

Today's **Teamsters**

Summer 2018
Volume 21 – Issue 1

Teamsters at Euroline Windows

Today's Teamsters

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Focus and attention to detail are essential for Fernan Olivas, a member of Teamsters Local 213 working at Euroline Windows in Delta.

– Dan Jackson photo

Today's Teamsters



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Plenty of work and a growing membership spells good news

By Walter Canta, Secretary-Treasurer

Prospects are good for additional work for our members in construction. The NDP government has made numerous announcements about projects for the coming years. Site C will continue to completion, which means ongoing employment for Teamster members working in the camp, on security and on construction of the dam project.

The other notable projects are the Pattullo Bridge replacement and the upgrade of Highway 1 from Kamloops to the Alberta border. The TEL Group (Teamsters, Operating Engineers and Labourers) continue to meet with the government to emphasize that we have done the majority of the road building in this province and wish to continue in this capacity on all other projects in its plans, for example the Okanagan Lake Second Crossing Project and Highway 97 six-lane expansion. If all the promises are kept, there will be lots of work.

In the past, NDP government projects were covered by project labour agreements. Going forward, the BC Building Trades are working with the government to develop Community Benefits Agreements to provide the framework for how future projects are built. These agreements ensure training for Indigenous Peoples, women and youth and contain local hire provisions.

Following up from the previous edition of *Today's Teamsters*, well over 50 members applied for wildfire disaster relief. The wildfire consultation report was released on March 16 and is available on the Cariboo Regional District website (CaribooRD.bc.ca). There are still many unanswered questions and rumours persist. Seek out the facts.

Our in-house lawyer Casey McCabe and Training Coordinator Michael Evans announced they would be retiring on June 30.

Casey McCabe started working with the local union in 2007 after numerous years of running a private practice. At that same time, Brian Savage (who had been working with Casey) came on board too.

I was a business agent when I initially worked with Casey. Since becoming principal officer of Local 213 in 2012, I came to realize that this man's experience and knowledge of labour relations in both Miscellaneous and Construction are all-encompassing.

Casey and I developed a strong camaraderie. He can relate to anyone because he is a worker's lawyer. He was a carpenter before going into law and he has never forgotten his roots and how hard it is for working members. He is approachable and respectful, finding common ground no matter how difficult the conversation.

To you Casey, personally and on behalf of the local, we express a heartfelt thank you. We will miss your knowledge, wit and humour.

I was chair of the Joint Training School in 2012 when Mike Evans found himself in an interesting position as director of the school. The school had no real direction. It is evident today that things have changed but there is still a long way to go. The board has implemented many changes and Mike has met and overcome all the challenges. He has done a great job for the members by introducing online courses and a warehouse course and acquiring a trailer and work simulators.

To you Mike, on behalf of the board and members, we thank you.

These retirements prompted a search for replacements and I am pleased to announce that the executive board approved the following changes.

Casey's replacement is Brian Savage who has worked with Casey for numerous years as his assistant. Brian will be the lead for the Teamsters Local 213 Legal Department as of July 1. This led to a search for a second lawyer. We are pleased to announce that Andrew Mercier, who worked with the local union while articling, has accepted the position.

The Joint Training Board is proud to announce that Rob Duff has accepted the position of training coordinator. Rob started working as an organizer at the local union last fall but has experience in training.

The local union continues to grow its membership thanks to the hard work of Marcel Dionne, our project coordinator/organizer. Teamster Local 213 welcomes all our new Teamster members into this great union.

Have a great summer.



Construction of the new Pattullo Bridge replacement will begin in the summer of 2019 and will open in 2023. Once the new bridge is open, the existing bridge will be removed. The project will cost \$1.377 billion and be delivered, funded and owned by the Province of B.C.



Community Benefits Agreements are good for Teamsters

By Tony Santavenere, Construction Division Assistant

Teamsters Local 213, alongside the other construction unions of the BC Building Trades, has been working with the B.C. government on Community Benefits Agreements (CBAs) for public construction projects – dams, highways and all major public buildings in B.C. It's a way to guarantee benefits go to communities and workers.



Steve Foisey, operating a loader on a job site in Northeastern B.C.

Teamsters Local 213, alongside the other construction unions of the BC Building Trades, has been working with the B.C. government on Community Benefits Agreements (CBAs) for public construction projects – dams, highways and all major public buildings in B.C. It's a way to guarantee benefits go to communities and workers.

On March 8, Premier John Horgan announced that the first CBA will be applied to the \$1.377 billion dollar Pattullo Bridge replacement. Horgan said, "It worked for WAC Bennett and I believe it will work for me."

I look back now on projects that were built without these agreements under previous governments. The Port Mann Bridge replacement was over budget. So were the Northwest Transmission Line, the Vancouver Convention Centre, the roof at BC Place. All over budget!

This premier has also made a commitment to have the expansion of Highway 1 from Kamloops to the Alberta border covered by a second community benefits agreement. These two CBAs will be the templates for other major construction projects in B.C.

The Teamsters are happy to hear that the NDP Government has committed to do these projects under these agreements. We will do better than we have for the past 16 years with the previous provincial government.

CBAs ensure infrastructure projects are built the right way. Projects will be focused on principles that leave community legacies, provide trades training and apprenticeships and ensure high levels of safety and quality. They put people first and deliver the best projects, not simply the best price. There will be training opportunities for Indigenous Peoples, women and youth. Contractors will be required to provide fair wages and benefits for skilled workers and recruit workers locally – a great benefit to communities.

In the next few months, Teamsters Local 213 and other construction unions will be working with the NDP government to finalize the details of these agreements. Local 213 is very excited for the future of construction in the province and to see that the provincial government has committed to building B.C. better through Community Benefits Agreements.

**Let's build
B.C. better.**

The BC Building Trades is proud to partner with the Community Benefits Coalition of BC.
Learn more at letsbuildbc.ca

 COMMUNITY BENEFITS COALITION OF BC

 BC BUILDING TRADES

Community Benefits Agreements ensure community legacies, a high degree of safety, quality work, apprenticeship opportunities, local hiring, and work opportunities for Indigenous Peoples, women and youth.



Change in government means more work can be expected

By Ernie Borrelli, Dispatcher

This year's dispatches started slowly but with the change in the provincial government comes the possibility of more work. Are you ready to go to work?

Pipeline work is back in British Columbia.

Are you ready to work on a pipeline project? Do you have all the certifications required to work on a pipeline project? Pipeline Construction Safety Training (PCST) has been a requirement for a while, but employers have started to require more certifications in recent years. More and more employers are requiring that members have the following certifications:

- H2S Awareness
- Transportation of Dangerous Goods (TDG)
- WHMIS 2015
- Pipeline Construction Safety Training
- Mass size and cargo securement
- Hours of Service (Log book)
- Commercial Drivers Vehicle Inspection (CDVI)
- Professional Drivers Improvement Course (PDIC)

All the certifications are available as online courses. If you have any questions regarding these courses please contact Rob Duff at the Training School at 604-874-3654 or email: jts213@shaw.ca.

It appears that the road building labour group will be busy all over the province from the Lower Mainland to the Far North, from Vancouver Island to the Alberta border. If you have road building or paving experience make sure your work profile is up to date! Keeping your profile up to date is very important. If you upgrade your certifications or have run new machinery and are proficient at it, contact Dispatch to update your profile. It is up to the member to keep their profile up to date. The consequences of not updating your profile is that you may miss out on the possibility of work when it becomes available.

A current driver's abstract is another important piece of

information to have on hand. It is a requirement for Dispatch as well as most employers. Registration forms were sent out earlier this year. A new driver's abstract is required each year.

As some of you know, Local 213 has instituted a Code of Conduct for all members working on pipeline and heavy construction projects. It is important that you sign and return it to the local as soon as possible.

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.

Dispatch 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 driver's abstract annually. If you've not yet done so, please send it in right away.

Congratulations to our new members and signatories

Pepsico Beverages Canada (Delta)
Domcor Health Safety & Security
(Campbell River)

Owner/Operators Report



Improvements coming for construction drivers

By Greg Lacroix, Business Representative

The industry has made a lot of changes in the last few years. Employers are managing people differently, now understanding what they must do to retain employees. There is recognition of

key people who keep those companies rolling and the important functions they provide, from truckers to guys on the shovels. Good healthy relationships inside and out are helping companies get back into the game.

In the last few years our utility companies are regaining their market share and everyone has helped make this happen. It's predicted that the next couple of years could be very busy. Work only slows for heavy rain or snow. We've seen a big shift in attitudes to unions and their members too. Let's keep up the momentum with open-door talks and positive relationships with these companies. With hard work, persistence and a bit of time everything will work out well.

Leave space. Be safe.

Be Truck Aware.

Large trucks need extra room to stop and to turn, and have many blind spots. Keep yourself and others safe by taking extra precautions when driving around trucks.

- **Don't merge too soon** – when passing a truck make sure you can see both its headlights in your rearview mirror before merging back into the lane.
- **Be visible** – slow down or move ahead to stay out of a truck's blind spots.
- **Anticipate wide turns** – watch for trucks making wide swings to turn right. Avoid driving in the right lane beside a turning truck.

Police are enforcing and will ticket drivers of cars and trucks for failing to share the road safely.

Learn more at: www.gov.bc.ca/betruckaware

Leave space. Be safe. Be truck aware.

Teamsters Local 213 supports the Be Truck Aware campaign, a multi-stakeholder initiative in B.C. aimed at raising awareness of the hazards of passenger vehicles and large commercial trucks not sharing the road safely.

Each year in British Columbia, approximately 60 people are killed in traffic crashes involving large commercial vehicles.

Studies show that, in collisions between cars and large trucks, the occupants of the passenger vehicle are at least four times more likely to be killed than the driver of the truck. Studies also show that in fatal car-truck crashes, the driver of the passenger vehicle is at fault in

at least two-thirds of the incidents.

Drivers are urged to Be Truck Aware. Large trucks need extra room to stop and to turn and have many blind spots.

Drivers who take unsafe actions around other vehicles not only endanger themselves and others, they risk being ticketed and fined. Police and commercial vehicle safety officers are out enforcing and will ticket drivers of both cars and trucks for failing to share the road and follow safe driving practices.

A shared responsibility

“Collisions involving large trucks are one of the top three causes of injury claims and claims costs in the trucking

industry,” said executive director of Safety Driven and the Trucking Safety Council of BC. “It is important we remember that safe driving by all drivers is a shared responsibility on our roads.”

Trina Pollard, WorkSafeBC's manager of Industry and Labour Services for transportation and occupational road safety agrees. “The messages we're trying to promote through the Be Truck Aware Alliance are for both drivers of cars and the trucking industry itself, including employers, owners/operators, supervisors, and drivers. If we all do our part to improve road safety, we'll reduce and ultimately eliminate injuries and fatalities related to these motor vehicle crashes.”

The Be Truck

Aware Alliance includes Teamsters Local 31, the B.C. Trucking Association, Commercial Vehicle Safety and Enforcement, ICBC, the Justice Institute of British Columbia, the RCMP, RoadSafetyBC, the Trucking Safety Council of British Columbia and WorkSafeBC.

There are videos, tips for drivers, and many other resources on the campaign website. On your computer search Be Truck Aware BC.

Truck drivers:

Work related crashes can result in injuries, fines and time loss. As a professional truck driver, you know how important safety is, and understand the benefits of taking precautions to reduce crashes and their severity.

Police and CVSE are enforcing and will ticket drivers of cars and trucks for failing to share the road safely.

Learn more at:
www.gov.bc.ca/betruckaware



Do your part to keep our roads safe.



Ensure brakes, tires, and chains are in top condition to reduce stopping distances.



Adjust your speed for changing weather and road conditions.



Stay sharp and focused by getting plenty of rest and eliminating in-cab distractions.



Balance and secure your load.



An array of career opportunities await Teamster women

By Anita Dawson, Business Representative

Why aren't more Teamster women working as truck drivers?

Is a laundry production line job that different from beverage/food production line work?

Is there anything disqualifying women from getting class 1, 3 or 5 licences?

Pay equity for all women and men – it's in our collective agreements. The Teamsters have achieved fair pay so that women and men are equally compensated, valued and respected for the work they do regardless of race, gender or age. Now it's time to change the status quo and open up opportunities for women in workplaces that have been traditionally viewed as "a man's job." Local 213 worksites offer many opportunities for women members.

Overall, Teamsters Local 213 women make up about 15% of our membership. The chart below offers a snapshot of how our workforce is divided. It clearly shows that the percentage of women and men in some labour groups is almost even but

in other groups there are scarcely any women at all!

Now is the time for our women members to explore careers in non-traditional but good-paying jobs. Work opportunities are plentiful for all so now is the time to reconsider!

Have you considered a career in construction?

Provincial and federal governments and the Canadian Building Trades are offering many incentives to women to encourage them to get their trades training.

Through Teamsters 213's affiliation with the Canadian Building Trades, Teamster women can apply for ACTIMS Women In Trades Awards/Bursaries Program. See the ad on Pg. 27 and go to www.actims.ca

Women looking for a career change could consider obtaining their Class 1 Driver Licence. This qualification is in high demand by employers. The process takes about six weeks and although course cost is a factor (approx. \$4,500) it will open the door to many driving opportunities. Alternatively, a class 3 or 5 license with a clean driver's abstract is all that is needed to drive a five-ton truck – also an area where a shortage of qualified drivers is common.

Another option for women is to speak up in their own workplaces and express interest in learning new technology or training to operate new equipment. Some jobs that used to require heavy manual labour are now automated which means that women and men can do the work successfully.

Start exploring job prospects with the various companies represented by Teamsters 213. The workplace status quo is changing – and our Teamsters Women will lead the way!

Special thanks to Josh Marola in the Dues Office for his assistance in gathering the data for this article.

Labour Group	Expressed as percentage of women in the group
Owner Operators (Dump Trucks)	.02/99.8
Manufacturing	1/99
Building Material and Construction	1/99
Trucking	3/97
Waste Disposal/Recycling	5/95
Car Haul/Rental	9/91
Beverage/Food Production	11/89
Security (worksite and airport)	25/75
Retail/Grocery	41/59
Camp Work	44/56
Laundry	47/53



Three days,
dynamic speakers,
engaging workshops
and fascinating exhibits

2018 Teamster Women's Conference
Sept. 16-18 2018 Orlando Florida

Women shop stewards who are interested in attending should speak to their business representatives.

Teamster members helping local people stretch their dollars

Canada Bread's Bread Baskets

By Darcy Leflar, Canada Bread Regional Manager

Teamsters Local 213 and Canada Bread's Bread Basket are working together to provide B.C. Interior residents with friendly customer service and great-tasting bakery products at good prices.

McGavin's Bread Baskets offer a variety of baked goods such as breads, buns and bagels as well as indulgent snack cakes and salty snacks. The stores sell the brands people trust – Dempster's, Villaggio, McGavin's, Vachon and Takis.

For decades the company has operated three stores (in Kamloops, Kelowna and Penticton) servicing thousands of customers every year. Each store has a team of three Teamster Local 213 members working as sales associates.

In 2014, Canada Bread was purchased by the world's largest bakery company Grupo Bimbo. Since the acquisition, new products have been introduced including Vachon and Hostess snack cakes, Big Daddy Cookies and Takis (rolled-up salty corn snacks).

Bread Basket stores were set up to sell production overruns and products returned from grocery stores. This is still the case and customers willing to make the trip are rewarded with significant savings.

In addition, Bread Baskets updated its loyalty program this spring. Depending how much they spend, customers can save between 10 per cent (for purchases of \$10 and up) and 25 per cent (for purchases of \$20 and up).

On top of this, each Tuesday is Seniors' Day, which means people over the age of 60 save \$1 when they spend \$6 on any products – a 16.6 per cent savings.

The loyalty card will include a stamp for every dollar spent. A full card can be redeemed for a free manager's choice product on the next visit.



Did you know the Bread Basket outlets in the Interior are Teamsters union shops? Stephanie Toth, retired shop steward Lucie Bourgeois, and shop steward Krista Didrich, at the Kamloops store, invite you to Shop Union and support our members and community.

Visit one of our locations to support your fellow Teamster brothers and sisters and save some money.

- Kamloops McGavin's Bread Basket – 665 Tranquille Rd.
- Kelowna McGavin's Bread Basket – 1716 Dickinson Ave.
- Penticton McGavin's Bread Basket – #103-1475 Fairview Rd.

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

Member Perks




Teamsters Canada is more than just fair wages, safe working conditions and job security: we know how to have fun, too! Teamsters Canada is proud to announce exclusive member discounts on VIA Rail Travel. Members save 5%.



For more information, go to: www.teamsters.ca/en/members/member-perks/



Association Program for Teamsters in Canada

SPEED	CONVENIENCE	SECURITY
		
24/7 shuttle bus	Minutes to airport terminal	Well lit, secured lots

Teamsters Local 213, in co-operation with Teamsters Local 31, is extending this offer to all Teamsters in Canada. Park'N Fly's "Best Value" in Airport Parking can be used for business or personal travel.

To access the discounted rates, you have two options:

- 1. Sign up to Park'N Fly Rewards:** Upon completing the enrollment form, you'll receive a rewards card that you can use to access the automatic discounts plus earn FREE parking and Aeroplan® miles on every stay!
- 2. Use the Discount Code:** No reservation required! Simply use your discount code at time of check out (returning to pick up vehicle) and automatically receive the discount rates.

Discount Code: 59063

	DAILY		WEEKLY	
	Association Rate	Reg. Rate	Association Rate	Reg. Rate
Vancouver Valet	\$16.95	\$25.95	\$66.95	\$119.95
Toronto Valet	\$19.95	\$24.95	\$81.95	\$136.95
Toronto Self Park	\$15.95	\$19.95	\$61.95	\$98.90
Montreal Valet	\$19.95	\$25.95	\$99.95	\$149.95
Montreal Express A	\$14.95	\$20.95	\$74.95	\$114.95
Edmonton Self Park	\$8.75	\$11.99	\$44.95	\$59.95
Ottawa Self Park	\$11.95	\$14.95	\$58.36	\$72.95
Halifax Self Park	\$11.74	\$13.04	\$58.70	\$65.22
Winnipeg Valet	\$15.95	\$22.95	\$78.95	\$119.95

Valet Service	Self-Park Service	Optional Services
		

Just pull up, check in and go. We park, you fly. It's that easy!

You park, we pick you up and drop you off at the terminal – 24/7.

Selecting the Valet Service gives you the option of oil and detailing services done while you're away.



Weather improves and pace picks up

By Justin Roylance, Business Representative

The Site C Lodge under a double rainbow. Teamster members Dale Richards and Ted Goodrich operate the industrial shuttle (BC Hydro leisure bus). There are 143 Teamsters working for Atco Two Rivers. The company is hiring for all camp services classifications.

The winter finally came to an end and 2018 kicked off in full force. A big organizing drive took place in the northern tip of the province and there is potential for positive results.

This winter we experienced a larger than normal accumulation of snow for the area. Trucking and snow removal benefited while construction and road building were slower out of the gates. The forecast is for warmer weather so it should be a good spring and summer.

We continue to see growth at Atco Two Rivers Camp Services at the Mega Lodge at Site C. We expect our membership numbers will steadily increase until we hit the maximum capacity of “heads in beds” at the lodge which should be sometime this year. Industrial Shuttle continues to operate its Site C Leisure Shuttles. With the second phase of work being awarded, we are hopeful that Industrial Shuttle will receive the bussing contract for the new company coming to the site.

Security on site, provided by Teamster members, has been

slowly growing as well. The company that employs our 50 members is currently bidding on smaller contracts on the project, such as traffic control and mobile patrols.

Our signatory concrete plants in Prince George and Mackenzie were chosen to supply concrete for the new Parsnip River Bridge Replacement that may have kicked off by the time you read this. The bridge is roughly 100 km north of Prince George.

Once the snow melted and the frost left the ground, the Crassier Creek Bridge Replacement job was underway again. Most of the work was done last season but the early winter put the project on hold for several months. It should wrap up mid-summer.

A very busy year is expected for our paving sector, with a backlog of jobs left from last year due to wildfires and extreme weather in addition to new contracts gained this year. We hope to have work right through until fall.

There is great potential for employing many members in the area.



Variety's Show of Hearts Telethon raises \$5.5 million



Barry Capozzi, Tony Zaurrini and Kirk Hoggard

Volunteers from Teamsters Local 213 helped make this year's Show of Hearts Telethon a great success. The local union has provided logistical and security support for many years.

Variety – the Children's Charity and Global BC announced that the Feb. 11 event



Steady work follows the harsh winter

**By Jason Conway
Business Representative**

Work has been steady in all sectors but it was a very long winter in the Northwest, a month longer than it has been in the last seven years, which caused

problems for some of our signatory companies.

Arrow Stewart Mining Division in Stewart saw business increasing in the mining sector but they were unable to keep up with the demand for drivers. Arrow's Chip/ Bulk Division had the same struggle. Arrow continues to grow in north-western B.C. which means great driving career opportunities for Class 1 and 3 drivers.

Gatleedm Logistics in Prince Rupert is in the same position with its business growing and a fleet of new trucks. Gatleedm, offering multiple services, has established itself as a competitive warehousing/trucking provider in the North. Teamsters Local 213 hopes this trend continues for all our signatory companies throughout the province.

As for construction, we are waiting for an LNG facility in Kitimat. It was announced that engineering company JGC/Fluor jointly won the order to design and build Shell LNG's \$14 billion plant. This announcement was welcomed and much better than the news that Petronas had pulled out of the controversial LNG Project proposed for Lelu Island in Prince Rupert. There is hope for the future of LNG in the Northwest and when it happens, it will be well received by its supporters.

Our paving and concrete companies are looking forward to another steady year. YCS Adventure Paving in Prince Rupert is

off to another good season with work in Prince Rupert and Haida Gwaii. Teamsters Local 213 Dispatch was busy in the first part of January and our members did not see more than a month off last year during the off season in Prince Rupert. We are hopeful YCS will be as busy in the Terrace and Kitimat area as well.

YCS'S concrete division in Kitimat has been back at it with hopes set on LNG and other contracts in the Northwest. In the meantime, they are doing residential work.

Recently signed company Servco Manpower in Kitimat has its sights set on many contracts that they have bid on in the region. We are optimistic that the Servco Group will grow and provide more jobs to current and future members in the area.

Negotiations with G4S Secure Solutions Airport Security, Loon Properties and ESS Compass Group have started and we are looking forward to finishing these renewals soon.

Projections show steady work in the pipeline division with Michels Canada being awarded the Fortis BC Mainline Intermediate Pressure Upgrade Project in the Lower Mainland and Robert B. Somerville being awarded some distribution with Fortis BC. This is good news for members and we hope there is more work to come.

As always it is great to see signatory companies continuing to create jobs and career opportunities for existing and new members of Teamsters Local 213. And we thank Teamster members for their support.

If you would like to help us continue to grow in the Northwest and you know of workers in need of union representation, email me at jconway@teamsters213.org and, in strict confidence, I will direct your email accordingly.



George Olver, Mike Murphy, Ross Perovic, Randy Neighbours, Rob Gregson, Joe Alfonso, and Roman Carelli

raised a record-breaking \$5,499,269 to benefit children and their families.

The show was broadcast from the Hard Rock Casino in Coquitlam and featured an array of stories and special moments.

For over 50 years, Variety – the

Children's Charity steps in where health care ends, providing direct help to children with special needs in B.C. Since 2010, Variety has distributed more than \$25 million in funding to families and organizations in communities all across the province.



Rob Guzzo, Walter Canta, Joe Alfonso, Tony Santavenere, Vince Fazio, Angelo Carelli, George Olver, and Tony Zaurrini



Dal Gill, Nabil Nader, Walter Canta, James Garnett, and Ross Perovic.



Local 213's lawyer spells out changes needed in the B.C. Labour Code

By Andrew Mercier, Legal Counsel

Labour law is changing. In February 2018 B.C.'s new Minister of Labour Harry Bains appointed a special panel to review the B.C. Labour Relations Code to ensure that unionized workplaces in British Columbia support fair laws for workers and business. The panel is made up of three people: a management-side lawyer, a union-side lawyer and a neutral arbitrator.

Casey McCabe, director of Legal Services for Local 213, made both oral and written submissions. McCabe drew on his decades in the labour movement – including time as a carpenter, bargaining committee member, business agent and union lawyer – to craft proposals that deal with problems faced by workers trying to organize.

His submissions deal with two main themes: first, ensuring that employees are able to exercise their rights to join a union under the code, and second, ensuring that there is balance at the bargaining table when negotiating a first collective agreement.

Anyone who has been through an organizing drive knows that anti-union employers will go out of their way to fight against your right to join a union. Being in a union means that the boss has to follow the rules and employees have a process to protect them from arbitrary treatment.

A major flaw with the current law is that it enables union-busting.

Currently, if workers want to unionize they must get 45% of employees to sign cards, and then they can apply for a representation vote. The representation vote is a secret ballot vote that occurs within 10 days of the application. During this 10-day period the employer has the right to say, and intervene, in the employees' choice to form a union.

There is virtually no limit on what your boss can say as long as they are not being clearly coercive and intimidating.

So-called employer-speech rights are enshrined in the code and offer protection to employers in unfair labour practice complaints. This is the legal term for an action brought against an employer who has violated the labour code during an organizing campaign, i.e., if the employer has spread rumours and misinformation about the consequences of unionization or threatened to lay-off employees – even firing union supporters.

McCabe has proposed that we eliminate representation votes and go to a system of automatic certification if 51% of employees sign union cards (this system is often referred to as card check). This would eliminate the campaign period entirely, and therefore dramatically reduce unfair labour practices during organizing drives.

Alternatively, McCabe recommended that the standard for employer speech in an organizing campaign be limited to statements of facts or beliefs reasonably held – a standard

that would capture more anti-union employer behaviour. He recommends that the window for a representation vote be shortened from 10 days to 3 days. These two changes would dramatically reduce the campaign period and undercut negative employer campaigning resulting in workers being able to exercise their democratic rights free of fear of retaliation.

Equally important, is ensuring that there is balance at the bargaining table when a newly unionized workplace goes to bargain its first collective agreement. For anti-union employers, the first collective agreement is an extension of the campaign period. Under current law, employees can decertify a union within 10 months of certification if no collective agreement is reached.

This means that anti-union employers have an incentive to drag out negotiations and continue their negative campaigning. This is exacerbated by the fact that you cannot apply for first-contract arbitration – a binding process to resolve disputes around first collective agreements – without taking a strike vote first. A strike is a difficult choice for a new bargaining unit to make, especially one that is being terrorized by their employer.

As a solution to this problem, McCabe has recommended two changes to the existing law: first, no decertification before a first collective agreement is reached, and secondly, removing the requirement for a strike vote to enter first contract arbitration. Together, these changes will create an incentive for anti-union employers to negotiate and provide an alternative process if they refuse.

By proposing changes to address the deficiencies in the law with regards to organizing and first collective agreement negotiation, McCabe and Local 213 are advocating for more stability in the workplace by cutting down on inefficient and productivity wasting anti-union campaigns.



Casey McCabe, the workers' friend

Persevering when the laws are against you

By Marco Procaccini

Most people believe that laws are synonymous with justice. Sadly, in our global corporate capitalist economy, that often isn't the case. That's what you'll learn when you talk to Casey McCabe, director of the Teamsters Local 213 Legal Affairs Department.

After 10 years as a Teamsters Local 213 lawyer and 30 years with a career in labour law, McCabe is retiring in June. Advocating for employees under current laws hasn't been easy – especially with anti-labour governments in power.

"After the BC Liberals were elected, the government made numerous revisions of the B.C. Labour Code in 2002 that really slanted the rules in favour of employers," he said. "It's been a pretty difficult 15 years."

In addition to bad regulatory and legal changes, the cumbersome and biased decision-making process and interpretation of the code by employer-friendly staff was another hurdle to advancing workers' rights.

McCabe and his associate Brian Savage used to jointly run a labour law firm until they joined the Teamsters Union in 2007 and went to work as legal counsels for Local 213. They recently added Andrew Mercier (a labour law articling student and one-time NDP candidate for Langley in the 2013 provincial election) to apprentice under McCabe until the senior lawyer retires. Then Savage will take over as the director and Mercier will become in-house counsel. McCabe is confident his colleagues can handle the challenges of the diversity of issues and cases.

"Local 213 has bargaining unit certifications in federal and provincial jurisdictions, so under both federal and provincial labour codes," he said, so the bulk of the work is addressing certification applications by workers, contract interpretation, unfair labour practices, and successorship rights to allow workers to keep their bargaining units when their firms are sold or merged. "We have to deal with quite a diverse set of practices. That's been quite difficult under the (BC Liberal government) Labour Code revisions."

McCabe said that while there are many serious challenges, the most difficult by far was providing legal support for the 350 Local 213 members working at the Richmond outlet of the

international IKEA chain in 2013. The company locked out the workers after they protested the employer's unilateral concessionary changes to the existing collective agreement. The terms of that agreement were won when the workers went on strike in 2006 to gain recognition as a union.

"That dispute lasted almost two years (including the 18-month lock-out)," he said. The Richmond store is currently the only unionized IKEA outlet in Western Canada, with only a few organized stores in Quebec and Ontario – all of them with the Teamsters. McCabe agreed that the Richmond store lockout was done largely to intimidate employees at other locations from organizing. "In the end, everyone got to keep their jobs and we got some minor improvements in working conditions. But none of the concessions the employer was looking for were accepted. So in that way, it's a victory, especially with such an unfavourable labour code."

McCabe is hopeful that last year's defeat of the BC Liberals and the election of the NDP-Green coalition government will see positive changes to the code.

"I'm optimistic about the future with the (upcoming) review of the labour code," he said. "I think unions can expect fairer decisions and process from the revisions, as well as better interpretation of the code. Workers will likely find it easier to join and stay in unions and better process, which is all we can really ask for. This is something our kids will benefit from too in the future workforce."

McCabe has plans for his retirement. "I intend to take a long rest," he said, "do some gardening and projects around the house (in Delta). My wife Katie and I also want to do some travelling"



Casey McCabe, with a 30-year career in labour law, has been the Teamsters Local 213 advocate for 10 years.



Teamsters Local 213 members in the Kootenays came to Castlegar to learn firsthand about union initiatives and economic news.



teamsters213.org

Special Feature
On the Job



Teamsters at **Euroline Windows**

Article by Leslie Dyson
Photos by Dan Jackson

Creating luxury doors and windows

*An energy efficient, ultra-secure door made by Local 213 members.
Inset: Teamster 213 member Gurpreet Rai making window screens.*



Sonia Nanda



Overlooking the framing department.



Kulwant Gill



Rizalino Jimenez



Shop steward Claude Gauteau

The Teamster Local 213 members at Euroline Windows Inc. in Delta are custom manufacturing very high-end, energy efficient and ultra secure windows and doors for the rich and famous. Euroline is celebrating its 25th anniversary in July.

There are 60 members working in the various departments: cutting and fabricating, welding, shapes (anything not a square or rectangle), foiling (where laminate is applied), assembly, glazing, connections, grids (decorative flourishes of glass and other materials), trucking and installation.

Attrition is relatively low. About 25 members have been with the company for over 10 years. There have been no layoffs in the past seven years and the company is growing.

Windows and doors are destined for mansions and resorts in western Canada and the U.S. and special projects such as a six-storey passive-design residence in White Rock. Passive design uses little or no energy to maintain stable indoor temperature.

Doors range in price from \$1,000 to \$45,000 for the 15-foot high, self-locking, deluxe aluminum/metal model with a finger-scan entry system and multiple locking points.

Windows come in a wide range of "tilt and turn" styles. They can be opened inward letting air in but thwarting critters and, with an easy turn of the handle, open outward. Restrictors can be added to ensure small children don't fall through.

The products are German designed but the framing materials (called sticks) and glass come from Winnipeg. The hardware is made in Chester, Virginia.

Specialty products include round windows and an accordion aluminum-framed glass wall that can extend 30 feet by 10 feet high and fitted with a door that swings open.

The company also makes triple- and even quadruple-glazed windows with injected foam to ensure net zero energy loss. You can order sound proofing that will ensure that even if you live by a train crossing, once inside you will never hear a train go by.

For homes with state of the art entertainment centres, there are rolling aluminum shutters between the panes of glass that offer a black out function at the touch of a button.

And it wouldn't be custom if there weren't hundreds of colour options. Frames are coated in one millimetre laminate wrap that can be made to look like wood grain, brushed metal or any colour you like. Nobody seems to be interested in white frames anymore, said Logistics Manager Kalon Mallais.

If security is your concern, the laminated glass repels sledgehammers or any other break-in tools. "Nobody breaks through these windows," Mallais said. The company has heard stories about thieves trying to break in and going from window to window, but finally giving up and trying to break into the house next door.

Customers save on the PST when they have Teamster members do the delivery and installation. Installation requires strength and precision. The windows and doors are very heavy

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Melchor Banac and Allan Borja

cont. from previous page

and must be placed exactly square. To get around the problem of houses settling, specialty strapping is used to allow the frames to float in the chamber that houses them.

Some customers are willing to spend up to \$300,000 for a complete window and door package, said Mallais. But shop steward Claude Gautreau puts it into perspective. "The house may be worth \$10 million."

Gautreau has 20 years experience and has worked in the glazing department for the past 15. He laughs when asked if he has these windows and doors in his house. "Even with my discount – cost plus 5% – I can't afford it."

Churning out such high-end products requires finesse and focus as well as speed.

Gurpreet Rai, with four years experience at the company, was making screens. It's exacting work. "The frame sometimes bends," she said. "You have to follow the lines and it has to be straight. Sometimes my eyes get tired because you have to watch everything."

Cesar Verdadero, with the company for two years, works in glazing and molding. "I really love it because the environment is good."

Von Hansen Cruz, with the company since 2006, works in the specialty shapes department. "I love it. It's not boring. Every day is a challenge."

Driver Sukh Paul, a former truck owner-operator, joined

the company nine months ago. He had to give up his old job when repairs surpassed the value of his rig. "There goes \$300,000 down the drain," he said. While some of the skills still apply, he said he's facing new challenges like having to drive in narrow alleys, under trees and into tight spots. He and swamper Jas Bhatti have made deliveries all over the province and to the Prairies and Washington and Oregon.

Foiling machine operator Adam Karjala started with the company almost two years ago. Every stick (piece of framing) goes through the foiling department.

Previously, Karjala worked on plumbing, framing and automotive jobs. "Every labour has skill," he said. "This has a lot more critical thinking and problem solving but it's less physically demanding."

"You have to understand that any error in automation is a fail...I'm checking here, checking there, inspecting quality here—rinse and repeat."

"It takes practice, time, patience and understanding. It's basic cause and effect. Every run is different but once you do it for a long time, you understand every profile in the job."

"Working union has its benefits," Karjala added. "If this same position was offered in another company, I would absolutely pick the union one. There are great benefits."

Teamsters Local 213 has represented the workers for the past eight years.



Adam Karjala, Jaymond Tambam, and Welson Morfe in the foiling department. "You have to understand that any error in automation is a fail," said Kajala.



Reycil Sumido



Jovito Gabao



Luke Shay



The Euroline showroom showing the tilt and turn windows.

"Phenomenal" is the word Mallais uses to describe his relationship with Business Rep Phil Clelland and Teamsters Local 213. "In my opinion unions are great...I have no issues. They're always fair about what they bring in."

"We have a strong relationship," agreed Clelland. "We know what to expect from each other. We deal with each other honestly and work to find a resolution that works for everybody...Without the employer we don't have employees but workers' rights have to be respected."

Company owner Isbrand Funk bought the company when he moved to Canada 22 years ago. He worked in management for a construction company that built dams around the world. "Managing is the same," he said, whether the product is a hydroelectric dam or state of the art windows and doors. He chose a new location on the other side of River Road in Delta to build a 65,000 sf factory to accommodate the specialized work. He has invested millions of dollars to ensure the company keeps pace. Funk also visits Fensterbau, the annual international window trade show in Germany to see what others are doing.

"I never said I have to be happy every day at work. But something needs to be done? I do it." Asked if he has Euroline windows and doors in his home, he replies, "Of course I do!"

All jobs require a high degree of skill. "Everywhere you look around, people are using equipment," Clelland said. "But you have to keep them interested. They [the company] keep them moving around a lot. No one owns their position."

The union and company have worked out an arrangement where Teamsters are either working at production level 2 or 3. There are a variety of jobs within each category so the pay remains the same but there is variety in the work. "People don't get bored and they develop new skills." It benefits the company as well when people take vacation or have to take sick leave.

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Ken Radersma applying a custom spoke pattern to a circular window.

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"It's unique to this location," Clelland added. The union helped with the fine tuning to make the system work for both parties. Just as importantly, the arrangement respects individual's years of service. "The company still respects seniority," he said.

Gautreau takes his union responsibility seriously, advocating for his coworkers and making sure their rights are protected. If there's an impasse, he brings in the union. He does it, he said, "because 100% of company owners don't want unions because it means higher wages, benefits, etc." He took the shop steward position because no one else came forward and someone has to be willing to speak up. "Believe me, the people here know the union is not here to screw them. They are happy to have a union."

Clelland was off to a grievance meeting on the day **Today's Teamsters** visited. He was optimistic about the outcome. "As long as you present a well-reasoned argument and everyone is respected, you'll usually come to an agreement."

While there is a high degree of automation, Clelland said Euroline will require Teamsters to provide the human touch and a degree of artistry for some time. Automation to that degree would be prohibitively expensive. "You'd never get your investment back."

Clelland said some of the company's customers visit the Euroline showroom and then accept an offer to tour the plant as well. They are pleasantly surprised to see that the products they are purchasing are made by Canadian workers rather than in a developing-world sweatshop.



Von Hansel Cruz

Euroline Windows is hiring for many positions. The work can be repetitive and many of the products are heavy. High school graduation and assembly experience are required. The benefits are good and the starting wage is \$16/hour, topping out at \$27/hour with annual raises based on collective bargaining. Promotion is available by taking on jobs that are more technical.

A cutting edge training model

By Marco Procaccini

High-quality, cutting-edge skills training is a key to survival in today's economy. And labour unions shouldn't wait for governments to get on the ball, they have to do it themselves.

That's what Mike Evans has to say. He's the retiring training coordinator for Teamsters Local 213.

He's held the position for the last seven years and has made his mark by updating the training program, started in 1946, and moving it almost entirely online – one of the first unions in B.C. to do so on such a large scale and especially novel among those in construction.

The school was housed in a physical structure, first in Maple Ridge then in Sardis, when Evans took the helm.

"I was actually first hired to close the old school and start to move the program online," he said. "Since then, we've had about 20 times the number of students go through our courses than we had before going online. We have a full catalogue of courses that any member can take and at any time they need or want to."

Members take courses on their personal computers and, by registering with the training school, have personal profiles set up. When they complete courses, their certifications are uploaded to their profiles automatically.

"There's no need to have a classroom," Evans said. "The online structure means we can train people immediately. Qualifications are a moving target, changing with every job and project, and we



Michael Evans has brought full-access online training to the members of Teamsters Local 213. – Corry Anderson-Fennel photo

have to be able to respond quickly. Members can also take courses whenever they want, at their convenience."

Prior to the commencement of a major project, skill requirements and the specific trades are worked out in negotiating and planning meetings between union reps and signatory contractors. "Say we need a half-dozen guys to work on specific jobs on a pipeline," he said. "There are many safety certifications a person needs to have before they can do the work. This way, they can get the training immediately. To try to book this through a classroom would be absurd."

Several hundred Local 213 members have taken over 1,500 classes since the online format was introduced. With the program now on "good footing," he and his replacement Rob Duff are looking to expand the school's offerings with a mobile component – a trailer unit equipped with driving simulators and online access that can visit job sites around the province.

"It's time to take it on the road," Evans said. "With this format, there's no such thing as a cancelled class or sick instructor or missing a course due to work or illness. It doesn't matter if it's a low-bed (truck), a bus or a fuel truck someone needs to get certified for. In heavy construction, you often need at least a half-dozen certifications, or more if you're doing some specialized work. This way you can get the training right away."

Evans said more unions are making efforts to fund their own training and apprenticeship programs in the face of loss of support from anti-worker governments and non-union contractor lobbies – with promising results.

"Look at the stats to see for yourself," he said. "Applicants at that ITA (the BC government-sponsored Industry Training Authority) only have about a 15 per cent completion rate. We get about an 85 per cent completion rate at the union schools."

"What we need is to bring back compulsory trades training," he added. "We had 11 compulsory certified trades in B.C. until 2001." The BC Liberal regime, responding to demands by lobbyists for the non-union construction contractors, eliminated many of them in 2002. "B.C. is the only province in Canada that doesn't have them."

Evans is scheduled to retire in June. While his legacy in pioneering online full-access training for Local 213 is more than established, he's not ready to give up his role as a labour activist and advocate for working people.

"I plan to nap for the first six months," he said. "I will do some computer work. But what I really want to do is credit management, especially credit counselling. It's my hobby."

Personal debt among working-class families is skyrocketing as wages continue to lag behind the cost of living, Evans said, and the need for credit counselling for working people has become critical. He has witnessed both union colleagues and his extended family experience significant credit problems.

"Too many people seem to determine whether something is affordable based on if they can meet the debt payments," he said. "It's too easy for people to get into trouble." He plans to offer counselling as a volunteer.

Some labour organizations are concerned that the country's preoccupation with the legalization of recreational marijuana could lead to employer heavy handedness and abuse of workers' rights. July 1 marks the day when it becomes legal. Medical use of cannabis has been legal in this country since 2001.



Recreational marijuana, medical cannabis and the opioid crisis

by Leslie Dyson

Yves Ouellet, general director of the Quebec Federation of Labour's 78,000 construction union members, told the Montreal Gazette, "This doesn't mean that on July 2, everyone is going to start smoking joints on construction sites... Alcohol is legal and everyone doesn't go down four scotches on their break." He said there is no need to panic or call for intrusive rules on workers. "There can't be abuse of power on the matter with bosses jumping on everyone, wanting to fix certain situations because that's what they think is going on," he said. "We have to be extremely careful about workers' rights so that this doesn't become arbitrary."

Vicky Waldron, executive director of the B.C. Construction Industry Rehab Plan, told *Tradetalk*, "I don't think that (marijuana legalization) will mean an increase of people smoking marijuana on the job. People already know they can't drive or operate equipment and even that they can't be on the job if they have been smoking it. I don't see that increasing at all."

The Canadian Centre on Substance Use and Addiction issued a study examining strengths and gaps in workplace substance use policies in Canada.

"From our report, we know that Canadian employers and employees have lots of questions and concerns about workplace policies surrounding substance use," said CEO Rita Notarandrea. "Harmful substance use can have an impact on an individual's health, on productivity, absenteeism, turnover and workplace morale; not to mention the potential impact on the health and safety of other employees, particularly in safety-sensitive industries."

The centre found that not enough companies and organizations have comprehensive, well-developed workplace

substance use policies. Where policies do exist, there is often an imbalance between disciplinary measures and supportive measures to help employees.

This spring, directors of Canadian employee benefit plans were invited to hear the latest findings from experts in the use of cannabis.

Dr. Danial Schecter, from the Cannabinoid Medical Clinic in Toronto, said cannabis use can be dangerous for workers in safety sensitive positions. It has been shown to have short-term negative impacts on:

- driving performance such as staying in one's lane
- reaction time, motor coordination, divided attention, short-term memory and decision-making under time-pressured and informationally-complex conditions

Blood concentration of cannabis has been linked to impaired driving capacity and the new legislation allows for fines and even jail time.

Medical marijuana

There is a difference between marijuana with THC (tetrahydrocannabinol) – the intoxicant found in the plant used for recreation – and the marijuana with CBD (cannabidiols) – a largely non-addictive part of the plant used for many medical conditions.

Timothy Clarke, president of Health Consulting Inc. in Toronto, said a 2017 study found that 22% of Canadians use marijuana at least occasionally and a further 17% more were willing to try it once it became legal.

Schecter talked about the history of cannabis. The first recorded use was in 2800 BCE in China. It was listed in the US Pharmacopoeia in 1870 and became a prohibited substance in the

A healing herb or the Devil's playground? Different perspectives for different times.



Cannabis was first on the list of Chinese medicines 5,000 years ago, treating gout, malaria, rheumatism and forgetfulness, under Emperor Shen Neng.



1930s. Medical use of cannabis has been legal for 17 years and is an eligible medical expense according to the Canada Revenue Agency.

There is substantial evidence that it helps with:

- chronic pain in adults
- chemotherapy induced treatment of nausea and vomiting
- management of spasticity (MS)
- treatment of intractable seizures

There is moderate evidence that it improves sleep disturbance associated with obstructive sleep apnea, fibromyalgia, chronic pain, and MS.

However, there is limited evidence that it:

- improves dementia symptoms
- improves Parkinson disease symptoms
- reduces schizophrenia symptoms
- improves posttraumatic stress disorder symptoms
- increases appetite and decreases weight loss associated with HIV/AIDS
- improves Tourette Syndrome symptoms
- improves symptoms in social anxiety disorders

And cannabis can cause impairment, dependency, tolerance and abuse. But so can opioids, benzodiazepines, antidepressants and muscle relaxers, Schechter pointed out.

Cannabis may improve people's quality of life while decreasing the need for other medications, however more research is required.

The opioid epidemic


The change in regulations around marijuana use comes at a time when we are seeing hundreds of deaths due to fentanyl overdoses.

The real focus of concern for the B.C. Construction Industry Rehab Plan is the opioid epidemic. More than 1,900 people have died of illicit drug overdoses in B.C. since the province declared a public health emergency nearly two years ago.

Lee Loftus, long-time health and safety advocate, told *Tradetalk* that the opioid crisis has a lot of employers and workers talking about substance use.

While some workers trying to cope with addiction fear not

being called to work if they seek help, Loftus said, "They're not going to lose their job because they use drugs, but because they miss time." If a company fires an employee without providing help it is breaking the law and violating human rights and collective agreements, he said. "You have to have cause to terminate people and the trade union movement...will intervene at that state and say, 'What have you done to help this person?' Employers would have to rehire people and provide treatment."



Naloxone Training

402-223 Nelson's Cres
New Westminster

**First Tuesday of
Every Month 6-7PM**

Call 604-521-8611 for
more info


Anyone
Welcome

Hours
Tuesdays 6-7PM

Cost
Free of Charge!

Take Home
Naloxone Kits
supplied at no
cost

Follow us on:

Construction
Industry Rehab
Plan

News about pensions

By Ingrid Ochodek, Administrator, CEBS

The Teamsters Local 213 Pension Plan is doing well and the conversion to a Target Benefit Plan is almost complete. The updated Member Booklet will be distributed shortly.

A reminder that in mid-June, Pension Plan members (Active, and Terminated Vested, or "Inactive") will be receiving their 2017 Annual Pension Statement and cover letter from the chair providing an update on the Pension Plan. Be on the lookout for it. It tells you what your earned pension will be at retirement and other important plan information.

Also in June, retirees/beneficiaries will receive their Annual Information Statement, and a Pensioner Audit will be conducted. The Pensioner Audit is a routine audit process done every two years to make sure that all pensioners are receiving their monthly pension.

A reminder to notify our office if you have any changes to your address or contact information, marital status, beneficiary designations, etc. so we can update our records and send you any necessary forms.

If you have any questions about your participation in the Teamsters Local 213 Pension Plan, the Teamsters Local 213 Health & Welfare Plan, or the Teamsters Local 213 Miscellaneous Division Health & Welfare Plan, please don't hesitate to call our office. Our office hours are 8:15 a.m. to 4:30 p.m., Monday to Friday.

Office hours and contacts

- Teamsters Local 213 Pension Plan
- Teamsters Local 213 Health & Welfare Plan
- Miscellaneous Division Health & Welfare Plan

Office hours: 8:15 a.m. to 4:30 p.m.,
Monday to Friday
490 East Broadway, Vancouver, BC V5T 1X3
Tel: 604-879-8627
Toll Free in BC & the Yukon: 1-800-972-6241
Email: info@teamsters213benefits.com

Ensuring no interruption in your benefits

- ✓ **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.**

Workers' Advisers Office Are you having trouble with WorkSafeBC?

There is help for Teamster members who have questions about a WorkSafeBC decision. The Workers' Advisers Office, operating independently of WorkSafeBC, provides free, independent advice and assistance, representation, training, and mentoring to workers and their dependants for disagreements they may have with WorkSafeBC decisions. Hours are 8:30 a.m. to 4:30 p.m. Monday to Friday.

Contact WorkSafeBC if:

1. you wish to make a claim for injury or occupational disease
2. you wish to complain about the employer's response to a health and safety concern
3. you have questions about the status of your claim
4. you have questions about why a particular decision was made by WorkSafeBC
5. you want WorkSafeBC to make a decision on your claim
6. you have general "what if?" questions about workers' compensation law or WorkSafeBC policies

When to contact the Workers' Advisers Office

1. you receive a decision from WorkSafeBC about a claim for compensation but disagree with it and want advice and assistance on a potential appeal
2. WorkSafeBC refused or failed to provide you with a decision on an issue of entitlement under the Workers Compensation Act
3. you raised an issue of health and safety in the workplace and your employer took some action, or failed to take some action, that adversely affected your terms of employment or membership in your union
4. WorkSafeBC declined to accept your claim for "Discriminatory Action" under sections 150 & 151 of the Workers Compensation Act

**For information, call 1-800-663-6695.
On your computer search Workers'
Advisers Office BC.**

**For information on your claim status
please call WorkSafeBC directly at
1 888 967-5377.**

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. If you know how we can contact a person listed below, please call us as well.

Able	F	Dudoward	C	Janzen	R	Moore	G	Simmons	T
Adams	D	Dudoward	R	Johnson	D	Morgan	G	Simpson	R
Adcock	L	Duret	Y	Johnson	J	Nahirny	M	Slade	F
Albany	G	Ehl	C	Johnson	W	Nelson	R	Smith	D
Alton	P	Emery	G	Johnston	J	Nelson	S	Smith	R
Anderson	C	Ennis	D	Johnston	S	Nielsen	D	Smud	A
Anderson	D	Erfle	G	Johnston	W	Nore	D	Stephenson	R
Baker	J	Everett	W	Jones	F	Olson	R	Sterling	G
Balanuik	G	Fehr	J	Kiley	D	Paradis	R	Stewart	C
Bannister	J	Forsyth	G	Kirkland	W	Parisian	W	Strachan	P
Barkley	R	Frank	P	Knight	R	Paterson	P	Straw	J
Barnard	W	Freckleton	W	Knox	W	Pearson	C	Strelaeff	D
Barty	T	Frison	K	Kucera	C	Peters	A	Swares	D
Bates	R	Frocklage	J	Kuchak	N	Petrillo	L	Taylor	T
Berry	D	Furssedonn	A	Kushnir	E	Pigeon	R	Teeter	R
Bilodeau	D	Gammond	D	Landry	O	Pinder	G	Therault	R
Bird	D	Gardner	C	Lee	R	Pion	R	Thiessen	B
Bishop	R	Gawne	L	Lemay	M	Ponech	T	Thomas	N
Blackburn	W	Getson	D	Levasseur	R	Pow	N	Thompson	K
Bluin	B	Gillam	C	Lindbergh	H	Powar	K	Thomsen	J
Brisebois	G	Gillett	R	Lindenberger	R	Price	W	Toews	W
Broderick	J	Gordon	P	Longman	G	Pumphrey	W	Torresan	W
Brown	G	Graham	P	Lupaschuk	D	Racicot	R	Uempel	J
Bryden	K	Grant	H	MacNair	D	Rahi	J	Van Weenen	R
Burns	R	Griffiths	G	Makasoff	D	Ramsay	L	Vanderaa	M
Burt	G	Grindle	L	Marshall	W	Rasmussen	E	Vanderheide	J
Caleb	A	Groseclose	D	Matthews	N	Reambeault	P	Volpe	L
Campbell	G	Guthrie	D	Mayner	L	Reed	R	Watson	D
Cann	L	Haggarty	C	Maynes	B	Reimer	R	Watt	F
Cant	S	Hall	B	Mazzone	N	Reynolds	R	Watts	C
Carrott	E	Hamilton	R	McDonald	D	Rhodes	M	Wesley	R
Castell	D	Hamza	J	McDonald	R	Ridley	G	West	R
Chan	K	Hansen	R	McKinnon	D	Robinson	D	Wheeler	G
Charbonneau	B	Hoath	C	McMann	K	Rogers	R	Wigglesworth	I
Clynch	T	Hodson	S	McMullen	J	Rowe	R	Wilson	C
Cook	B	Hoey	D	McNeil	D	Rushworth	B	Wilson	P
Corkran	P	Holmes	R	Merchant	J	Sailer	D	Witt	N
Davis	W	Huckle	P	Miller	R	Santos	L	Yardley	E
Derksen	I	Hudson	E	Mineault	C	Seager	A	Zogas	H
Dix	J	Irving	R	Minkler	R	Shaver	F		
Dodds	E	Jackson	W	Mohr	R	Siddall	K		

Remembering members who have passed away



Bruce DUFF
Robert LYONS
Allen MACKINNON
David PALMER
Norm WRIGHT
Dennis ZIMMERMAN

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 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	Last known address	Deceased	Last known address
John Anderson	1941-2005 Kamloops	Kenneth Moore	1925-1981 Chilliwack
Jasvir Bains	1961-1998 Abbotsford	Rodney Romaniuk	1949-2007 Edmonton
Ivan Boyde	1942-2000 Kelowna	Ernest Schoor	1948-2003 Lake Cowichan
Patrick Gibson	1939-2000 Merritt	Al Smud	1941-2003 Black Creek

Welcome to the 501 new

SAFIYA ABDI
DOLLAR ABDI ALI
LUKE ADAIR
WAJI AHMED
CLIFFORD AISOWIEREN
JASON ALLEN
ERIK ANDERSEN
CODY ANDERSON
SHERRY AQUIND
HARNEET ARORA
MANJU ARORA
NASHWAN ASKINDER
XYRA BADUA
DARREN BAILEY
LEO GRANT BAKER
AMANDEEP BAL
MANKEERAT BAL
ALISTAR BARRIE
ARJUN BASSI
SAMEER BASSI
JATINDER BATTH
GREGORY BATEMAN
GERALD BEAUCHESNE
JULIAN BECK
JAMIE BELL
ORIANA BELLA
RHETT BELLMOND
MATTHEW BENDER
GERALD P BENINGER
KEVIN CASEY BENNETT
DOUGLAS JAMES BERMEL
LINDEN BESKAU
NAVJOT SINGH BHANGOO
SUMAN BHARDWAJ
DANIEL ADAM BIELAWSKI
JOSEPHINE BIKADI
ANDREW BOLTON
CONNOR BOMFORD
KYLE BOND
CRISTINA BORNALES
THOMAS BORROW
YAN BOSTOMONTE
MILES BOULTON
BRETT BOUMAN
RANJIT BOYAL
ROBBIE BOYLE
BARRY BOYLE
DON BRAITHWAITE
SATBIR BRAR
CATHERINE BRETSCHHEL
ADAM BRISK
RAHNE BRUNSCH
DAREK BUBELA
RUSSELL BUGERA
AHMED BULLE
DOW BURKOWSKY
SHANE BYER
JOE HUGH BYERS
WILFREDO CABAILO
ARNOLD CALO
MARE CAMPAGNA
COLTIN CAMPEN
CAYETANO CANESO
VIC CAPIRAL
JEFREY DE CASTRO
DUSTIN CERVO
RAJBIR SINGH CHAIRATH

STEPHANIE CHARLIE
DANNY YEN DA CHEN
KULJIT CHOONGH
CHRISTOPHER CHU
CAROLINE CHUI
PETER CHUNG
MARIO CHUNG
DINO CIAMARRA
CHRISTOPHER CO
EMERSON COLOBONG
ADAM CONNELL
DAVID COOK
ANDREW COPELAND
ARIANE CORDERO
WILLIAM CRUZ
ROBERT CUNNINGHAM
DAVID DA COSTA
ROLANDO DACUYAN
SCOTT DAGG
NASIBAH DAGHISTANI
SHANNON DARBY
BARRY LEE DARREN
SUSAN DAVEY
CASEY DAVIDSON
RODERICK DE LA CRUZ
STANLEY DE LEON
JOHN DE MOOY
MICHAEL DEHM
JALEM DEL ROSARIO
ROBERT DELA CRUZ
SAMUEL DELPOPOLO
DAMIEN DES JARDINS
DEVASISH DEWAN
MANMEET DHAHAN
GURMIT DHALI WAL
HIMMAT DHALI WAL
AJMER DHALI WAL
JASDEEP DHALI WAL
KULJEET DHALI WAL
KULVINDER DHALI WAL
BAANI DHANDA
RAJINDERPAL DHILLON
RAPINDER DHILLON
PRATIKUMAR DHIMAR
AURY DIAZ
BRANDON DIGGLE
MICHAEL DIPALO
MICHAEL DISHKIM
IGOR DOLBENEV
RANDY DORAN
SEBASTIAN DROZDOWSKI
KENNETH DRIVER
JOHN DUBELL
WILLIAM DUFF
PERRY DUQUETTE
CVIJANOVIC DUSKO
GARRY DUTCHEK
BRENT DYKMAN
DAILYN DYSON
KEITH EDWARDS
BABAK EJTEHADI
GABRIEL ELLISON
DEAN ENGEL
SAMSON FARRELL
MARK FAUTEUX
EVAN FEHR
RONALD S FEIST

LI FENG
THOMAS FERGUSON
IACOB FILIP
JAMES FLECK
ENRIQUE FRESCO
MICHAEL FRIAS
SCOTT FRIESE
RONALD FUMANTI
TAYLOR FYFE
ALYSSA GAGNON
EISELLE GALICIA
AAYMOND GALYE
ENZO GAMARRA
ROSEMARIE GANNABAN
TORY GARDNER
BRIAN GAUNTLETT
ALLAN GAUVIN
DARREN GERRARD
JOHNY GERUN
GAGANDEEP GHOTRA
PAWANDEEP GHOTRA
ANTHONY GIALLANARDO
NICHOLAS GIALLANARDO
CHAD GIBBS
TIMOTHY GIBBS
NORMAN GILBERT
GURWINDERPAL GILL
PRABHDIAL GILL
RYAN GILL
CLIFFORD GILLIS
SONYA GLOVER
CAITLYN GODKIN
HEIDI GOMEZ
SHAMSHER GOSEL
CALVIN GOSSELIN
EVERETT GRAHAM
KRIS GRENIER
SUKHWINDER GREWAL
JASEN PAUL GREWAL
JARED GRUENHAGE
ROBERT GRUNDON
WYATT HAGEN
HEINOK HAGOS
MARCUS HALL
SHAWN HALL
BHUPINDER HANS
TYLER HANSON
RYAN HARTFORD
CATHERINE HECKHAUSEN
SUKHVIR HEER
SEAN HEPNER
ROBERT HNATIW
JEREMY HOFFMAN
COLBY HORN FELT
SHAWN HOULIHAN
ASHLEY HUGHES
JAU HULA
TERRY HUNNISETT
YOUSUF HUSAIN
SHELDON HYATT
ASHLEY HYNES
VAUGHAN HYNES
LYALL INSULL
WAI IP
CAROL JACKSON
GREGORY JASTER
SALMAN JAWED

and returning members

KURT JENSEN
 DANIEL JIANG
 MICHAEL JOHNSON
 KEVIN JOHNSON
 RILEY JOHNSON
 BRIAN JOHNSON
 KAYLA JOLICOEUR
 BRUCE JONES
 CHRISTOPHER JONES
 MARYSSA JONES
 CLINTON JONES
 JOHAN JONKMAN
 EDWARD JORDAN
 KEITH JUNG
 MUGISA KABYMER
 ZACKARY KAHL
 JASVIR KALSI
 ANUJ KALUCHA
 CONALL KANE
 HARNEK KANG
 MOHAMMED KARGAR
 GAGANDEEP KAUR
 HARDEEP KAUR
 INDERJIT KAUR
 ABHISHEK KAUSHAL
 KEITH KAVELMAN
 KYLE KENNEDY
 DEEPAK KHARAT
 BAHADUR KHARUD
 HANSOO KIM
 RICHARD JOSEPH KIMBER
 EMILY ELIZABETH KOEHLER
 EUGENE KOH
 FEODOR KORCHOUN
 RILEY JUSTIN KRAAL
 PRAMOD(BOBBY) KUMAR
 SIDDHARTH KUMAR
 JESUS LACAMBRA
 JOSEPH RICHARD LACHAPELLE
 BARBARA LANG
 EVANS LANG
 ARTHUR LAO
 CODY ROBERT L'ARRIVEE
 KEVIN LARSON
 CHUN WING LAU
 SEAN BRANDON LAWRENCE
 PAULA-ALEXANDRA LAZAR
 JEFF LEALAND
 BRIAN NATHAN LEBLANC
 JEREMY DAVID LEBOLD
 BRIAN LEE
 CHE-DAHT LEE
 JAESUG LEE
 YU-CHI MELISSA LEE
 CRAIG LEMAY
 CLIFFORD GRANT LENGKEEK
 MICHAEL LEVESQUE
 PAMELA LI
 JOSEPH CZAR LIBUNAO
 IGOR LIMAY
 ALLAN DAVID LOERKE
 JASON LOGARTA
 MARIA ANGELICA LOPEZ
 JARROD PARKER LUCOE
 KAFI MOHIADIN LUGEY
 JAMES D LUTKE
 KARAMJEET SINGH MAAN

JUSTIN HARJOT MAAN
 COLLIN MACARTHUR
 ROBERT ALEXANDER MACARTHUR
 DYLAN MACKENZIE
 JASON TONOG MALANA
 DESMOND MALCOLM
 ALEXANDER MALIN
 MELCHOR MALLARI
 RAJVEER SINGH MANKOO
 MA EMILITA MANUEL
 CHRISTOFFER ALBIEN MANUNGAS
 NORMAN ALFRED MARKS
 MURRAY GORDON MARTENS
 RUSSELL MARTINSON
 ELIMAR MASIRAG
 GARY DOUGLAS MCARTHUR
 JARED LEVI MCBETH
 WILSON SCOTT MCBOYLE
 JOHN ANDREW MCCABE
 IAN PARK MCCALLUM
 SARAH JANE MCGRAW
 TRAVIS JOHN MCGUIRE
 TYLER ANDREW MCINNES
 VINCENT MCKAY
 CHRISTOPHER DAVID MCKENNA
 MARK MCKIM
 KREG ARTHUR MCKINNON
 ELAINA MCKOEN
 TREVOR JAMES MCPARLAND
 AMRIT MEHARGUR
 GARY MEJIA
 KEVIN KYLE MENCHIONS
 ALLEN ROBERT MILLER
 ANDREW MILLER MILLER
 JAMES HORACE MILLS
 WOLFGANG MOORE
 VITALIY MOROZOV
 CONNIE JANE MORRIS
 PIETER HENDRIKUS MOTT
 FARHANA MALLICK MOU
 MOHIT MUKHIJA
 MARK MULI
 DRAGOSLAV MUNJIZA
 AJEETPAL NARWAL
 SUKH NATT
 JERRY NEITCH
 JASON NELSON
 WILLIAM NELSON
 ROBERT NELSON
 CSABA NEMETH
 JARED NEWHAM
 ALEX NG
 DAVID NG
 MICHAEL NILSON
 EZCKIEL ONG
 DONG YUAN PAN
 MANPREET PANAG
 HARBIN PANE
 WILLIAM PARSONS
 KALAIVATHANY PATKUNATASA
 TERESITA PATRICIO
 NICHOLAS PAYETTE
 FRANZ PECHANGUS
 RICARDO PEITZER
 ELWIN PENNER
 MICHAEL PENNER
 DAVID PHAM

GREGORY PHILIP
 PAUL PHILLIPS
 JAIME PIEDRAHITA
 KYLE PIKE
 BARRY D PILKINGTON
 LYLE PILLER
 CHRISTIAN PINEDA
 KRISTINA PODLEGAEVA
 SHAYNE POLLOK
 GLENN POWER
 DEEPAK PRASAD
 STEPHEN PROULX
 JAMES ROBERT PURDIE
 JOHN DEAN PURMAL
 AZIZ QAYUM
 JORDAN QUAN
 STERLING QUENNEL
 CHRISTOPHER QUENNEL
 COLE RADFORD
 JAMES RAFFAN
 STEPHANIE RAGUZ
 SIMON RAM
 LAWRENCE RANDALL
 GURINDERDEEP RANU
 NILESH RAO
 HENRY REGACHO
 ALLEN REID
 ERIC REITER
 DIANE REMPEL
 GARRY REYES
 HOWARD RICHARDS
 EDESEL RIVERA
 DARCY ROBINSON
 DENNIS ROBOSA
 COURTNEY ROERSMA
 SHARMON ROMING
 BARRY ROSE
 JOHN ROSS
 RANDY ROTHWELL
 ADAM ROUTLEY
 MICHAEL ROY
 BROCK RUCHOTZKE
 BRADY RUSSELL
 TYLER RUSSELL
 GAVIN RYTER
 HARMAN SADHRA
 MAE SAGAP
 SHAWN SAHANOVITCH
 MAMTA SAHOTA
 HAKKARI SAID
 NAVINDER SAINI
 FLORENCE SALADINO
 SERGIO SALAS
 SCOTT SAMPSON
 BRUCE SAMPSON
 PAUL SAMPSON
 JAGDEV SAMRA
 CHRIS SANDERS
 BEVERLY SAPIUDDIN
 MELISSA SATTLER
 CAROLINE SCHENKEVELD
 JOHNATHAN SCHMIDT
 MATT SCOTT
 ROY SEKORANJA
 DARREN SEPT
 TRACEY SERENA

continued on next page

Welcome cont.

PRIYA SHARMA
CONNOR SHARPE
JERRY SHEIKH
TREVOR SHIPLEY
TREVOR SHIRES
HARMINDER SIDHU
MANJINDER SIDHU
RAMJODH SIDHU
HARMINDER SINGH
JASPREET SINGH
KULJIT GOLDIE SINGH
AMANDEEP SINGH
RAJWINDER SINGH
GURKIRAT SINGH
DYLON SIRCH
AARON SLOAN
HUNTER SMEATON
BRIAN O SMITH
JOHN SMITH
BARRIE SMITH
JAMES SNYDER
PRABHJEET SOKHEY
GUILLERMO SOLANO
KEVIN SOLITO
BALWINDER SOMAL
ROMULO SORIANO
FRUCTUOSOMACHILO SPAK
JOHN A SPARKS
SANDRA SPELAY
CHARLES SPENCER
SCOTT SPENCER
KRISTOFER ST.GERMAIN
PAUL STACKHOUSE
CHRISTINA STADE
TERRY STEELE
ANIL STEPHEN
CHRISTOPHER STEVENS
CHRISTY STEWART
DILLON STOGAN
LAWRENCE STOOSHINOFF
KRISTIAN TABARA

RODNEY TAIT
KARMBIR TAKHAR
YOSHITARO TANAKA
DALLAS TARRON
NARY THAI
GEORGE THOMASON
DALE THOMPSON
JUSTIN TIEMER
TRACEY TIMMS
SHAILEN TOM
RACHELLE TOMM
STEVEN TOONG
PARMVIR TOOR
JONATHAN TRAN
GIANG DAI TRAN
PETER TRAN
KENNETH TSE
TRAVIS TUBB
IVAN TUBIC
MEHARWAN UPPAL
JAIME VALENCIA
JACOB VAN DAM
JOSEPH VAUGHAN
EVAN VI
RAMNJEET VIRK
JATINDER VIRK
SYDNEY VOLLMIN
SHAMINDERPAL WADYAL
SANJIT WAHID
MYRA WAKIAS
LES WALRAVEN
JUSTIN WARD
ALLAN WARE
CHARLOTTE WATTS
STANLEY WEBB
QUINN WEBER
BRANDON WEBSTER
DALLAS WELLER
VINCENT WEN
KEVIN WESLEY
GLEN WESLEY JR
STEVEN WHEELER

TAYLOR WHITESIDE
MARIA WIBOWO
BLAZE WIEBE
KYLE WILLIAMS
WILLIAM WIPF
ALFRED WONG
MARK WONG
CHING YAN YANG
YU SAN YANG
ANTHONY YARROW
STEPHEN YEAMANS
SONG KAI YEH
DAYASHANTHY YOGARAJA
DAVID YORKE
RICHARD HSU YUAN
THOMAS ZABOK
TERRY ZARECKI



Batchman Rob Gregson and shop steward and driver Lyle Croy, both from Ocean, were winners of the Teamster merchandise at the Vancouver general membership meeting.

TEAMSTERS LOCAL 213 LOGO MERCHANDISE

Jackets	\$61.81—S, M, L and XL (black)
Sumaggo Bomber Jackets	\$65.90—XXL (black)
	\$73.50—XXXL (black)
Hoodies	\$80.00—Regular Members (grey)
	\$60.00—Shop Stewards (grey)
Hats—Horses head logo	\$19.00—Baseball cap style (black)
Embroidered Local 213 logo off-set on front (silver & red)	
Embroidered Local 213 website on the side	
Watch	\$51.75—Ladies Only
Watch	\$51.95—Mens Only
T-Shirts—Unisex	\$17.40—M, L and XL (black)
Embroidered Local 213	\$19.75—XXL (black)
small white screened logo”	\$20.55—3XL (black)
on front left chest.	
Sumaggo Thermal Quilted Vest	\$66.25—M, L and XL (black)
Embroidered logo left chest	\$70.00—XXL (black)
Belt Buckles	\$19.00
Antique brass with Local 213 logo	
Toques	\$23.90 (black with logo)
Ladies Polo Shirts	\$45.00 (navy blue or white) Limited supply and sizes



Contact your local business agent for more information

*Pricing includes taxes

Congratulations Teamsters 213 retirees

October 1, 2017 to February 28, 2018

Anderlini, Daniel	Kode Contracting
Andestad, Keith	Superior Propane
Bannister, Robert	Foundation Building Materials Canada
Beamer, Kathleen	Sun-Rype Products
Beselt, Edgar	Kelowna Ready Mix
Biro, Donald	Sun-Rype Products
Bourgeois, Luci	Canada Bread
Bradeen, Paulette	Van-Kam Freightways
Brand, Douglas	OK Ready Mix
Campbell, Alfred	Unknown
Campbell, Ross	Coca Cola
Caplette, Calvin	Valley Rite – Aggregate
Carachelo, James	Unknown
Carter, Bruce	Arrow Transportation – Quesnel
Carter, Douglas	Emil Anderson Construction
Cobbledick, Barry	Coca Cola
Cooper, Carl	Lafarge Construction Materials Kent St
Davidson, Robert	Ocean Pipe
Davis, Cynthia	Sun-Rype Products
Dexter, Vernon	Dawson Construction
Doenz, Myles	Unknown
Draney, Dennis	Columbia Bitulithic
Dykstra, Kornelis	B & B Contracting
Fagan, Anthony	Lafarge Construction Materials Kent St
Gates, Timothy	OK Ready Mix
Greengrass, Catherine	G4S Secure Solutions
Hamm, Alfred	DCM Transport – Metro Aggregates
Harney, Michael	Sun-Rype Products
Hewton, Gregory	Arrow Transportation – Kamloops
Hutchinson, Edward	Columbia Hydro Constructors
Jack, Terry	Sun-Rype Products
James, Breck	Oldcastle Building Products Canada,
Jefferis, James	Gen Teamsters 362 Alberta – Recip,
Jenkins, Bruce	Highway Constructors
Jones, Richard A.	Coca Cola
Kempf, Meinhard	Canadian Freightways
Kiland, Warren	Dolan's Concrete
Laing, Douglas	Lafarge Construction – Kent St
Le Masurier, Alexander	Unknown
MacDonald, Lorne	Air Liquide Canada
MacLean, Don	Owner Operator
Marks, David	Highway Constructors
Masch, Michael	Haisla Shuttle
McMichael, James	Sun-Rype Products
McNeil, Kenneth	Ocean Concrete – Lehigh Hanson
Moberg, Donald	Coca Cola
Natt, Piara S.	Owner Operator
Neigum, Russel	Unknown
Newcombe, Richard	Coquitlam Sand & Gravel
O'Sullivan, Robert	OK Ready Mix
Piche, Richard	Bantrel Constructors
Reddy, Steven	Superior Propane
Salway, Melvin	Arrow Transportation – Kamloops
Sangha, Rand	Island Asphalt
Semenoff, Harry	Coquitlam Sand & Gravel
Smith, Allen	Somerville-Aecon JV
Szabo, Charlie	OK Builders Supplies – Masonry
Tang, Lina (Gaet)	Canadian Linen & Uniform
Tennant, Jack	Arrow Transportation – Quesnel
Terry, Roy	Renco Concrete
Thwaites, Bill	Winvan Paving
Tong, Forrest W.	Coca Cola
Villeneuve, Claude	Arrow-Tahlitan Joint Venture & Stewart
Wager, Gordon	Lafarge Construction – Kent St
Weiss, Bryan	Pe Ben Bulk Transport
Wilson, Anne	IKEA

Bourgeois and Biro look forward to retirement



Lucie Bourgeois, recently retired as the shop steward at the Bread Basket in Kamloops, is as busy as ever volunteering with the Westside Community Development Society and helping to raise funds for recreational amenities. Bourgeois, a 20-year member of Local 213 with a clear understanding of the local demographics, helped Canada Bread offer items that would sell well in the community. "The union was great," she added. "There were a couple of times I was glad we had a union. [And] the bosses were good. They listened."



Don Biro worked at Sun-Rype for almost 20 years. When asked what being a Teamster member has meant to him, he said, "The union has gone to bat for me on a number of occasions and I've always been a proud member." Now, in retirement, he added, "With just the government pension, retirement would have been uncomfortable. But the extra union pension will make retirement very comfortable indeed."

Notice to Local 213 retirees

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.



Teamsters Canada Member Scholarship

For eligible members who wish to continue their education in their current field or expand into a different industry. Eligibility is based on membership in good-standing for at least 12 consecutive months prior to an application. The deadline to apply is October 31st.

For more information, visit www.teamsters.ca/en/members/scholarships/



The James R. Hoffa Memorial Scholarship Fund

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

For an application, contact your Teamster local office or visit www.teamster.org



ITWC Scholarship Fund

The International Teamster Women's Caucus (ITWC) awards two \$500 scholarships annually to deserving high school seniors based on academics. The scholarship is open to the children of eligible active or retired Teamster members.

For an application, visit www.itwc.info



ACTIMS Women in Trades Awards/Bursaries

For eligible members who wish to continue their education in their current field or expand into a different industry. Eligibility is based on membership in good-standing for at least 12 consecutive months prior to an application. The deadline to apply is October 31st.

For more information, visit www.actims.ca/page/awards



Training and Vocational Programs Scholarship

In 2016, the Board of the James R. Hoffa Memorial Scholarship Fund established the Training and Vocational Programs Scholarship. The James R. Hoffa Memorial Scholarship awards scholarships on the basis of a comprehensive process.

Areas that are reviewed by the Committee include, but are not limited to the following: (1) Personal Statement, (2) Essay, (3) Letters of Recommendation and (4) Financial Need.

The scholarship awards are paid directly to the schools.

Scholarship winners are awarded scholarships up to \$2,000, depending on financial need.

Training or vocational programs must be in a Teamster-represented industry.

Go to www.teamsters213.org/general-info/scholarships/ to learn more.

Joseph Whiteford Scholarship

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.

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 Scholarship must be received in the local office no later than Oct. 15.

Applications should be addressed to:
Joseph Whiteford Scholarship Committee
Teamsters Local 213,
490 E. Broadway,
Vancouver, B.C. V5T 1X3





Trucking industry wants to see ELDs ASAP

Teamsters Canada and trucking organizations want to see the switch from logbooks to electronic logging devices as soon as possible. ELDs synchronize with a vehicle engine to automatically record driving time and hours of service.

Teamsters Canada, which represents more than 15,000 truckers across the country, is urging the federal and provincial governments to publish the regulations by June 2018. It is also calling for the effective regulation of ELDs by December 2019.

Safety is at the heart of Teamsters' concerns. Quickly implementing electronic logging devices will prevent some trucking companies from breaking hours of service regulations and falsifying paper records. These electronic devices will improve the road safety record while ensuring that all truckers take the rest they are entitled to.

The Canadian Trucking Alliance (CTA), The Private Motor Truck Council of Canada (PMTCC) and Teamsters Canada support Transport Canada's efforts to create a regulatory proposal that, outside of some minor technical clarifications, has the full support of the major trucking stakeholder groups in Canada.

A high percentage of the Canadian fleet has already transitioned because of U.S. regulations.

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 for the PLCAC Student Award Program are available online.



PIPE LINE CONTRACTORS' ASSOCIATION of CANADA

www.pipeline.ca

Teamsters Local 213 Offices

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

Membership meetings in 2018

B.C. Interior

(Call the Kelowna office at 250-765-3195 for the date of the 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

Metro Vancouver

(Contact the Vancouver office at 604-876-5213.)
Vancouver – 7 p.m., 3rd Wednesday of the month
Teamsters Hall Auditorium, 490 E. Broadway
(Meetings may be suspended in June, July and August.)
Abbotsford – 7 p.m., Best Western Regency Inn (dates TBA)

Northern Region

(Contact the Prince George office at 250-563-6564 for date of next meeting.)
Prince George – 7 p.m., Teamsters Union Hall
Dawson Creek – 7 p.m., George Dawson Inn
Fort St. John – 7 p.m., Quality Inn Northern Grand

Vancouver Island

(Contact the Nanaimo office at 250-758-2314 for date of next meeting)
Nanaimo – 7 p.m., Teamsters Union Hall
Campbell River/Courtenay – 7 p.m., Halby Hall

Teamsters Union Local 213 Unity, Pride, and Strength



Kelowna Seminar
(Coast Capri Hotel)
Sept. 08 2018

Surrey Seminar
(Sheraton Guildford Hotel)
Sept. 29 2018

Teamsters Local 213 Golf Tournament

Sat. Sept 15th 2018
Tickets on sale Tuesday July 3rd
604-876-5213

To purchase tickets, call Sylvia Schick at the Vancouver office 604-876-5213 (Tuesday to Thursday before 12:30 p.m.). Tickets must be paid for within 10 days of reservation. The cost is \$120 per golfer (includes golfing, half the power cart charge, lunch, and dinner as well as a prize at the end of the day). If you plan to bring a guest for dinner only, the cost is \$50. The hospitality suite at the Safari Beach Resort will be open on Friday, Sept. 14 from 7 to 9 p.m.

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

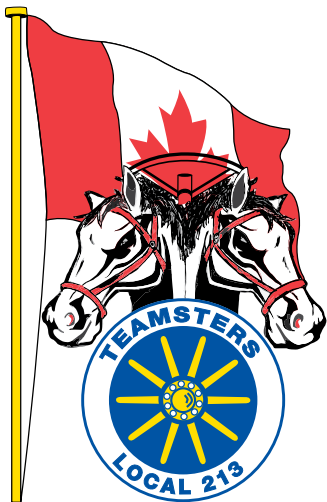
start with the
right **training**

Pipeline and Heavy Construction

Warehouse Program
Class 2 Warehouse
Person

Counter Balance
Forklift

Telehandler
(zoom boom)



www.teamsters213.org



Teamsters Local 213

604-876-5213

Joint Training School

604-874-3654 jts213@shaw.ca