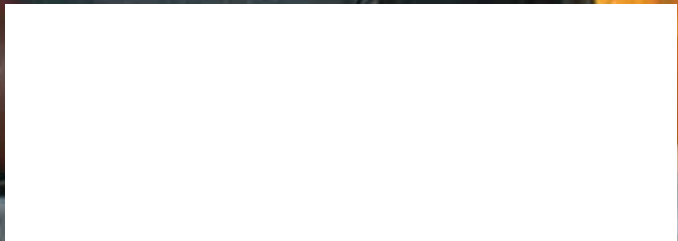


Today's Teamsters 213

Putting members first

Arrow Transport Teamsters

Delivering the goods



Today's Teamsters 213

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International Brotherhood of Teamsters.

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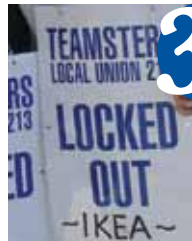
On the cover of
Today's Teamsters 213

Teamster Local 213 member
Jaycee Hendriks, a driver with
Arrow Transport.

Photo by Kimm Davis



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Recycle



The work continues on many fronts

By Walter Canta, Secretary-Treasurer

In this edition of Today's Teamsters, you'll read about two very different employers: IKEA and Arrow Transport. While both companies have collective agreements with Teamsters Local 213 spanning more than three decades, their approaches to labour relations are very different. You will see what a difference it makes when both the union and the company are working toward the same goals, as is the case with Arrow Transport.

IKEA LOCKOUT UPDATE: The company is clearly working against our members. IKEA wants fewer full-time employees, reduced guaranteed hours of work and reductions to the health and welfare coverage. Under today's agreement it takes approximately four years to get full benefits. Under the company's proposal it would take approximately 20 years! So tell me, how many members would stay? It would be a revolving door of staff.

An International labour panel came to investigate this issue and talk to our members and staff.

Erin van der Maas from the International Transport Workers Federation said, "The people on the picket line are a real inspiration. They are struggling against selfish corporate interests, but we hope IKEA will change course...This dispute goes on with the eyes of union members around the world watching and this hastens a resolution."

Van der Maas told the Tyee, "We are realizing we have to be a lot more reactive and work with affiliate unions much faster, so we can respond to a crisis in a quick, meaningful way...If you're going to challenge a big company, you need to work across borders, because [picketing] one store in Richmond is not enough to get the message across."

The panel's report is expected before the year's end.

I am very proud of our staff and members who made very articulate and passionate presentations at the public hearing in November. Thank you to Marc Caron, Keith Austin, Julia Buzcek, Markus Hebele, Kourosh Shahrokhzadeh and Business Agent Anita Dawson.

We are also grateful for the support we have received from the BC Federation of Labour, International Teamsters and countless other members of the labour community and general public.

See Pg. 3 for more information and stay up to date on this issue by going to www.teamsters213.org and the Teamsters Local 213 Facebook page where you can provide input.

Please support our members by not shopping at IKEA until this lockout is over.

LOCAL 213 ORGANIZING: In August, the Local 213 Executive Board approved a motion to hire Marcel Dionne as an organizer/project coordinator for Local 213. His extensive experience with the BCGEU and CLAC enabled him to get to work right away. Together with Business Agent Phil Clelland, Dionne organized a group of approximately 20 members in his first two weeks. (See the list of new members starting on Pg. 20.) His mandate is to increase the membership of this local in spite of the challenges of the B.C. Labour Code, but we believe he is up to the challenge. If you know anyone who wants to become a Teamster, please contact Marcel Dionne at 604-876-5213.

TEAMSTERS CANADA: I was invited to be a guest at the Teamsters Canada Executive Board meeting held in advance of the Teamsters Canada convention. It was a great experience and I enjoyed learning about the many issues we face as a union.

All members of the Teamsters Canada Executive Board were re-elected by the convention delegates. Brother Ray Zigmont was re-elected as a trustee.

I was on the Resolution Committee and proud to be part of the process. Local 213 delegates voted to oppose anti-union legislation and federal government programs that allow employers to bring in temporary workers while there are Canadians available to do the work. Our delegation voted in favour of introducing a new scholarship program and raising the Teamsters Canada strike pay from \$200 to \$300 a week. Adding the \$50 per week strike pay from the local union would bring the total to \$350 per week. All these resolutions were also approved by the convention and I am very proud of the Local 213 delegates who attended.

TEAMSTERS IN CONSTRUCTION: In August, Teamsters Canada held a Construction Division meeting in St. Johns, Newfoundland. I attended with Local 213's construction division business agents and dispatcher. The two main themes were the Temporary Foreign Worker Program and lack of skilled workers. All locals are concerned about the impact of the TFW Program and the need to provide more training for our members. We agreed to renew our commitment to training. Visit our website (www.teamsters213.org) to learn about the courses that Training Administrator Michael Evans is offering.

continued next page

Secretary-Treasurer

Canta report continued from previous page

LOCAL 213 EVENTS: There was a great response to this year's Local 213 golf tournament in September in Osoyoos. Approximately 90 golfers and 10 dinner guests participated and from all reports it was a great success. We expect it will be even bigger next year.

Local 213 sent seven delegates to the Teamsters Women's Conference in New Orleans. Sisters Dorothy Tompkins and Business Agent Kimm Davis gave a presentation on IKEA to all the delegates and they were well received.

The two shop steward seminars in Kelowna and Surrey were well attended and benefited from the presentations by Local 213's legal counsel, Casey McCabe and Bryan Savage.

Local 213 sent several delegates to the B.C. Building Trades convention. The B.C. government appears to want to work with the trades council to address the shortfall of skilled tradespeople needed to work on future liquid natural gas projects. Premier Christy Clark and labour organizations met to discuss working together. Local 213's approach with this government will be cautious, but we hope commitments to training move forward.

BROTHER MCGILL RETIRES: The first week of November brought a surprise. Former secretary-treasurer Don McGill announced that he is retiring. He sent me a letter stating that he is resigning from all boards, including the Local 213 Executive Board. I cannot start to list all that Brother McGill has done for Local 213. His knowledge of the local union, Teamsters Canada and the international union will be missed, but he said that if we ever need his advice to just give him a call. From all the local union staff and members, thanks Don and our best wishes for a happy retirement.

On Nov. 20, the Executive Board appointed Brother Tony Santavenero to fill the trustee positions left vacant by Don McGill. Congratulations Tony.

BROTHER GURNAM JOHAL RETIRES: Gurnam Johal, former business agent, health and welfare trustee and pension trustee has also retired. We want to thank him for his many years of service to Local 213 and wish him all the best.

JAMES R. HOFFA SCHOLARSHIP: It is impressive to see that, since the launch of the scholarship, there have been 41 Local 213 recipients (see Pg. 18). I urge our members with eligible family members to not miss out on an opportunity to apply for this scholarship.

GENE WIRCH: On a sad note, the local union lost Brother Gene Wirch in July of this year. I worked with Brother Wirch for over 20 years, directly and indirectly. There were times when we agreed and times when we disagreed. As a business agent, Brother Wirch never lost sight of the interests of Local 213 Teamster members and his union principles. Gene will be missed by the staff and members.

Here's wishing all the members and their families a very Merry Christmas and a happy holiday season from the staff of your local union. 🌟

CUSTOMERS!

What is happening at IKEA?

IKEA locked out its Richmond location employees on May 13 – more than 5 months ago - to force major concessions on its workers. IKEA makes billions of dollars a year in profits, is privately owned by the Kamprad family who is one of the richest families in the world and **they want more!**

The IKEA workers are not seeking outrageous demands, they just want to keep what they had – the **same** wage structure, the **same** benefits package and basically the **same** contract.

Since this labour dispute started, IKEA has been in breach of the law for using replacement workers. IKEA also hired a private security firm to video and use listening devices to intimidate its once valued workers. **Are we not living in a democracy?**

Is this how you would want to be treated by your employer?

How you can support us:

- **DON'T SHOP IKEA**
- Phone Janet McGowan, Store Manager at this direct number 604-248-6868 ext 2333
- Email janet.mcgowan@ikea.com,
- Email IKEA Sweden, albert.martens@ikea.com

Tell this company to come back to the bargaining table and negotiate so we can go back to work!

Respectfully,

The IKEA Teamsters Local 213 Employees.



www.teamsters213.org

<https://www.facebook.com/pages/IKEA-Lockout/519299924818132>



IKEA's bizarre tactics are being watched

By Leslie Dyson

"People are looking around and wondering what is wrong with this company," said Business Agent Anita Dawson. "IKEA is one of the wealthiest companies in the world but they want to make more and they're going to base it on what they can take from their workers."

Business Agent Tony Santavenere noted that "IKEA made \$2.4 billion in profit in Canada alone. They're making nothing but money."

Dawson said she's never before witnessed the tactics being used in this labour dispute.

The 310 members working at the Richmond IKEA have been off the job since May 13, 2013. After employees rejected the company offer by 85%, IKEA locked them out for an hour from 8:30 to 9:30 a.m. It then invited workers who were willing to cross the picket line to return, and 30 did.

IKEA told these employees that it would pay for any fines levied by their union.

The 30 were expelled from the union for breaking a fundamental principle of crossing their own picket line. None of them showed up to the union hearing, however a lawyer showed up on their behalf. The union believes the company is providing legal representation to fight the union expulsions.

Then it introduced, what Dawson calls, "reverse bargaining." The longer the dispute went on, the worse the company's offer became."Dawson said she's never seen a company employ these tactics before.



Over 300 members of Local 213 working at IKEA in Richmond have been locked out since May 13. Thanks to the support of the public and other unions, morale remains high.

IKEA has replaced a demand for a two-tier wage system with a model that would tie employees' wages to production goals and sales targets, measures that are totally under the control of the company. "It's peculiar to download this onto the workers," Dawson said. "Where's the managers' responsibility in this?"

The company also wants to reduce guaranteed hours of work. Employees are expected to be available 24-7, but some are working as little as 5 hours a week, she said.

"Management came to town from back east [Burlington, Ontario] and shook things up," she said. "We're dealing with a 30 or more year collective agreement. This is a mature bargaining arrangement but they're saying, 'I don't think we're going to do that anymore.'"

Santavenere said the company told the bargaining committee, "Take this or nothing. That's not bargaining!"

"This dispute is hugely significant," he added. "Other companies will feed off this and go the same route."

Dawson agreed. "If IKEA can come in and completely desecrate a collective agreement or lock out its workers and get away with this, others will do this too. It's complete bullshit."

IKEA invested \$110 million in 2010 to rebuild a state-of-the-art, environmentally attuned new store in Richmond. The company has also talked about expanding the warehouse in 2015.

Despite the company's tactics, she said, "the morale is very good and we're maintaining a 24-7 picket line. It's a good group of people. We've had fantastic support from the general public and other unions.

"We're still willing to come back to the bargaining table," she stressed. "It's an open invitation."

Dawson's message to readers is, "Don't shop IKEA. Absolutely don't shop IKEA until this is settled."

"It doesn't have to be this way," Santavenere added. "They're not doing this in Sweden."

If you want to do more, call Store Manager Janet McGowan at 604-248-6868, local 2333 or leave a note on IKEA Canada's Facebook page telling IKEA to get back to the bargaining table and negotiate fairly. 🌍



Looking ahead to more construction work

By Don Doerksen

Teamsters Local 213 construction members had a good year working on numerous projects including hydro dams in the Kootenays, a 36-inch diameter pipeline project in the Caribou region, the Kitimat Modernization Project (130 members) and the backup tunnel project at Kemano. Our owner/operators have also been busy in the Lower Mainland.

Numerous meetings have taken place between the building trades unions and Enbridge with a goal of providing a unionized labour force for the Northern Gateway Pipeline.

A number of the projects will be completed next year. However, we are having ongoing meetings with companies in the oil and gas industry such as Shell, Enbridge and Bechtel.

New master agreements are in place with:

- the Pipe Line Contractors Association
- the Lower Mainland Road Builders Group, including The Utility Group (TUG) and the Asphalt Paving Group (TAG)
- a Heavy Construction Agreement
- a Commercial Institutional Agreement

Your local union construction division representatives attended national Teamster meetings with fellow Teamsters from across Canada. We exchanged reports on successful projects and discussed the many challenges that face Teamster construction workers across the nation.

We have also participated in meetings with Premier Christy Clark in a joint effort to put qualified tradespeople to work to build this province. Together with industry and the provincial government, we look forward to the start of numerous construction projects around the province. 🌟

Training



Lessons of the past lead to the success of today's training model

By Michael Evans, Training Co-ordinator

It was a big deal when the Teamsters 213 Joint Training School opened at its recently renovated property in Maple Ridge on June 19, 1981. B.C. Minister of Labour Jack Heinrich was in attendance along with Senator Ed Lawson, other

Teamster dignitaries, a large contingent of reporters and representatives from the federal Ministry of Labour.

The first administrator of the school, Larry Creed, produced leather-bound commemorative editions of the school's curriculum. Employer trustee Jack Capstick presented them to Heinrich and Lawson. Heinrich unveiled a commemorative marble plaque with the names of dignitaries in attendance, members of the board and important dates. I can't locate the plaque, which was four feet by two feet, nor any of the commemorative curriculums. However, I located a video of the opening ceremonies which shows both of these items so I know they did exist.

Creating the school came from a decision on Nov. 23, 1979 to amalgamate two funds and a trust into the Teamsters Local Union Training Trust Fund. Up to this point, there had been the BC Road Builders & Heavy Construction Association Fund, the Construction Fund (into which the Pipe Line Contractors Association of Canada contributed) as well as the BC Construction Employers (now the Construction Labour Relations Association) and the Warehouse Qualifications Committee Trust. The trustees decided to amalgamate these funding sources and create a bricks and mortar school.

Creed listed the various resources including a custom-ordered Freightliner and trailer painted in Local 213's colours with the name of the school painted on the door. There was also a truck simulator purchased from a company that made flight simulators for airlines. The school also had a brake board and all the other support materials to teach and certify a Class 1 driver. As well, there was a Pan-Abode building for office space and a steel building large enough to accommodate the tractor trailer unit for instruction and maintenance. The staff consisted of the administrator, two instructors, a mechanic and at least one administrative support staff. The lease on the property was \$1 per year. Not bad if you can get it.

The school had everything it needed to fulfill its promise, almost. Regretfully, it began to experience budget pressures as early as mid-1983. In the end, the one factor that proved impossible to overcome was unreliable income. This was magnified when the school was forced to move, in 1989, to purchased property in Sardis.

Between 1989 and 2008, there was a concerted effort by all parties to find a workable solution. The school continued to offer excellent instruction when it could, but the financial pressure never let up. The trustees and staff tried a variety of innovations and some had short-term success, but in the end they were overwhelmed by lack of finances. From mid-2008 to the end of 2010, no training was offered. The simple fact was that the school, in its bricks and mortar format, had fixed costs and highly unpredictable income.

[continued next page](#)



Largest projects in the North *By Ernie Borrelli*

This is my first report as dispatcher and I would like to thank the members and staff for their support. The past 10 months have been a great experience for me.

In the Construction Division, the year started out well, slowed down by the time the provincial election took place, remained at a steady pace through the summer and improved slightly in September. Construction in B.C. is cyclical. Hopefully, next year will see improvements and better pacing of the projects coming on line.

Members have been sent to projects around the province with Kitimat and the KMP site being the largest. Kemano, Mica Creek, Waneta Dam and the Fort Sheppard Remediation are also important for our members. Roadbuilding in the Interior picked up late in the summer.

Employment in the construction industry is cyclical and the school's income was reliant on hours worked. When there was a downturn, the school's income declined, but buildings have fixed costs. The administrators reduced some costs, but insurance, property taxes, security, some utilities and a staff person to answer the phone still had to be paid. Keeping up with these expenses meant draining reserves that were not being replenished.


There certainly were other factors, but I believe the constant struggle between fixed costs and variable income inevitably led to the collapse of the school.

In 2011, the school adopted a new model. It moved out of the property in Sardis to an office in the local union's building. The Sardis property was sold in 2012. Classroom-based training in the transportation of dangerous goods (TDG), pipeline safety training, etc. was replaced with online courses.

TDG classroom courses cost the school \$150 per student, but the same course could be offered online for just \$25 per student. Web-based courses offer the additional advantage of allowing members to take the courses when and where they wanted. Online courses also eliminated the need for deposits and there was no minimum number of students required before a course went ahead.


Between 2011 and July 2013, these "just in time" courses have been accessed by students over 300 times.

It has always been a principle of the school to train for specific employment. This was very difficult to do in the past because it required the ongoing maintenance of equipment and availability of trainers even during the down times. Now, the school has partnerships with various training providers to access training on an as-needed basis. It also ensures the students will receive quality, professional training with up-to-date materials and equipment.

Going forward, the school will grow and change, never losing sight of the lessons learned by those who worked so hard to bring us to where we are today. 

The next large project will likely be the John Hart Dam on Vancouver Island. The tendering portion was due to be completed in late summer.

The Miscellaneous Division had its ups and downs this year as well. Spring and early summer saw quite a few dispatches but the numbers seemed to slow down through the remainder of the summer.

New to this department was the dispatching of owner/operators in the Lower Mainland of Vancouver and so far we have received good feedback from the members. 

Reminder

Members who finish or get laid off from work must book back into the local union hall if they wish to be called for more work. As January 1 approaches, construction division members are reminded to submit their new driver's abstract for 2014.

Joint Training School

Training for members

Online courses

Available anytime from your home computer

PDIC (Professional Drivers Improvement Course)

WHMIS (Workplace Hazardous Material Identification System)

PCST (Pipeline Construction Safety Training)

TDG (Transportation of Dangerous Goods)

Trade Craft

Day 1— Hours of Service (Logbook)

Day 2—Mass, Size and Cargo Securement

Day 3—Commercial Driver Vehicle Inspection

To find out when the next course will be held, contact Training School Coordinator Michael Evans at 604-874-3654.

Bursaries

Forklift

Zoom Boom

Members in A and C divisions who require forklift or zoom boom training (including rough terrain training) may be eligible for a bursary of 50% of the cost of training. You must be a member in good standing and provide the name, location and phone number of the training provider as well as the date and location of the course to the Training School two weeks before it takes place. Members will be advised of the amount of reimbursement they will receive at least one week before the course begins.

Equipment Training

Articulated Rock Truck

For information on any of these courses, contact Training School Coordinator Michael Evans at 604-874-3654.

Steady in concrete *By Marco Procaccini*

General wisdom and tradition dictate that everyone and everything needs a solid foundation. When you think about this, concrete often comes to mind. And, if concrete is what you need, members of Teamsters Local 213 are likely the ones to bring it.

Just ask Hans Bergmann, a shop steward and 33-year veteran of the concrete supply industry working for Valley Rite Mix in Abbotsford. Despite these turbulent economic times, Bergmann said he and his union colleagues have enjoyed steady work and improved working conditions over the decades which has helped them raise families and purchase homes.

"I love my job or otherwise I would never have stayed this long," he said. "I've had steady work, I've made more money each year, the benefits are good and we have very good language in our contracts."

Bergmann started out driving for a non-union firm in 1978. After working there for a time, a colleague told him there were openings for union positions at Valley Rite. He wasted no time in checking it out.

"I knew they were hiring and the [Local 213] hiring hall was empty, so I took the job." He got involved in union activities shortly after starting his new job. Eventually, he was elected chief shop steward—a position he has held for the past 10 years. Bergmann said advocating and standing up for working people is challenging but rewarding.

"It's like any big company," he said. "The big bosses don't care about the little guy. At the top, they look down on us as peons. I'm always fighting for my brothers in one way or another. The middle management is much more accessible and you can talk with them and solve problems, but in the end they don't make the final decisions."

He said that while most of the local plant management over the years has been reasonable and good to deal with, the top

corporate executives rotate management teams frequently. That means the union stewards have to constantly work to familiarize and build relations with the new managers. This has become especially problematic since Valley Rite was taken over in 1987 by the giant France-based Lafarge corporation, the largest supply firm for concrete and cement products in the world.

"We go through managers like underwear. The big bosses bring them in, then move them out," Bergmann said, "and also a lot of managers are looking for ways to move up [the corporate ladder]. So they agree to go anywhere: to Edmonton or France or even places like India to get ahead."

Lafarge has also taken over Kask Brothers Concrete and now has two divisions in the Lower Mainland. The Valley Rite division has five operating plants in Coquitlam, Surrey, Maple Ridge and Chilliwack, in addition to the Abbotsford facility where he works. Despite this corporate concentration, Bergmann reported that the Valley Rite crew was spared the usual layoffs and concession demands often associated with such mergers. In addition, while most economic sectors continue to stagnate and suffer recessionary conditions, the construction industry, buoyed by continued record-low interest rates, is still going steady, which Bergmann said keeps the cement supply crews busy.

"Morale is good, especially among the longer-term guys," he said, adding that, unlike with managers, the turnover among the union crew is very low. "Over half the guys on our seniority list have been here over 25 years." 🌟



Hans Bergmann

Owners/Operators

Teamster drivers' agreements



By Amneet Sekhon

A three-year agreement for our dependent contractors and owner/operators in the paving industry was finalized in April. Negotiations are still taking place for our regular members in the paving industry.

Talks are still under way with Columbia Bitulithic, which broke away from the paving group to negotiate on its own.

Our owner/operators are strongly united in working through the process of concluding all these paving agreements. 🌟



By Greg Lacroix

Over the summer, we concluded a rate increase for all haul units in The Utility Group (TUG). There will be a \$3/hour increase per year for the next two years up to July 1, 2015.

We need these rates to move forward, not back, whether the industry is busy or not. It's tough enough to make a living in this industry with these rates. They're better, but still too low. The industry needs us. If we keep moving forward, all of us will benefit. 🌟

Members energized by Women's Convention

Melinda Wornock, Jenny Gaylard, Karmen Spooner, Lucie Bourgeois, Business Agent Kimm Davis, Dot Tompkins and Cheri Capadouca were Local 213's delegates to this year's Teamsters Women's Convention.

Teamsters Local 213 was represented by seven members at this year's Teamsters Women's Convention in New Orleans in September.

The delegates held discussions, laughed and worked on issues such as the duty to accommodate family status, rules governing the use of a work computer for personal purposes, limits to freedom of expression on Facebook and psychological and sexual harassment.

Teamsters Canada always puts on a special workshop for Canadian Women attendees. This year, it was Accommodating Women in the Workplace facilitated by a panel of women lawyers. "It was very interactive and educational," said Business Agent Kimm Davis.



Lucie Bourgeois with the IKEA Locked out Roaming Gnome.

Cheri Capadouca (from Destination Toyota) said she also found the Canadian workshop informative, but the highlight for her was meeting the other shop stewards from Local 213.

Davis also spoke about the IKEA lockout to the 1,000 delegates as part of a Women's Activist panel. "Why should you care about the IKEA lockout?" she asked. "Because every time a rich company like IKEA is successful in replacing decent-paying jobs with low-wage marginal jobs, Canada's shrinking middle class is made even more vulnerable."

Dot Tompkins, a shop steward from IKEA, was also a member of the panel. "The most rewarding part of the conference was having the chance to get the word out to our sisters and brothers in regards to the lockout at our IKEA Richmond store. It was wonderful to hear and feel the support from our other locals."

The delegates also learned that a mass rally planned in support of workers at Harrah's was cancelled because the management decided to meet with the union rather than deal with hundreds of determined Teamster women. "It was a great feeling of power," said Tompkins, "and it made me realize how much strength we have when we all join in solidarity!"

Jenny Gaylard (Fraser Wharves) said she was impressed by a speech given by Donna Brazile, a New Orleans native. "It was inspiring, powerful and exhilarating! She captivated the women instantly with her humour, life experiences and her dedication to women's rights."

Melinda Wornock (Purolator) said, "The highlight was seeing so many women. The passion and enthusiasm that they have for their union was pretty amazing."

Lucie Bourgeois (Canada Bread) attended a workshop called You be the Arbitrator that used real arbitration cases. Participants rendered a decision after reviewing arguments by the union and the company. "Many of the workshop facilitators were lawyers and it was so nice to be able to tap into their expertise," she said.

Karmen Spooner (Centennial Foods) said her union sisters' stories were inspiring and she was impressed with the host city, New Orleans. 🌍



Canadian Teamster women attending this year's Teamster Women's Convention in New Orleans.

Good company...



Good union/employer relationship

Articles by Leslie Dyson, photos by Kimm Davis and Shane Dyson

Once you learn about Teamster Local 213 members working at Arrow Transport, you'll start to see Arrow trucks with amber markings on roads everywhere.

The trucks are being driven 24 hours a day, between 5 and 7 days a week. Many of the vehicles, after being driven hundreds of thousands of kilometres, are exchanged for new ones after just three years. "That's typically how long the warranty lasts," said Business Agent Terry Westhaver, a driver for Arrow for 12 years.

Westhaver now works out of Local 213's Kelowna office. Former secretary-treasurer Don McGill and former business agent Roy Strymecki also came from the Kamloops Arrow barn. Business Agent Mike Croy came from Arrow Quesnel.

Arrow Transportation Systems Inc. started in Vancouver in 1919 as a general cartage hauler. Now, it is one of Canada's largest bulk commodity haulers and reload operators. Its website proclaims that it has hauled everything from "whales [for the Vancouver Aquarium] to wood chips."

Teamsters Local 213 has represented the lease operators, company drivers and mechanics for over 30 years. There are approximately 450 members, covered by eight collective agreements in the bargaining unit.

Local 213 Teamsters bring forestry and mining products from around the province to rail reload facilities in Ashcroft, Chilliwack, Kamloops, Nelson, Port Coquitlam and Sparwood. The products are then transferred to railcars and shipped to the U.S. or Asia. Mining materials are picked up and delivered to Ashcroft, Houston and Stewart in B.C.

Operations Supervisor Eric Lardner, who handles the scheduling at the Kamloops reload facility, said, "If the U.S. is going well, we send more to the U.S. If not, they're sent to the coast, to the terminals and the Asian markets."

Lardner knows the mills' timetables, and schedules the drivers' pickup times and routes using company developed software. "We try to max the drivers' hours," he said, "but sometimes there's just a couple hours notice."

Terry Chursky, a driver for 42 years and a member of the Teamsters Local 213 for 30 years, said, "Arrow's a good company to work for. I'm home every night and I have weekends off if I choose." But at age 65, the thing he appreciates most about being a Teamster member is that he has a pension. "I'm trying to drill that into everyone I see [at Arrow] because it'll come up sooner than you know."

Arrow set the standard for the industry when it worked out a deal with Teamsters Local 213 to provide a pension plan for the lease owners (owner/operators). It also set minimum rates of pay for drivers. Before that, there was a wide range of rates paid by the owner/operators to their co-drivers.

Vice President Tim Bell, Business Agent Mike Croy and many others worked for several years to work out a deal that took effect in 2004. "It took long, hard negotiations and we had to include lawyers to come up with the language," said Bell. Arrow took the extra step of convincing customers that a small increase in invoicing would not only provide drivers with a pension, but it would also result in better customer satisfaction and efficiency.

[continued next page](#)



The tough old days

Randy Cabe began driving a logging truck 30 years ago. Now he drives a chip truck. “The equipment has changed,” he said. “It’s better. It had to be improved. Sometimes the stuff was marginal.”

Mike Deneef, with Arrow since 1984 and driving since 1969, said he started his career with Van Kam. He’d leave on Sunday night, return on Wednesday, leave again on Thursday and come back in the middle of the night on Saturday. He’s relieved now to be carrying wood products back and forth across the street. He’s working at the Kamloops Arrow site beside the Domtar mill. Still, it’s 10-hour shifts with eight to 11 loads a day.

When he began on a six-axle truck and pup, “We’d sit over the front tire. There were no good seats. There was no AC and no suspension...The tires were hard and had no give. The chains were heavier.” On the other hand, “truck drivers were respected.

“Trucks go a lot faster now but they pay less.” But looking back, Deneef said, “Life’s good now.” 🌟



“It’s something we’re very proud of,” said Bell. “I can’t tell you how beneficial it is.”

While the drivers now look forward to a good pension, the company has gained from a much lower turnover rate and better quality drivers who stay with the company longer. That competitive advantage has turned into the industry standard and Bell couldn’t be happier. “I’m pretty passionate about it,” he said. “It’s important to make it easier for our drivers. Our owners care a lot about them.” Bell is eager to help competing transport companies come up with their own employee pension plans.

The relationship with Teamsters Local 213 has developed into a partnership in all senses of the word. “Like all relationships,

there are challenges, but we have common goals,” Bell said. “It wasn’t easy. It’s hard to have the trust [between employer and unionized workers]. You have to come into it giving 100%. We trust them and they trust us just as equally. We talk to them when we’re making money, we talk to them when we’re not making money.

“We ask Teamsters Business Agent Mike Croy to come to customer meetings to talk about why it’s important to fix various safety issues. This goes a long way to fixing problems,” Bell said.

“When we open a new division, there’s no question that the union will be there.” 🌟

Photos courtesy of Arrow Transport



Terry Chursky

Driver for 43 years
30 years with Teamsters 213
20+ years with Arrow

"I started with a 335 Cummins. It had so little power it couldn't skim the foam off milk. I'm driving a Freightliner now. It rides better than my pickup."



Albert Smiley

19 years with Arrow & Teamsters

"I started with old whales [see photo top of Pg. 9]. It was an air ride and it'd lean on corners. You'd think it would tip but it didn't...most of the time."



Mike Deneef

Driver for 43 years
29 years with Arrow & Teamsters

At the start of his career, "We'd sit over the front tire. There was no AC and no suspension...The tires were hard and had no give. The chains were heavier." On the other hand, "truck drivers were respected."

Multitude of challenges facing

Other Drivers

Terry Chursky has his million-mile certificate awarded by the BC Trucking Association to drivers who've had no tickets or incidents while covering that distance.

He said the job has changed considerably since he started driving 43 years ago. "You're always looking out for other drivers. You have to be conscientious. There are a lot of cowboys [other drivers] out there. Things have changed. There used to be courtesy on the road."

That sentiment was repeated by the drivers we interviewed.

Ev Inscho, who started out on a single-axle farm truck on the family farm in Fort St. John, received his million-mile certificate a number of years ago. "You have to look after everybody else. People aren't as courteous. Even new truck drivers are in the same category."

Inscho blames the problem on the training that's often done. New drivers start out with light loads. Then when they have their licence, they're no longer required to spend time driving with experienced drivers. But the loads are much heavier and the centre of gravity is higher and yet they're driving just as fast. "I think there are more accidents," he said.

Jaycee Hendriks, a driver for two years, received her training from her dad, Teamster member Alex Hendriks. Her high degree of proficiency was confirmed by the company trainer.

"What people don't realize is we're heavy loaded trucks," she said. "When we hit something with this giant-ass motor in front of us, most of the time we'll be fine. People with Class 5 licences aren't taught to pay attention to trucks," she said.

Hendriks drives a truck owned by co-driver Teamster member Kevin Obester. The cab is equipped with a built-in camera. "There are too many close calls and there's not much you can do. You hear about so many accidents and most of the time, it's not the trucker's fault."

Mountain Highways

Many B.C. drivers are familiar with the challenges of the Coquihalla and the Okana-

gan Connector highways in the Interior. "Have you seen [Discovery Channel's] Highway Thru Hell?" Hendriks asks. "That's how scary the Coquihalla is. It's dangerous, but you chug slowly down and it's OK." Trucks rarely go up the Coquihalla with a full load.

But when you're driving, risks are around every corner.

Hendriks said Highway 5A, between Merritt and Kamloops, is even worse because it's so steep. "It's pretty twisty. I was coming up to a corner and another truck was coming toward me. And then I saw this frickin' pickup trying to pass on a double line. He was literally inches away! My heart was in my throat. People have to learn to slow down. The problem is impatience and people don't know how trucks work."

"Highways are going to be more of a challenge than in town," said Randy Cabe, a driver for 30 years. "There are treacherous conditions because of elevations and some fairly hairy hills to go up and down." Logging truckers have extra challenges because they're now driving 85-foot long double-trailer B-train trucks into the bush, he said.

In the winter, it's the hills. In the summer, it's the tourists. "Anything can happen," Hendriks said.

The Economy

Of course the health of the trucking industry is directly tied to the strength of the economy. The 2008 financial recession was difficult for many people. Arrow did its best to keep people working, said Arrow driver Albert Smiley. "It was sending guys all over the place to keep them working."

Health Issues

Terry Westhaver said many people are unaware of the health risks facing drivers. Drivers who began working several decades ago often have serious hearing problems. "Mine's impaired," said Mike Deneef, a driver for 44 years and a trustee of the Teamsters Local 213 Health and Welfare Plan. "Trucks were really, really noisy," he said.

Then there are the relationship difficulties. Deneef said he'd recommend the job to anyone if they can get on with a company like Arrow. "But if you're with a bad company and

today's truck drivers

living in your truck, it's hard on your life. There aren't many with a long life and the same wife." It's a problem that comes with other jobs that require shift work, he pointed out.

"There are injuries if you don't watch yourself," said Inscho. "The vibrations from the machinery on the road and not being able to stop when you need to all take a toll and the long haul is hard on relationships."

Westhaver also noted that "truck drivers have the worst diets and many of them are smokers. They also have back problems from sitting for hours." There are few easily accessible washrooms and that leads to bladder, bowel, kidney and prostate problems too, he said. Mounting chains in blizzard conditions and rolling heavy tarps requires heavy physical work. Urgent and unrelenting delivery deadlines can lead to great stress. Most truckers rely on nicotine and caffeine, with all the negative side effects, to get them through their day.

The life span of drivers is shocking too. Several of the drivers said many long-haul drivers die shortly after retirement.

"You work around the clock, put in way too many hours as far as I'm concerned," said Deneef. Working as a company driver for a company like Arrow means not having to carry the responsibility of keeping the truck in perfect working order. "You still take care of it because it's your livelihood, but it's less money and less worry." Working at Arrow also means he's able to come home every night.

Arrow is an unusual company. It encourages good work/life balance and has introduced a healthy lunch program, health testing and counselling services with no time loss cost to the drivers.

Vice President Tim Bell also said the company will be installing Bose seats. "They're super cool and high tech. They eliminate vibration. They're expensive, but they make the drivers' job easier, and when they've been driving for a long time, they get out feeling refreshed." 🌀



Ev Inscho
(driver for 40 years) and
Randy Cabe
(driver for 30 years)

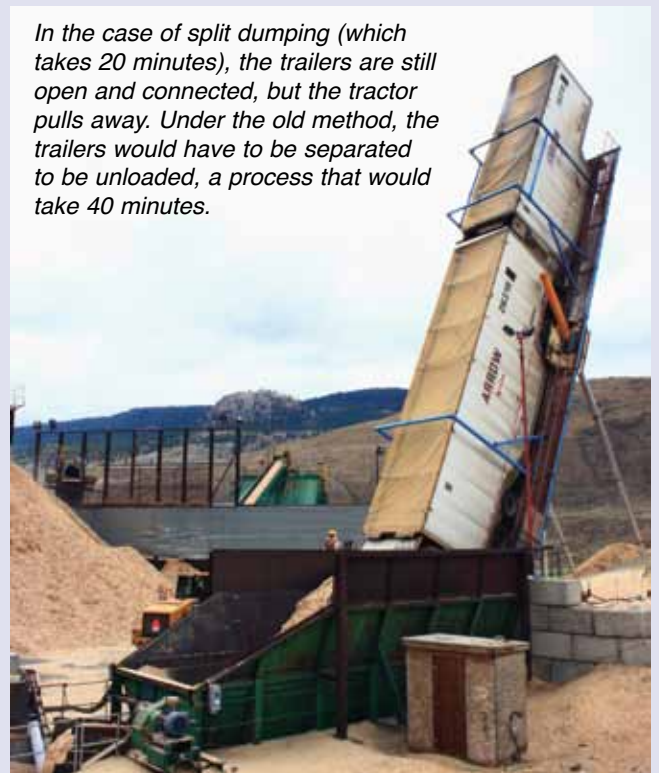
Inscho: "It's not so much the physical aspects like it used to be. Now it's the mental and dealing with other traffic."

Cabe: "Arrow is a great company and Teamsters have a great relationship with them. I'm on the bargaining committee. We go toe-to-toe, but when the dust settles, it works out really well for everybody."



Today's chip B-train is configured for flow-through and takes just 10 minutes. The driver positions the vehicle on the tipper and opens the ends of the two boxes to allow the flow-through. An automated chain system carries the wood product to the supply field. The tractor remains connected.

In the case of split dumping (which takes 20 minutes), the trailers are still open and connected, but the tractor pulls away. Under the old method, the trailers would have to be separated to be unloaded, a process that would take 40 minutes.



Arrow's Teamster mechanics



Shop steward Greg Nichols (a 12-year member) and Chris Bundus (a 3-year member) in Ashcroft.



Mitchell Archambault from Kamloops



Johnson Brunner from Kamloops



Wayne Jones from Kamloops

Mitchell Archambault, 19, has been a Teamster member at Arrow for just a year. He studied commercial transport mechanics at Thompson Rivers University, a four-year apprenticeship in a Red Seal trade.

"The work is what I expected," he said. "It's dirty work, but it's good work. I like the hands-on and seeing the final result."

He also sees the benefit of working for a union employer. "Arrow's a good employer and the union has been good to me. If you can get in a union as a mechanic, that's pretty good."

Wayne Jones, also a commercial transport mechanic for five years, got his journeyman ticket two years ago and was hired by Arrow a year ago. "I got laid off, but expect work here to be steady."


The trailers come in monthly for maintenance work that takes two to three hours, Jones said.

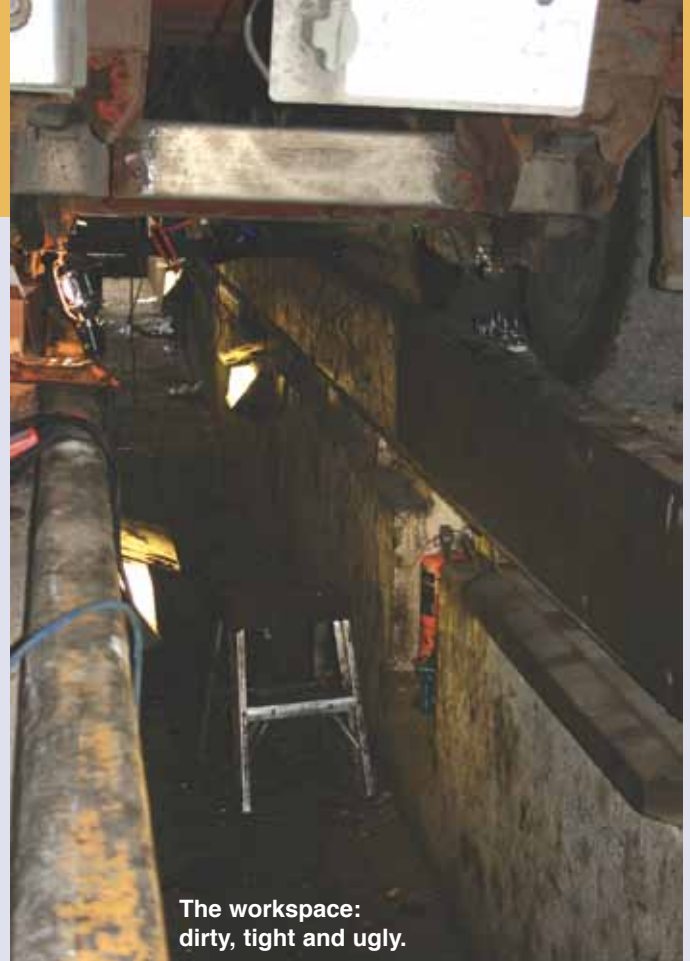
Journeyman Johnson Brunner said Arrow's mechanic shop in Kamloops is a 24-hour operation. He's been a trailer mechanic for 10 years and a Teamster member for three years. He said he likes knowing there's a Teamster pension in his future.

"It's pretty dirty and ugly work and there's no end to it. Everything's heavy and you're working in tight, close quarters. It's like working on low beds. Chip trailers are covered in sawdust."

He said he preferred working on the Western Star trucks that used to be built in Kelowna. The new trucks, being built in Mexico, break down more often, he said.

Troy Ufland, in his second year of his apprenticeship, is looking after the parts inventory. "You're learning something new all the time."

Previously to joining Arrow, Ufland worked for a non-union shop. Jobs were organized on a timed basis. "You'd try to rush and you didn't get everything done. Here, they want it done right." 



The workspace: dirty, tight and ugly.



Duncan Staples, a 25-year member from Ashcroft.



Troy Ufland from Kamloops

Benefits of being a Teamster driver

“Arrow’s a good company to work for,” said Mike Deneef. “I worked four days for a non-union trucking company. They wanted me to drive this truck with bald tires and lights that didn’t work. I told them ‘I won’t drive that across the street.’ I quit. But some other guy took the job.”

Deneef could be working toward his third million-mile certificate if he’d been keeping track, he said. He has been a Teamster shop steward for over 40 years because, he said, “I wanted to be in on the decisions.” He’s most pleased that the union has a pension plan for the lease operators, not just the company drivers. “It took five years. Apparently, I’ve got lots of persistence.”

Randy Cabe, 18 years with Arrow and a Teamster shop steward, said he likes the routine, the predictability and the pay. “It’s year-round, I work with a good bunch and management is good. We work together.” 🌟

A great job for women



Jaycee Hendriks, 22, said she tried a desk job for a couple of years, “but I hated it.” She said she’s proud to be one of a few women drivers in the province and delighted to help Arrow promote the job to other women. “A lot of women are uncomfortable driving alone to say nothing about driving this big-ass thing. You won’t get it right away, but you just have to be persistent... The guys are so nice and the shop guys are phenomenal. They treat me like an equal.”

Randy Cabe, a driver for 30 years and a Teamster for 18, said the work can be physically demanding because there are heavy tarps to manipulate and digging out of snow is part of the job. However, he insists, “there’s no reason why women can’t do this job. But it can be harder because it’s women working in a man’s world.”

Hendriks said, “I feel so proud knowing I can do something that most guys would struggle with.” She said she loves the sense of freedom that comes from driving a truck. 🌟

Jaycee Hendriks, 2 years with Arrow and Teamsters 213

“What people don’t realize is we’re heavy loaded trucks. When we hit something with this giant-ass motor in front of us, most of the time we’ll be fine. People with Class 5 licences aren’t taught to pay attention to trucks. There are too many close calls and there’s not much you can do. You hear about so many accidents and, most of the time, it’s not the trucker’s fault.”



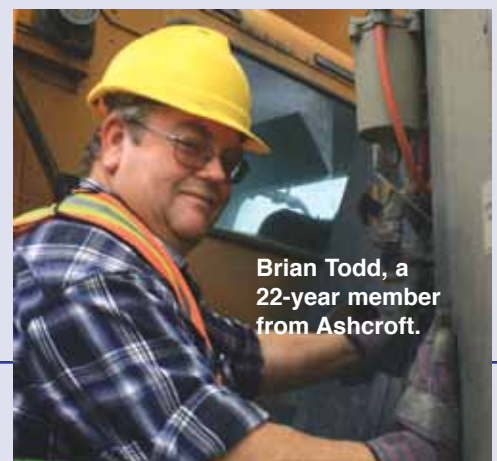
Jason Davidson, 10 years with Arrow
“I’m a lease owner, so this truck is mine to maintain.” It cost him \$160,000. “It’s a work truck. I’m not worried about chroming it up and hardwood floors.” He pays up to \$10,000/month on fuel. “I enjoy trucking and I have mouths to feed and a mortgage to pay. It’s either this or work in the oil patch.”



Perry Zimmerman, 7 years with Arrow
“Yeah, I guess I’ve been around the planet a couple of times.”



Ken Armbruster, 14 years with Arrow
“It’s a good company with lots of good people.”



Brian Todd, a 22-year member from Ashcroft.



Compensation for repetitive strain injury is fact driven

By Workers' Advocate Pamela Yong, Teamsters Local 31


An activity-related soft tissue disorder (ASTD) is a classified term which covers a number of medical conditions affecting one's muscles, tendons and ligaments, resulting from repetitive movements or exposure to mechanical vibrations. ASTDs are also known as repetitive strain injuries (RSIs) or accumulative trauma disorders. Symptoms involve discomfort or persistent pain in soft tissues of the arms or legs. They may also involve numbness, tingling, sharp pains and muscle weakness, and they often begin with fatigue and discomfort related to movement. An ASTD can be caused or aggravated by a worker's employment activities, but it may also arise from activities outside of work. In an ASTD claim, an adjudicator must determine whether the worker's employment activities likely resulted in either a personal injury arising out of and in the course of employment or an occupational disease.

A pivotal case that we successfully argued before the Workers' Compensation Appeal Tribunal involved a 28-year-old general warehouse worker who had been working for his employer for approximately 10 years doing different duties over the years. His job involved stacking bundles of magazines, creating pallets and picking orders. At the time of injury, he was responsible for lifting bundles of magazines from an assembly line and stacking bundles of product onto skids, which was normally done by two people. His co-worker did not show up for work that day and

he was required to work alone. The worker estimated that the bundles weighed approximately 12 pounds. He started noticing pain in his right forearm while he was lifting and wrapping skids of magazine product. The worker testified that he had lifted approximately 3.25 tons of product since the start of his 7 a.m. shift. During the course of the day, he developed a sharp pain in his right forearm from his wrist up to his elbow. The pain worsened and he eventually reported the incident to a first-aid attendant. He was later diagnosed by his physician with tendonitis in his right thumb and elbow. The worker was advised to rest his injury and after a few weeks of physiotherapy, he was able to return to work on a graduated basis. A board officer noted that the force exerted by the worker was mainly sedentary to light; he had concluded that the worker's employment was not the likely cause of his injury given there were no evident, occupational risk factors.

An assessment of the worker's job duties by an occupational therapist determined that the weight of the bundles ranged from as high as 25 and as little as 7 pounds. For objects weighing 20 pounds or greater, if the lifts are frequent, such work is considered medium; however, the work is considered heavy if a worker is repetitively lifting product on a constant basis. The vice chair recognized the average weight of the magazine bundles the worker had to lift while working his loading position, and the fact that these lifts required a pinch grip motion. He also accepted that at the time of injury, the worker was working primarily in the loading position and such activity represented a significant component of his employment.

Further, the worker's elbow and wrist complaints commenced while in the performance of his employment duties. He had an inherent risk of developing elbow tendonitis as he had previously completed several weeks in an office setting and was unaccustomed to loading bundles and working in that particular position alone that day.

These cases are invariably fact driven and the likelihood of success depends on whether the threshold test has been met. Are there sufficient risk factors inherent in the worker's occupation (i.e. pinch gripping, repetitive elbow movements in combination with forearm supination and pronation and the cumulative exposure to static load) which make it more likely that there is a connection between the injury and employment? This decision is a prime example of the interplay of certain occupational risk factors (such as frequently repeated motions or muscle contractions which place strain on an individual's affected tendons and the forceful exertion of one's muscles with the affected hand or grip) and the manifestation of a worker's acute injury over a short period of time due to the nature of his employment. 

Rail disaster response

Teamsters Canada collected \$40,000 from its local unions throughout the country and donated it to the Canadian Red Cross to help out the victims of the Lac-Mégantic rail tragedy.

"I understand the population's suffering, and they can rest assured that they can count on our support," said Rex Beatty, president of the Teamsters Canada Rail Conference (TCRC). "We must remain vigilant in assuring a proper assessment of this incident, including all contributing factors," he said.

Although the TCRC does not represent MMA Railroad employees, the union represents almost all the workers who operate trains for the main rail carriers, as well as short lines.

The accident occurred July 6 near Lac-Mégantic in Quebec when an unattended 74-car freight train derailed. Multiple tank cars exploded, with the blast killing scores of people. Roughly half of the downtown area, more than 30 buildings, was destroyed.

Labour Letter, AIL, October 2013

Statement of receipts and disbursements (2012)

**TEAMSTERS LOCAL UNION NO. 213
AND
TEAMSTERS BUILDING LIMITED**

COMBINED STATEMENT OF RECEIPTS AND DISBURSEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2012

	2012	2011
Receipts		
Dues and assessments	\$ 5,547,226	\$ 5,452,188
Initiation and reinitiation fees	297,816	226,316
Supplementary dues	<u>617,220</u>	<u>449,650</u>
	6,462,262	6,128,154
Less: refunds	<u>13,502</u>	<u>10,352</u>
	<u>6,448,760</u>	<u>6,117,802</u>
Disbursements		
Education and publicity	222,105	155,840
Meeting and travel	684,897	576,643
Office and miscellaneous	220,619	224,806
Per capita taxes	964,965	931,874
Professional and arbitration fees	308,765	210,827
Rent and maintenance	208,970	284,304
Salaries and benefits	3,941,226	3,400,458
Strike pay and contributions	<u>193,852</u>	<u>391,009</u>
	<u>6,745,399</u>	<u>6,175,761</u>
Deficiency of receipts over disbursements before other receipts	<u>(296,639)</u>	<u>(57,959)</u>
Other receipts (disbursements)		
Interest	76,005	75,799
Refunds and settlements	32,030	52,711
Teamster Building Ltd. income (expense)	(9,033)	9,115
Teamsters Canada	<u>16,456</u>	<u>161,200</u>
	<u>115,458</u>	<u>298,825</u>
Excess (deficiency) of receipts over disbursements	(181,181)	240,866
Amortization of capital assets - Note 5	<u>(27,618)</u>	<u>(26,056)</u>
Excess (deficiency) of receipts over disbursements	<u>\$ (208,799)</u>	<u>\$ 214,810</u>

Brynn Bourke photo

Alexandre Boulerice, federal NDP labour critic; Harry Bains, BC NDP labour critic; Senator Larry Campbell and Tom Sigurdson, executive director of the BC Building Trades, presented strategies for overcoming the blatantly anti-union federal Bill C-377.

Opponents will out-maneuvre Bill C-377 promoters

By Leslie Dyson

It's increasingly clear that there's tremendous inequity in North America and the world. Unions are groups of people trying to address that inequity. And those holding the power and the money don't like it.

The BC Building Trades held a panel discussion recently to talk about the Harper government's campaign to ram through Bill C-377. The panelists and delegates agree. The sole purpose of this legislation is to weaken unions, if not outright destroy them.

Prime Minister Stephen Harper and his team are employing many clever tactics. But their opponents in labour and politics are just as resourceful.

What the legislation would do

It's easy to see what the future could look like if the Harper government is successful in pushing Bill C-377 through.

Bobby Crider, from the U.S. Building and Construction Trades Department, explained what's happened in his country where the legislation is already in effect in many states.

Unions have had to hire additional staff to do the extra work. As examples, Crider said the Teamsters' financial report came in at 115 pages, the Labourers' at 185 pages, the electrical workers', 175—for an extra cost of \$140,000 which was paid for by dues from the members of those three unions. Those reports were made public on the government website.

Failing to submit the reports can result in jail time for union leaders. A few of the building trades locals have had to merge because they could not afford the additional expenses.

Harry Bains, BC NDP labour critic, pointed out that individual union members are also being targeted because they could lose the tax write-off. "Individuals are the ones who benefit [from the dues tax deduction], not the organizations they belong to."

Liberal Senator Larry Campbell added, "They [the Conservatives] don't realize union members also vote Conservative and vote Liberal."

Harper's sneaky strategies

Campbell said the Harper government is using Revenue Canada and financial audits as weapons. The government is trying to stop unions' political activism. "But the ICBA [Independent Contractors and Businesses Association] and Canadian Taxpayers' Federation are way more active politically," said Campbell, "but they're untouched by this."

This legislation is being sold as providing "transparency" for union members, but they aren't asking for these changes. As Alexandre Boulerice, federal NDP labour critic, pointed out, "Union members have access to the books."

Clearly, the goal is to waste union resources, embarrass union officers and mislead union members and the public, the panelists agreed.

In the U.S., salaries and expenses (such as airfares and hotel bills) are listed together making the amount attributed to union officials highly inflated. Imagine if this was done to our MPs' salaries.

Anti-union activists in the U.S. take glee in manipulating the information and going public with fraudulent claims, said Crider. There are no legal consequences and once the lies are made public, any protests appear defensive. "Once it's out, it's hard to walk it back." Crider also noted, "We are alone in this. Churches, charities and big business don't have to do this."

The bill went to the Senate where numerous amendments were made rendering the bill useless. However, the prime minister's office found loopholes to bring it back again this fall. Parliament was shut down when the Senate sent the amended bill back, so technically Parliament never received it. And calling it a tax bill and pretending it's a private member's bill (which of course it's not) means it can be presented again in its original form.

"This is the red meat for Harper's Neanderthal Conservatives," Campbell said. "They're going to try to take down the unions and those who oppose Conservative policy. You don't want

Unions now more than ever *By Marcel Dionne, Project Coordinator/Organizing*

Work isn't what it used to be and we are working harder. Trade deals have had a negative effect on workers. They have created global competition and put downward pressure on wages and working conditions.

Over the last 12 years or so, here's what's happened:

- Permanent jobs continue to be contracted out.
- Term employment is epidemic.
- New jobs tend to be lower paid.
- There's been a rise in part-time and casual employment.
- Our real take-home pay and standard of living have dropped.
- People are working longer and harder to keep afloat.
- There's a growing gap between workers and the rich.

Employers are telling workers: "Adapt." "Be flexible." "Be thankful you have a job." "Be a team player." This is the reality for most non-unionized workers.

The belief that individuals can do better for themselves is make believe, not the reality.


Unions do make a difference.

In B.C., 80% or more of public sector workers are unionized. They have better wages, benefits, pension, vacations and sick time. We know that unionized workers in the private sector also do better in economic terms. Just imagine if 80% of the private sector was unionized.

Workers join unions to achieve fairness at work, but better working conditions also drive improvements in the non-union sector. As a result, all Canadians benefit from the gains achieved by the labour movement.

Higher wages and better working conditions mean more economic activity in our communities, a more productive society, a more satisfied workforce and improved well-being of families.

We welcome all inquiries about joining the Teamsters Local 213.

E-mail marcel@teamsters213.org or call me directly at 604-202-5593. 

to be an enemy of this government...Canada is a dictatorship, ladies and gentlemen.

"The House is in a bad position because they [the Conservatives] are in a majority position," Campbell added, "so, all we can do is ask good questions and filibuster."

However, even if Bill C-377 is defeated, the panelists pointed out that this initiative will come back again and again as long as Harper is in power.


What the good guys are doing

The Senate, including 20 Conservative senators, amended the legislation to the point where it became useless. "No matter what you've heard about the Senate," Campbell said, "this is what we do and what we should be doing. Without the Senate, a government can ram it to you for four years straight."

Campbell also clarified the senators' motivations. "They aren't pro-union. Their issue was that it was unfair."

Boulerice filibustered when the bill came up in Parliament and he's prepared to do it again. He also pointed out that the national privacy commissioner has raised concerns about the legislation which could require members' personal information be made public if they have received benefits of over \$5,000. "The privacy commissioner is saying 'No, it's not respectful of the law.'"

Harry Bains, provincial NDP labour critic, said there is a legal opinion pointing out that this is a labour issue which makes it a provincial matter. "It could end up in the courts."

In addition, various groups are uniting to fight this attack. Those new allies will continue talking to and encouraging the senators who showed courage the first time to continue opposing the bill. "In Europe, these coalitions work all the time," said Bains. Boulerice reassured the delegates saying, "There's a Plan B." There will be debate, editorials, protests and ad campaigns. 

Key messages in the attack against Bill C-377

"We just need to stretch this out for two years [until the next federal election] and that's not impossible," said Liberal Senator Larry Campbell.

All individuals and groups in Canada, including banks and insurance companies, are allowed tax deductions. Union members are able to deduct their union dues from their personal taxes just as members of professional organizations do.

There are privacy issues. Citizens, who are union members, should not have their names, addresses and the health benefits or services that they need made public.

The Conservatives claim they are for the middle class, but a quick review of the legislative changes (EI reform and Temporary Foreign Worker Program as two examples) reveal their real agenda.

The Conservatives claim not to like bureaucratic red tape. That was one of the rationales for abolishing the long gun registry. However, this bill goes against the government's own ideology. It creates enormously wasteful paperwork.

It doesn't have to be this way. John McKnight, an honorary member of the BC Building Trades, pointed out that rather than comparing ourselves to the U.S., we can work for something positive. Labour relations are not handled like this in Scandinavian countries.

Children of Teamster members receive thousands of dollars in scholarships

Teamsters Local 213 is very proud of the 43 young people who have been the recipients of the James R. Hoffa Memorial Scholarship Fund. All are daughters or sons of Local 213 members. The total amount of the scholarships awarded between 2001 and 2011 is \$159,000.

Local 213 recently received a letter from Justin Nadeau who received a \$10,000 scholarship in 2004. He attended a six-year program in mechanical engineering from the University of Victoria and then went to work for Cornerstones Engineering Ltd. in Calgary. He is a project engineer. "I would like to thank the James Hoffa Memorial Scholarship Fund and the Teamsters for their financial assistance while I was at university," he wrote. "It was extremely helpful financially and allowed me to complete my degree." 🌟



Justin Nadeau, winner of a \$10,000 scholarship in 2004.

2001	Amy Rose Fitzpatrick	\$1,000	2006	Kelsey Mackie	\$1,000
2001	Courtney Spencer	\$1,000	2006	Parveen Shergill	\$1,000
2001	Linda Quach	\$10,000	2006	Olesia Zakon	\$1,000
2002	Curtis Cibinel	\$1,000	2007	Sarah Baldock	\$1,000
2002	Michele Hanna	\$1,000	2007	Xiang Jun Dong	\$1,000
2002	Kari R. Jones	\$1,000	2007	Erin LeSearch	\$1,000
2002	Rinita Singh	\$1,000	2007	Kristina Mikkelsen	\$1,000
2002	Chad Berndt	\$10,000	2007	Marisa Seguin	\$1,000
2002	Charlene da Cruz	\$10,000	2007	Christina Wong	\$1,000
2002	Leanne Dahl	\$10,000	2008	Anthony Yeung	\$1,000
2003	Jayce Bremner	\$10,000	2009	Tara McBryan	\$10,000
2003	Abigail Diane Syyong	\$10,000	2009	Jason Tong	\$10,000
2004	Jana L. Keogh	\$10,000	2009	Fuluny Jang	\$1,000
2004	Justin A. Nadeau	\$10,000	2009	Ashton Ellis	\$2,000
2004	Vishal Hiralal	\$1,000	2010	Kaitlyn Cahoon	\$10,000
2004	Louise Kwong	\$1,000	2010	Katelyn Potesta	\$1,000
2005	Tyler Finley	\$1,000	2010	Kari Fraser	\$1,000
2005	Erin LeSeach	\$1,000	2010	Lauren Atkinson	\$1,000
2005	Belinda Raposo	\$10,000	2010	Mireille Sequin	\$10,000
2006	Angelica Chee	\$1,000	2011	Taiysa Worsfold	\$10,000
2006	Melissa Dilts	\$1,000	2012	Amber Campbell	\$1,000
2006	Louise Lopeter	\$1,000			



(Centre) Matthew Nakatsu, son of member Allan Nakatsu, from Intertek Testing Services, receives a \$500 Joseph Whiteford Scholarship from Business Agent Randy Valouche.



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, 2014.

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, 2014** along with official school transcript and proof of enrolment.



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

A growing membership

Welcome to the 509(!) new and returning members

January to September 2013

CARMINE	ABBINANTE	ANAND	CHAND	DARREN	ESCOTT
RICK	ABELL	JIMMY	CHANG	BRIAN	EVERS
MELVIN	ADAMS	PHILIP	CHAPMAN	MATTHEW	FALLON
RYAN	ADIB	DAMIAN	CHARLOTTE	ALI FARZAD FARSHCHI	MASHHADI
SHERONE	AGBAYANI	SUNDEEP	CHERA	RYAN	FESER
WARREN	ALDER	TYLER	CHEVALIER	KENNETH	FIELD
TRACEY	ANDERSEN	KYLE	CHRISTIAN	FARIBORZ	FIROOZI
PAUL	ANDREWS	YOLAND	CLEMENT	RYAN	FISCHER
MARKO	ANTOLIC	WAYNE	COLLINS	GLENN	FISHER
FRANK	APEL	BRODIE	CONACHER	NICK BRENTH	FLANAGAN
KYLE	APPELDOORN	DALE	CONNELL	MARIA ALMA	FLORES
GREG	ARMITAGE	TRACY	COOK	ODESSA LUZ	FONDEVILLA
WILLIAM	ASHCROFT	THOMAS	COTTON	BRYAN	FREEMAN
SUKHWINDER	ATHWAL	MARK	CRICK	LARRY	FROESE
BALJINDER (BJ)	AUJLA	JAMES	CSISZER	ALBERT	FROST
HARPREET	AULAKH	THOMAS	CUNADA	BENJAMIN	FULLER
GARY	BACHMEIER	JAMES (DUANE)	CURRY	RYAN	GABLE
DAVID	BADE	AVTAR	DALE	JASON	GAGNAUX
LAKHBIR	BAGIYANA	LANDON	DALMAN	EDWARD	GALICK
THOMAS	BAKER	MARK	DANILKO	BRIAN	GARARD
THINESH	BALASUBRAMANIAM	GERRY	DAVEY	JAGROOP	GARCHA
DAVID	BALL	NEIL	DAVID	KIMBERLY	GARNER
GEREMIA	BALLETTA	CURTIS	DAVIS	SANJEEVAN	GILL
MICHAEL	BARTLETT	SHELDON	DAY	JATINDER	GILL
SUKHJINDER	BASRA	GIOVANNI	DE BORTOLI	AMARPREET	GILL
WHITNEY	BASTIEN	NAZARENO	DE FAZIO	CHAMKAUR	GILL
MEHAK	BATRA	ALEXANDER II	DE GUZMAN	KARAMJIT	GILL
LARRY	BAXTER	LESTER	DEAN	RAVINDER	GILL
MIKE	BAYER	ALEXANDER	DECLERCQ	HARINDER	GIRN
ELIAS	BENITEZ-PONCIANO	WESLEY	DEKKER	DONALD	GOLDIE
CHRISTOPHER	BENNETT	RICHIE	DELA CRUZ	CORY	GOLDNEY
BRADY	BENTON	COLIN	DENNIS	SHERRY	GOMEZ
GUY	BERKNER	JACOB	DERTIEN	BRAYDEN	GOODMAN
NATHEN	BERRIOS	GURJANT	DHALIWAL	DWAYNE	GORDICHUK
JEEVAN	BHOGAL	KARAMJIT	DHALIWAL	MADELINE	GORDON
ANDREW	BIBER	RANJIT	DHALIWAL	DANIEL	GORDON
SCOTT	BIFFLE	CHARNJEET	DHALIWAL	HARMAN	GOSAL
JASON	BILUK	SUKHVIR	DHERIA	KEN	GRAFTON
MICHAEL	BINING	BARINDER	DHESI	LOUIS	GRANBOIS
PAWANJOT	BINING	JATINDER	DHILLON	JUSTIN	GRANT
MANDHIR	BIRRING	GIORDAN	DI PALMA	STEVEN	GREGR
JOHN	BRADY	BRADLEY	DICKSON	TROY	GRESCHUK
JAGDIP	BRAR	DANIEL	DIMARCO	MATTHEW	GREVENITIS
JAGJIWAN	BRAR	ALAINA	DIRKS	RAUNEET	GREWAL
KEWAL	BRAR	GERALDINE	DOBLADOS	MICHAEL	GREWAL
SHELDON	BRINSON	MANPREET	DOD	SUKHDEV	GREWAL
ROGER	BROMMELAND	ROBERT	DOLINSKI	SUKHDEEP	GREWAL
ROBERT	BURT	MARK	DONLIN	NURI	GRUNDIG
MARIA	CALAPIZ	GURPRIT	DOSANJ	DARREN	GRYWACHESKI
TIM	CALICA	GAGANDEEP	DOSANJH	ANDREA	GUGLIELMINO
JOHN	CAPE	JAMES	DOUCET	ROBERT	HAGEN
ROBIN	CARPENTER	REUBEN	DOWN	MASON	HAGGLOV
KRISTOPHER	CARRIERE	KEVIN	DRAKE	DARIN	HALL
MATHEW	CARSON	BORIS	DROUQUET	MARTY	HAMANN
ERIC	CARTER	RAISSA	D'SOUZA	SEAN	HARRIS
DAVID	CASTRO	PETER	D'SOUZA	ALY	HASHAM
NELBERT	CASTRO	EDWARD	DUEMO	SURJIT	HEER
CIERRAH	CAWKER	CARY	DYKHUIZEN	NARESH	HEERA
JOHN	CESAREO	SIMONA	DZIANGYTE	RAJESH	HEERA
TRAVIS	CESARONE	SAMUEL	EDMONDSON	ANDREW	HERVIEUX
AMANJEET	CHAHAL	DALE	EDWARDS	ADAM	HESLOP
CHI LAP	CHAN	MICHAEL	ELLIS-JONES	STEVEN	HIRD-RUTTER

...and there are more...

DAVE	HNATIAK	ADRIAN	LARRAGA	NICOLAE	MITU
DANIEL	HOFER	JOSHUA	LARSEN	BRENNAN	MOORE
JULIE	HOGGINS	BENJAMIN	LE NOBEL	SKYE	MOSTERT
SEAN	HOLLAND	GRANT	LEBLANC	JEFFREY	MURRAY
TYLER	HOLTBY	STEWART	LEE	GREG	MYSYNUK
JUDY	HOUSE	ISAAC	LEGGE	MOHAMMED ALI	NAKSHAB
SHIRLEY	HUANG	STEPHEN	LEIGH	HARVIR	NARWAL
SHIH HUNG	HUANG	ROBERT	LELOND	SCOTT	NEIGHBOUR
BRANDON	HUMPHREYS	PETER	LEMOINE	ALEXANDER	NELSON
CHRISTOPHER	HUNT	STEWART	LEMPHERS	WILLIAM	NELSON
TY	HUXTER	ROBERT	LENTING	ANDREW	NERHEIM
TRAN	HUYNH	CONNIE	LESPERANCE	DAKOTA	NEUFELD
SIMON	INGLETON	PHUNG (CONNIE)	LIENG	BRUNO	NIELSEN
KEVIN	INGWERSEN	ROBERT	LINDENBERGER	KYLE	NORTHRUP
KEVIN	IRVINE	KEVIN	LOEWEN	ALICIA	NORTON
TERRY	JACK	MICHELLE	LONGSTAFF	MARLON	NUEVA
MARK	JACKSON	KELLY	LOPEZ	CHRISTOPHER	O'CONNOR
KOUROSH	JAFARI	JAIME	LOPEZ	ERIC	ODDY
EBRAHIM	JAFFERJEE	FRANK	LORELLO	DANIEL	OLYNYK
RORY	JARVIS	BRIAN	LUND	OLIVIA	ORMAECHEA
SARABJIT	JOHAL	JAMES	LUNDSTROM	CHRISTIAN	OUELLETTE
RANJODH	JOHAL	SAID	LUTFI	MICHAEL	PADDY
CRAIG	JOHNSON	RODRIGO	MACASIEB	YING	PAN
ANDREW	JOHNSON	CONNOR	MACRAE	NARINDER	PANNU
DYLAN	JOHNSON	JAMES	MAGWOOD	BRETT	PARKER
TYLER	JOHNSTON	USAMA ABDEL	MAJID	PHILLIP	PARKS
DANIEL	JOHNSTON	KENNETH	MAKORTOFF	IAN	PATACH
DEREK	JONES	MARK	MAKOSIEJ	DALE	PEARCE
TRAVIS	JONES	MALEKA	MALIK	ROBERT	PEEL
MICHAEL	JONES	DILBAG	MAND	GERALDINE	PENNER
JAGJIT	JUDGE	JASRAJ	MANHAS	NICHOLAS	PENNINGTON
SANDOR	JUHASZ	MANPREET	MANN	MICHAEL	PHILIP
INDERPRIT	KAINTH	MANOLO	MARAMOT	STEVE	PICTIN
JOHN	KENORAS	JULIO	MARCADO	JOHATHAN	PINKNEY
IGJIT	KHABRA	SERGEY	MARCHENKO	SARAH	POLKINGHORNE
SHAHNEWAZ	KHAN	NEGISHI	MASATO	ROBBIE	POLLOCK
SHINGARA	KHANGURA	NICOLA	MASELLI	ARMAND	POWELL
JASWINDER S.	KHANGURA	ELDON	MATCHETT	KEVIN	PRIBILSKY
GURBAX	KHATRA	GARY	MCANINCH	JODY	PRICE
JATINDER	KHATTRA	DAVID	MCCANN	DUANE	PRODEAHL
YUSUKE	KINOSHITA	MICHAEL	McCRINDLE	ALEXANDROS	PSOMIADIS
DANIEL	KITT	SHAWN	MCGILL	GURSHARANJIT	PUREWAL
DARIAN	KLAUSMEIER	MATT	MCINNES	KATHERINE	PURSEY
RYAN	KNOTT	RYAN	MCINTYRE	RONNY	RABER
STEFAN	KOLESNIKOFF	JOSHUA	MCKENZIE	STEVE	RABERDEEN
TINA	KOMENDAT	JOSEPH	MCLAREN	KENNETH	RADERSMA
ALEXANDER	KOSMENKO	KENNETH	MCLAUGHLIN	VIJAY	RAGHAVAN
KALVIN	KOWBEL	GREG	MCLEAN	ANDREW	RAI
SHANNON	KOYKKA	AMANDA	MCLEAN	GURPREET	RAI
BERND	KRAFT	RICHARD	MCMAHON	PARAMJIT	RAI
NOAH	KRULITSKY	BRANDON	MCMAHON	HARJEET	RAJU
BRANDON	KRYHUL	BRUCE	MCMILLAN	MARKUS	RAKIEA
AMENDRA	KUMAR	DOUG	MCPHADYEN	RAVINDER	RANU
LESLIE	KUNG	JESSE	MEAKINS	BRENDA	RAPHAEL
CHRISTOPHER	KWIATKOWSKI	NAVEEN	MEHMI	CHRISTOPHER	RAYNER
RICHARD	KWITKOSKI	RICK	MEYER	ESAM	REDA
PAUL	LABINE	HALSON (SI YU)	MIAO	SCOTT	REID
CORRY	LACUSTA	APRIL	MIDAN	GONZOLEZ	RENDEROS
ALEX	LAFORGE	JULIA	MIDDLETON	WILFRED	RENICKER
MAKNAN	LALLY	MICHAEL	MILLER	STEVEN	RITCHIE
RENEE	LALONDE	WILLIAM	MILLER	MATHEW	RITTINGER
STANLEY	LANCE	FREDRICK	MILLER	JASON	ROSENFELD
HARRY	LANG	KEVIN	MINAKER		
TYLER	LANGIS	JAGMIT	MINHAS		

continued next page

A growing membership

...and even more members of Teamsters Local 213

FARZAN	ROUHANI	BIKRAMJIT	SOOCH	KUO-WEI DAVID	TSOU
JUSTIN	ROVTAR	GREG	SORBAL	ANTHONY	TURNER
RICHARD	RUSSELL	MICHAEL	SORN	BRANDON	TUTT
RONALD	RUTLEY	RONALD	SOUVIE	JODY	UNDERWOOD
RYAN	RUTLEY	SIMON	SOWINSKI	DOMINIC	VALLEE
DAVID	RYAN	JOHN	SPEER	LYNN	VAN HORN
SIAMAK	SAADI	COLBY	SPENCE	NELSON	VIEIRA
LUKE	SADLER	JOSEPH	SPRINGALL	BRODY	VIK
VILMA	SADUMIANO	JOSHUA	STACEY	STANISLAV	VOLOSATOV
BALIHAR	SAHOTA	DALLAN	STADNIK	TUYEN	VU
BALRAJ	SAHOTA	TYSON	STANKE	EUGENE	WALKER
HARMINDER	SAKHON	ARMAND	STANUSCH	MICHAEL	WALKER
NICHOLAS	SAKHON	MATTHEW	STATHAM	DAVID	WALLACE
LAURA	SALTER	MILAN	STEFANCIK	CHAD	WALLS
KERBY	SAMPSON	BRYAN	STENE	MELVIN	WARKENTIN
RICHARD	SAMPSON	MICHELLE	STEWART	ALAN	WARLAND
DALJIT	SANDHAR	STEPHEN	STONEMAN	ANDREW	WARREN
GURPREET	SANDHER	GREGORY	STUART	MURRAY	WATERS
GURINDER	SANDHU	GURVINDER	TAGGAR	RICK	WATKINS
JASKARAN	SANDHU	LEE	TAGGART	BRIAN	WEARING
AMARDEEP	SANGHERA	BRANDON	TAIT	GARY	WEBB
KEVIN	SAWYER	MATTHEW	TAIT	THOMAS	WEIR
RORY	SCAND	KYLE	TANNER	KATHLEEN	WENTING
DARREN	SCHMIDT	PARMJIT	TATLA	WESTLEY	WHITE
SHELBY	SCHUMAKER	JOEL	TAYLOR	JAMES	WHITE
LESTER	SCOTT	PATRICK	TAYLOR	TAYLOR	WHITESIDE
BLAINE	SCOTT	CODY	TELLIER	CHARLES	WHITTAKER
TINO	SEIDLER	SKIPPER	TERRY	ALEX	WILLIAMSON
TARLOCHAN	SEKHON	ALTER	TERUEL	MACGREGOR	WILSON
JERRY	SHADE	AMANUEL	TEWOLDE	CLIFFORD	WILSON
ALLAN	SHANNON	BRYAN	THERIAULT	SEAN	WISURI
LONNIE	SHAW	MANJINDER	THIARA	ANDREW	WOLCZYK
LLOYD	SHEPPARD	BIRKAR	THIND	TAYLOR	WOLZEN
SHANE	SHIPLEY	DOUGLAS	THOM	ZACHARY	WONG
BOOTA	SIDHU	CHRISTOPHER	THOMPSON	DARNELL	WOODS
MANWINDERPAL	SIDHU	LI	TIAN FU (FRANK)	GARY	WRIGHT
GURJINDERPAL	SIDHU	KHANG (TONY)	TIET	RICHARD	WU
GULJINDER	SIDHU	MIKAYLA	TINSLEY	DAVID	WYATT
SEAN	SIL	PERCIVAL	TOCA	KATHY	YAN
ANTHONY	SLADE	SHYLOE	TOEWS	MICHAEL	YEARWOOD
RICHARD	SLAPINSKI	BHOOPENDRA	TOKHAI	KIMBERLY	YEE
MATTHEW	SLEEMAN	GURJINDER	TOOR	JACK YUN LONG	YUE
MICHAEL	SMITH	HARDEEP	TOOR	EDWARD	YUEH
BRIAN	SMITH	DENNIS	TRAN	TERRY	ZERCKI
EARL	SMITH	LEE (JESSE)	TRENHOLM		

Teamsters Retirees Club

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 so there is no cost to come out and meet the wonderful members of this club. 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.

Activities include films, bingo, discussions on current events, excursions and a great lunch.

For more information please call 604-875-6636, extension *2211.

Shop stewards upgrade their skills

Shop stewards from around the province attended seminars in either Surrey or Kelowna. Using case scenarios and interactive exercises, they learned about the duty of fair representation and the Supreme Court of Canada's bottom line on random drug testing presented by Teamsters 213's Legal Department. The shop stewards were also thanked for their dedication and hard work throughout the year.



Sean Halliday and Erron McShane from WWL in Vancouver



Carly Simpson and Troy McDonald from WESCAN Disposal



Doug Ferguson, Gary Hemville and Dave Grose from Arrow Transport in Kamloops



Melinda Wornock from Purolator (Vernon)



Larry Heigh and Dave Palmer (Castlegar/Trail)



Retired shop steward Peter Aussem from Lumby



Irvine Chow from Toyota Regency (left) and IKEA shop stewards, with Business Agent Kimm Davis (Dot Tompkins photo)



Jason Askeland, Mike Deneef from Arrow Transport in Kamloops

All photos by Kimm Davis unless otherwise noted.

Congratulations to our retirees

February to August 2013

Adey, Brian
Allen, Gregory
Arnett, Richard
Aun, Franki
Attewell, Dave
Beauchamp, Theodore
Beech, Rodney
Bennie, M.
Billesberge, Gary
Birch, Brian
Black, Patrick
Bosa, Larry
Bowditch, James
Brewer, Anna
Burns, John

Upland Ready Mix
Superior Propane Inc.
Owner Operator
HY Louie Ltd
Superior Propane Inc.
RSK Excavating & Contracting Ltd.
Target Products Ltd.
Pension Disability Credits
Canadian Linen Ltd.
Ocean Construction Supplies
Island Ready-Mix Ltd.
Emil Anderson Construction Ltd.
Sun Rype Products Ltd.
Superior Propane Inc.



Members of the Teamsters Retirees' Club are looking forward to the annual Christmas luncheon. New members are always welcome.

Cameron, Shawn
Couette, Sheila
Compton, Douglas
Coombs, Alice
Cooper, Susan
Cowx, John
David, Lyle
Davy, Rupert
Dilling, Stanley
Doud, Mervin
Ennis, John
Finley, Jerry
Friesen, Bernard
Friesen, Wilfred
Gavin, Donald
Giffen, John
Green, Gordon
Hackman, Gene
Hahn, Allan
Halcro, James
Hamilton, Ross
Henderson, Terry
Hirseckron, Ernie
Henry, Terrence
Holland, William
Hollingsworth, Judith
Holmberg, Edward
Humphreys, Courtney
Johal, Gurnam
Johnston, Daniel

Petro Canada Products
The News Group
Ocean Construction Supplies
English Bay Blending
Teamsters Local 213 M.B.P.
Pension Disability Credits Plan "B"
Sun Rype Products Ltd.
Drivers Industrial Installation Ltd.
Pension Disability Credits Plan "B"
Southwest Contracting Ltd.
Bakemark Ingredients Canada
Pension Disability Credits
DCM Transport—Metro Aggregates
Arrow Transportation—Ashcroft Div.
Sun Rype Products Ltd.
Pension Disability Credits
YCS Holdings Ltd.
Van-Kam Freightways Ltd.
Hope Ready Mix Ltd.
Rolling Mix Concrete (BC) Ltd.
Certainteed Gypsum Canada

UAP Inc.
Ocean Construction Supplies
Pe Ben Bulk Transport Ltd.
Pension Disability Credits
Arrow Transportation—Ashcroft Div.
Pension Disability Credits
Teamsters Local 213—BA
Inland Concrete Ltd. Fort St. John

Keddy, David
Kemash, Ken
Kluss, William
Knight, John
Kowalchuk, Harry
Kulaway, Mervin
Lonsdale, Joseph
MacNeish, Lawrence
Magis, Walter
Marshall, Robert
McGill, Donald
McKenzie, Paul
McQuade, Kenneth
Meredith, Brian
Mighton, Joseph
Miller, Douglas
Moore, Alec
Moore, Gerald
Nadeau, Maurice
Nelles, Ronald
Nielsen, Elaine
Nolletti, Bruno
Norman, Christine
O'Brien, Jacqueline
Osmond, Dallas
Palmer, Steve
Parker, Roberta
Parrott, Frederick
Pietrzykowski, Dennis
Piper, John
Powar, Harjinder
Prest, Robert
Rhoades, Richard
Ross, Sandra
Sagstuen, Ronald
Sandhar, Jaswinder
Schindel, Merbyn
Schultz, Allan
Shannon, Pat
Sidhu, Kartar
Singh, Joginder
Singh, Sabik
Staaf, Gustav
Stark, Miles
Stella, John
Stewart, Robert
Strymecki, Roy
Tanner, Larry
Tong, Tommy
Trefry, Murray
Valliere, Lawrence
Van Eeden, Martinus
Vigeant, Ronald
Wall, Daniel
Watson, Archibald
Whitford, Mel
Williams, Brian

Unknown
Wings Motor Cartage Ltd.
Wiebe Contracting Ltd.
Upland Excavating (1971) Ltd.
Miscellaneous
OK Builders Supplies Masonry Div.
Norgaard Ready-Mix Ltd.
Winroc Corporation-Vancouver
Byers Transport Ltd.

Teamsters Local 213 - B.A.'s
Valley Rite (Aggregate Div.)
Ocean Construction Supplies
Cullen Diesel Power Ltd.
Arrow Transportation—Quesnel Div.
Superior Propane Inc.
Owner Operator
Arrow Transportation—Ashcroft Div.
OK Ready Mix Ltd.
Bobell Trucking Ltd.
Superior Propane Inc.
Tree Island Industry Ltd.
Teamsters Joint Council 36
Teamsters Local 213 - COPE Emp.
Extra Foods #8584
Arrow Transportation—Ashcroft Div.
UAP Inc.
Lafarge Construction—Kent St. Div.
Norm Jones Holdings Ltd.
Both Lanes Trucking & Excavating
Owner Operator
Construction
Sun Rype Products Ltd.
Pension Disability Credits
Inland Concrete Ltd.
BCP Concrete Roof Tile, ULC
Tree Island Industry Ltd.
The News Group
Petro Canada Products
Westguard Security
WWL Vehicle Services Canada
Owner Operator
Valley Rite Mix Ltd.
Fraser River Pile & Dredge Inc.
Arrow Transportation—Ashcroft Div.
Pension Disability Credits
V K Mason Construction Co.
Teamsters Local 362
HY Louie Ltd.
Valley Rite (Aggregate Div.)
Korpack Cement Products Co.
Euroline Windows Inc.
Cyre Gravel & Concrete Ltd.
Cardinal Concrete Ltd.
Arrow Transportation—Quesnel Div.
Allied Systems (Canada) Comp.





Remembering members who have passed away

Dennis Begon	Franklin Jensen
Edward (Ed) Bieker	Kuldip Khungay
Robert Boyd	Durwin Newberry
Jorge De Lima	Chris Robertson
Benito Demitri	Eugene (Gene) Wirch

Teamsters Local 213

Head Office

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

Area Offices

Northern B.C.

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

South Central B.C.

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

Vancouver Island

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

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

Whitehorse

Phone: 1-888-876-5213

Membership meetings in 2014

Northern Region

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

Fort St. John 7 p.m., April 8, Quality Inn Northern Grand
 7 p.m., Oct. 7, Quality Inn Northern Grand

Dawson Creek 7 p.m., April 9, George Dawson Inn
 7 p.m., Oct. 8, George Dawson Inn

Prince George 7 p.m., April 10, Union Hall
 7 p.m., Oct. 9, 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., Best Western 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

Metro Vancouver

(Contact the Vancouver office at 604-876-5213.)

Vancouver - 3rd Wednesday of the month at 7 p.m.

Teamsters Hall Auditorium, 490 E. Broadway

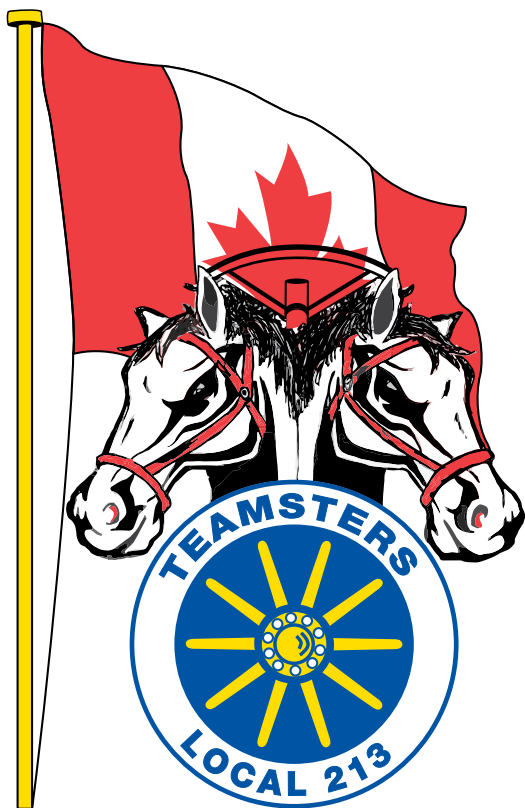
(Meetings may be suspended in June, July and August.)

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.

Teamsters Union Local 213

Unity, Pride and Strength



Logo items featuring the new Teamsters Local 213 logo!

(Prices include taxes)

Winter Bomber Jacket (black M, L & XL)	\$86.00
Winter Bomber Jacket (black XXL)	\$90.00
Summer Bomber Jacket (black M, L & XL)	\$55.00
Summer Bomber Jacket (black XXL)	\$58.00
Baseball cap (black, red, white & gold)	\$18.00
Baseball cap (black, red & silver)	\$18.00
Watch/Pen Sets (both ladies' and men's styles)	\$57.50
T-Shirts (black or white)	\$13.55
Quilted Vests (black M, L & XL)	\$65.00
Thermal Quilted Vest (black)	\$70.00
Belt Buckles (antique brass)	\$19.00
Mugs (navy blue)	\$11.70



Contact your local union business agent for more information.