAR
 SORCI
 STACEY
 STANZEL
 STARR
 STASHUK
 STEPHENSON
 STERLING
 STREICHERT
 STRICKLAND
 STUBBS
 SU
 SUAREZ
 SUNDAUIST
 SWEETNAM
 SYNCOX
 TAKHAR
 TAKHAR
 TAYLOR
 THIND
 THOMPSON
 THRASHER
 TIMLER
 TODORUK
 TOOKE
 TOOR
 TRAN
 TRINH
 TWOMBLY
 UWIMANA
 UY
 VERGA

JASON
 DEVON KENT
 BRAD
 FAROOGH
 JINGO JOSE
 JEREMY
 MATHEW A
 DEMPSEY STANLEY
 CODY HOWARD
 BRENT WILLIAM
 CLARENCE DOUGLAS
 ISABEL
 ELVIRA PEREZ
 CHRISTOPHER AARON
 JULES
 RANDALL
 CHERY
 SANDEEP
 AMRINDER SINGH
 ERIC
 CARL WILLIAM
 RYAN
 KENNETH DEAN
 INDERBIR
 RUKHSANA
 ANTHONY
 SHAHARYAR
 GRANT
 IRINA
 DAVID ERNEST
 NAVDEEP SINGH
 KARUNVIR SINGH
 KEVIN CHARLES
 TRACY ELIZABETH
 STEVEN
 NARINDER
 HARDEV
 MIKE DAVID
 BERNICE MARIE
 SANDIE LEE
 BRIAN
 SARAH LOUISE
 TERRY VICTOR
 TERRY
 BRYAN EDWARD
 SAMUEL
 GLEN
 TROY ALEXANDER
 ROBERT LEE
 RAYMOND JOHN
 DENNIS
 COREY DOUGLAS
 KERRY
 RYAN
 DAVID WADE
 BRUCE
 MARITZA
 RICHARD
 TIMOTHY WILLIAM
 STEPHEN
 HARPREET SINGH
 JOGA SINGH
 BRIAN GERALD
 HARPREET
 LORRAINE B
 RYAN
 MATTHEW WALTER
 DENNIS CORBY
 ANNE
 SANJEEV
 PHUONG THUAN
 ANDY
 PHYLLIS KATHLEEN
 JEAN
 MARITES
 NICHOLAS GIANNI

VERGARA
 VILORIA
 VIRK
 VOGT
 VU
 WAKALUK
 WANG
 WARCUP
 WARDS
 WEBER
 WELSH
 WHIELDON
 WHYNACHT
 WIEBE

MYRLA
 RIVERA
 GURWINDER
 CHRISTOPHER JAMES
 THUY
 MATTHEW MICHAEL
 YI-TING
 LLOYD
 IAN
 PETE
 ELIZABETH LINDA
 RUSSELL
 LEIGHA DEBRA NICOLE
 CHRISTOPHER

WILBEE
 WILDE
 WILLIAMS
 WINDER
 WOODS
 WOOSNAM
 WRAY
 WRIGHT
 XING
 YAN
 YANG
 YIN
 YOUNG

CODIE LUCAS
 DAVID MICHAEL
 CONRAD
 VANCE ELLIOTT
 JOHN ALLAN
 TREVOR DAVID
 JAMES HARLEY
 BENJAMIN LEWIS
 ZHE
 JORDON
 AE
 MILI
 CHRISTOPHER

CANADA POST [In 2014, Canada Post predicted losses until 2018...]

THEY ANNOUNCED
 Layoffs of between 6000 and 8000 of its 65,000 workers.
 End to door-to-door delivery.
 Increase cost of stamps by almost 60%.

IN 2015 THEY ANNOUNCED
 Operating profit for 2014: \$299 million
 \$238 million of that came from stamps

IN THE SAME TIME PERIOD
 only 2% of Canada Post customers had their door-to-door cut

TWELVE
 attacks were made against Canada Post workers by thieves looking to take their keys to get access to common mail boxes in Montreal.

EIGHT
 is the number of stitches Irving McLeod received on his head after falling on ice trying to access his community mailbox.

SAVE DOOR-TO-DOOR DELIVERY!

SOURCES: Windsor Star, Toronto Star and CTV Montreal.

CANADIAN ASSOCIATION OF LABOUR MEDIA



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

The deadline for applying to the scholarship fund is March 31, 2016.

Pipe Line Contractors' Association of Canada Student Bursary Program

A bursary, or bursaries, not exceeding \$10,000 in total is awarded, in the fall of each year, by the Pipe Line Contractors' Association of Canada to a son, daughter or legal ward of persons who derive their principal income from pipeline construction.

To qualify, the parent or guardian of the applicant must be employed by, or have a history of employment with a firm that is a member of the Pipe Line Contractors' Association of Canada.

The applicant must be enrolled in a full-time program leading to a diploma or degree in any field at a recognized Canadian college or university. Applications must be submitted to the association office no later than **October 31st, 2015** along with official school transcript and proof of enrolment.



Pipe Line Contractors' Association of Canada

www.pipeline.ca

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



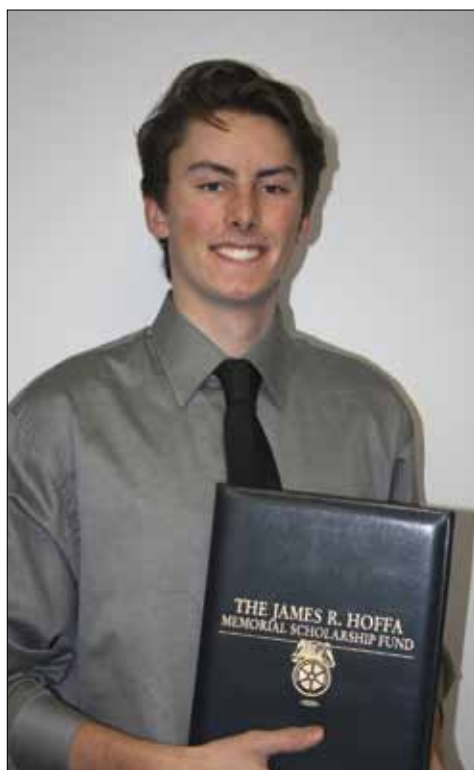
James R. Hoffa Memorial Scholarship Fund Essay Contest

2015 ESSAY TOPIC: "What impact would an increase in union membership have on the economy and the middle class?"

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. All applicants must fill out the application page and send it along with their essay (500 words or less) to the Scholarship Fund office.

For an application, contact your Local union office or visit www.teamster.org

The deadline is June 15, 2015



Parker Gray is the son of Lionel Gray (Merchandiser for Coca Cola Kelowna and Teamster member with 35 years of service). Parker won the James R. Hoffa essay contest last year.

This year's essay contest topic is "What impact would an increase in union membership have on the economy and the middle class?"

The deadline is June 15! (See the announcement above.)

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

Congratulations Teamsters 213 retirees

November 2014 to March 2015

Anderson, Lorne	Unknown
Angus, Dave	Teamsters Local 213 - B.A.'s
Arksey, Ken	Arrow Transportation (Kamloops Chip)
Barfett, Clyde	NRS Dhaliwal Trucking
Beblow, Leonard	Upland Ready Mix
Biero, Jim	Unknown
Bluett, Raymond	Sun-Rype Products Ltd.
Bowerman, Patrick	Highway Constructors Ltd.
Boychuk, Kenneth	Western Industrial Contractors Ltd.
Boyne, Jeffery	Target Products Ltd.
Cathey, Martin	Rolston Crane & Freight Ltd.
Da Silva, Antonio	Target Products Ltd.
Deneault, Albert	Brentwood Enterprises Ltd.
Deol, Iqbal	Saran Cedar Ltd
Deschenes, Victor	DCM Transport (Metro Aggregates Ltd)
Doucette, Roy	Arrow Transportation (Chilliwack Div.)
Dykstra, Atze	Lafarge Construction Kent St Div
Eaton, Leonel	Unknown
Fitzgerald, Michael	Unknown
Fitzpatrick, John	Island Ready-Mix Ltd
Fraser, Gerald	Pension Disability Credits
Ganchar, Kenneth	Arrow Transportation (Kamloops S/D)
Gauvin, Robert	B & B Contracting (2012) Ltd.
Griffiths, Gordon	Ocean Pipe
Hak, Kenneth	Sun-Rype Products Ltd.
Jean, Donald	Emil Anderson Construction Co.Ltd.
Johansen, Greg	Oldcastle Building Products
Jones, Dave	Van-Kam Freightways Ltd
Keogh, Reginald	Triple West Transport Inc
Koester, James	OK Builders Supplies Ltd Masonry Div
Loewen, Rudy	Brentwood Enterprises Ltd.
Lutz, Lyle	Unknown
Mamic, Matt	Bantrel Constructors Co
McCaffrey, Ronald	Chew Excavating Ltd
McDonald, David	Inland Concrete
McKeating, Gary	Unknown
McMahon, Darryl	Winroc, a division of Superior Plus Inc
Merchant, Larry	B A Concrete Kamloops
Merke, Michael	Bobell Trucking Ltd.
Newbury, Kenneth	P R Tru Mix Ltd
Peck, Ronald	Pension Disability Credits Plan "B"
Peters, David	Unknown

Teamsters Retirees Club welcomes new members



Meetings are held on the 3rd Wednesday of each month (except during the summer months) from 10 a.m. to 1 p.m. in the auditorium of the Teamsters Building in Vancouver.

Call 604-875-6636 for more information.

Petruik, Kenneth	Sun-Rype Products Ltd.
Phillips, Ervin	Haisla Shuttle Ltd.
Postras, Robert	Unknown
Rickards, Bernadette	Teamsters Local 213 - COPE
Rilea, Christine	Coca-Cola Canada Company
Schellenberg, Donald	Cardinal Concrete Ltd
Senko, Steven	Allard Contractors Ltd
Sinclair, Alexander	Sonic Concrete & Aggregate Ltd
Sproule, Gary	Emil Anderson Construction Co.Ltd.
Strauts, Erin	Teamsters Joint Council 36
Torvik, Ken	Gen Teamsters 362 Alberta
Van Der Zwan, Henk	Gen Teamsters 362 Alberta
Walitzka, Rolf	Arrow Transportation (Kamloops S/D)
White, George	Unknown
Woods, Judy	Sun-Rype Products Ltd.
Zerr, Mervyn	Ocean Concrete Materials Ltd.



Danny Comuzzi (centre) recently retired from Tree Island Steel after 43 years of service and is congratulated by Secretary Treasurer Walter Canta and Construction Division Assistant Tony Santavenere.

Teamsters Local 213

Statement of receipts and disbursements (2014)

TEAMSTERS LOCAL UNION NO. 213
AND
TEAMSTERS BUILDING LIMITED

UNAUDITED COMBINED STATEMENT OF RECEIPTS AND DISBURSEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2014

	2014	2013
Receipts		
Dues and assessments	\$ 5,687,642	\$ 5,638,210
Initiation and reinitiation fees	303,141	270,747
Supplementary dues	738,610	636,426
Strike contributions	<u>3,021,000</u>	<u>1,953,000</u>
	9,750,393	8,498,383
Less: refunds	<u>5,163</u>	<u>12,053</u>
	<u>9,745,230</u>	<u>8,486,330</u>
Disbursements		
Education and publicity	197,027	177,816
Meeting and travel	761,700	782,559
Office and miscellaneous	214,908	284,353
Per capita taxes	817,140	912,231
Professional and arbitration fees	403,597	220,308
Rent and maintenance	177,105	198,390
Salaries and benefits	3,532,748	3,638,399
Strike pay and contributions	<u>3,423,814</u>	<u>3,185,520</u>
	<u>9,528,039</u>	<u>9,399,576</u>
Excess (deficiency) of receipts over disbursements before other receipts	<u>217,191</u>	<u>(913,246)</u>
Other receipts		
Interest	50,144	69,971
Refunds and settlements	<u>6,611</u>	<u>57,448</u>
	<u>56,755</u>	<u>127,419</u>
Excess (deficiency) of receipts over disbursements before other items	273,946	(785,827)
Other items		
Teamsters Building Limited net income (loss)	(11,320)	8,803
Amortization of capital assets	<u>(21,306)</u>	<u>(25,089)</u>
Excess (deficiency) of receipts over disbursements	\$ <u>241,320</u>	\$ <u>(802,113)</u>



Teamsters Local 213 Golf Tournament

Sat. Sept 19
Tickets on sale July 8th
604-876-5213

Book your time now.

The Osoyoos Golf and Country Club provides a beautiful venue
with breathtaking views of Osoyoos Lake.



Remembering members who have passed away

Basso, Murray Daniels, David Fairbanks, Kelly Flostrand, Lloyd Hartley, Brian Horan, Arnold	Larammee, Lloyd Nelson, Erin Reymer, Antonius Thomas, Perry Whitbread, Shane
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Teamsters Union
Local 213
Unity, Pride and Strength

Shop Steward Seminars



Kelowna Seminar
 Sept. 12 2015
Vancouver Seminar
 Sept. 26 2015

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 BC
Bains Jasvir	1961	1998	Abbotsford BC
Boyde Ivan	1942	2000	Kelowna BC
Gibson Patrick	1939	2000	Merritt BC
Moore Kenneth	1925	1981	Chilliwack BC
Romaniuk Rodney	1949	2007	Edmonton AB
Smud Al	1941	2003	Black Creek BC

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., 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

Terrace

Phone: 250-635-6563

Whitehorse

Phone: 1-888-876-5213

TeamstersLocal 213 Joint Training School

Pipeline & Heavy Construction Warehouse Program

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 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

Joint Training School

604-874-3654. jts213@shaw.ca



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