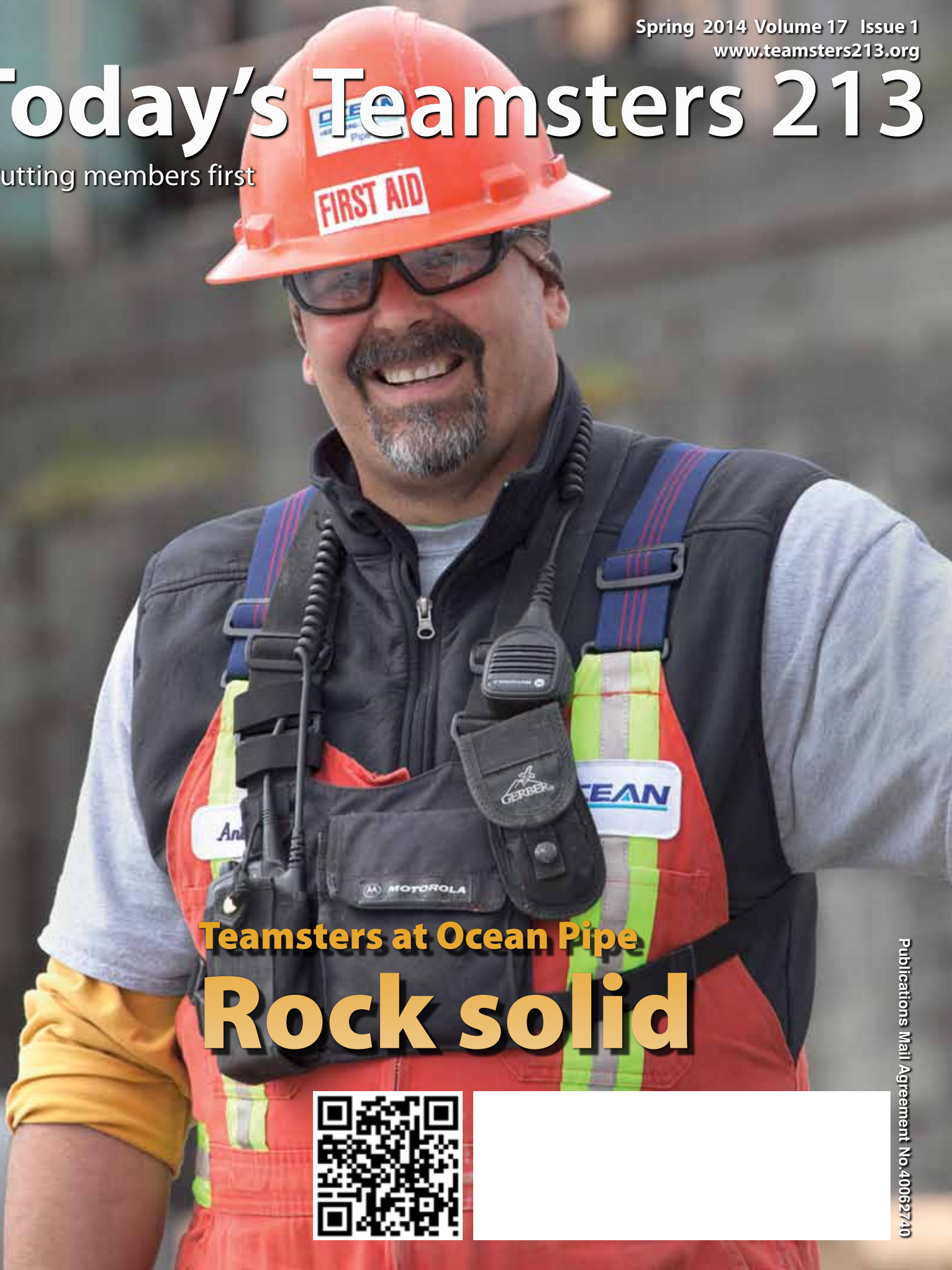


Today's Teamsters 213

Putting members first



Teamsters at Ocean Pipe
Rock solid



Today's Teamsters 213

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On the cover of
Today's Teamsters 213

Teamsters Local 213 member
Anthony Kreiger

Photo by Dan Jackson



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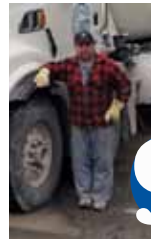
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Please Recycle



A difficult year with more challenges than usual

By Walter Canta, Secretary-Treasurer

This year has been marked by several of our signatory companies announcing closures of operations. Some of the collective agreements have been in place for more than 30 years, providing good-paying jobs and valuable health and welfare plans and pensions.

Losing these union jobs is very emotional and troubling for the employees, many with decades of service, in the face of uncertain future employment and retirement still a number of years away.

Many of us in Local 213, including myself, know firsthand the problems of being laid off. The local union is assisting as many members as we can through our dispatch office so please call 604-876-5213 and ask for Dispatcher Ernie Borrelli. He will make a note of your qualifications. If you don't want to be dispatched to a new company, I would encourage you to take out a withdrawal card. Call the Dues Office at 604-876-5213.

As of April 1st, there were approximately 450 members out of work due to the closure of 4 companies. The three biggest are Bekaert, Fraser Wharves and The News Group. Not all of them were prepared to give even the severance required in the collective agreements. I want to acknowledge the business representatives who did secure more for their members.

Social media was a big factor in the closure of The News Group. The magazine distributor has been steadily losing business. In years past, a semi-truck load of *Playboy* magazines would come in for distribution; today you would see only two or three pallets. So next time you pick up a magazine, give a moment to think about the 170 jobs that were lost and all the families that have been affected. The biggest disappointment was that the members and local union were given no notice or an opportunity to help keep the company afloat.

The layoffs affected not only members directly employed by these companies, but also local union staffing in the business and health and welfare departments. Effective Jan. 31, the Local Union laid off one business representative. A shop steward who was in training for a leadership position had to return to work with his previous company. A part-time worker in the Dues Office was laid off. In the Health and Welfare Office there will be no one to replace a staff member who recently retired.

The work of the business representative has been divided up among the remaining representatives.

May 13, 2014 marks a full year since IKEA locked out Teamster members at its Richmond location. The employer has made it very clear that the 35 who crossed the picket line should be allowed to remain working at the store. The members who are locked out have made it very clear to the local union that they will not work with any of those who crossed their picket line. The company, with a clear plan from the outset to try to break the union, sent a letter to all its employees before locking them out stating that it would assist anyone who crossed the picket line and pay any fines levied by the union.

A Trial Panel was convened, as per the International Constitution and the By-Laws of Local 213, to have these members stand trial for crossing a picket line. Only two attended and they did not say a word. Statements were only made by the legal counsel who said he represented the 35. The panel came to the conclusion that all 35 should be expelled from the union. The 35 then appealed the decision to the Teamsters Joint Council. The Joint Council upheld the expulsion decision. Now the 35 have applied for an appeal to the International Teamsters in Washington, D.C., all with the assistance of legal counsel. We believe that IKEA is paying the legal fees.

In the meantime, please tell friends, family, and everyone you know, not to shop at any IKEA store until this labour dispute is resolved. Thank you!

Local 213's workers advocate is now working with a different union so we are not able to assist with any new claims at this time. We will be reviewing plans for this department in the future.

It came as a surprise to learn that Construction Division Assistant Don Doerksen will be retiring on Oct. 1, 2014. He holds a wealth of knowledge and has been a great asset to this local and the members in the Miscellaneous and Construction divisions. He will be sorely missed but we wish him well.

On the construction front, work on the John Hart Dam will take off shortly. Together, with the Allied Hydro Council, the Teamsters hope an agreement will be signed soon.

The Site C Dam has been on the books for many years but we won't get excited until we see a shovel in the ground.

Rio Tinto is putting the final push to the Kitimat Modernization Project which is expected to wrap up late this year or early next. There are approximately four million work hours left to complete

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Canta report continued from Page 1

tion. When this project started in 2008, only 50 to 60 Teamsters were expected to be working on site. Thanks to growing respect in the industry and among the other trades for the work we do and continued pressure to protect our jurisdiction, 175 members have found work there. It has been a long time since we've seen these numbers.

The local union is fighting hard to send a message to the other trades to stay out of our jurisdiction. We know other trades have been telling employers they will do our work rather than have a Teamster brought in. If you see this happen, make sure you speak up. Or you might want to get out of your truck from time to time to volunteer in their jurisdiction.

Local 213 is developing a Conduct of Work Agreement for members in the Construction Division. It will be similar to the document developed for the Teamsters in Alberta. If you're in the Construction Division, you will receive it before you are next dispatched.

Vice President Mike Croy and I went to Chicago along with Teamsters Canada to make arrangements to help our union brothers and sisters cross the border for work here. This would be a first for the Teamsters. Our goal is to have everyone here at home working first, but with the amount of potential work coming up, it could be challenging to fill all the positions.

Business Representative Dave Angus will be retiring this year so the Executive Board passed a motion to hire Brother Paul Way to start work on Vancouver Island on March 31.

On a sad note, the local union lost three of its retired business representatives recently: BA's John Newman and Bruce George and past president Wayne Palmer. They represented their members with great fervor. They will be missed not only by their families, but by those of us who worked side by side with them over the years. 🌟



For many years, members of Teamsters Local 213 have helped with the set up and security at Variety — The Children's Charity's annual telethon. This year was no different. The 48th annual telethon raised over \$6.6 million. In 2013, Variety provided life-saving, life-changing and life-enriching equipment and support to 1,277 families and 32 organizations across the province. —Photo courtesy of Tempest Photo



Warehouse Program

Preparing members for upcoming construction work

By Michael Evans, Training Co-ordinator

Warehousing has been part of Teamsters Local Union 213's jurisdiction for at least 50 years. The Warehouse Certification Committee goes back 40 years and pre-dates Local 213's Joint Training School by 10 years. The Warehouse Certification Committee was integrated into the Joint Training School in the mid-'80s.

During the construction boom of the '70s and early '80s, the Warehouse Division grew to between 800 and 1,000 members. This membership consisted of all classes of warehousemen, from Class 1 through Class 5 who were essentially apprentices.

When the construction industry collapsed in the mid-'80s, the division experienced a devastating level of unemployment and the Warehousing Certification Committee seems to have just faded away. For the next 20 years, opportunities to work in warehousing were few and far between.

The division's membership shrank as members retired and sought other forms of employment. Consequently, there were no apprentices coming up through the ranks. It was clear this would have a profound effect in the future which, given all the proposed construction, could leave the local union critically short of members in the warehouse area.

Advancement in warehousing had always been a combination of mentorship and certification, not formal training. But now there were no apprentices working their way through the system so there would be no one to certify. Recognizing this potential threat to our jurisdiction, Secretary Treasurer Walter Canta approached the training school to explore the possibility of creating a warehouse training program.

The Joint Training School's research showed there were many fine programs in B.C. but none that were well suited to Local 213's particular needs. The best course was to create a program and the school's co-chairs agreed.

The Joint Training School has commissioned the creation of a warehouse training program that will focus on core competencies and material handling equipment. The graduates of this program will receive a Class 3 rating. Advancement in the Warehouse classifications will involve a series of endorsements. We have been fortunate to receive input from Ken Palmer, a senior member of the Warehouse Division, whose assistance has been most helpful. The timetable calls for a trial course to be scheduled in July followed by a full-scale course within two weeks. Become a Teamsters Local 213 Facebook follower to be notified when the Local 213 website is updated with an announcement. 🌟

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)

CSTS (Construction Safety Training System)

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 Plan Coordinator Michael Evans at 604-874-3654.

Bursaries

A and C division members in good standing will be eligible for the bursary program. Receipt of bursary is dependent upon successful completion of the course. Zoom Boom and Forklift training must be booked through Training Plan Coordinator.

Forklift – 50%

Zoom Boom – 50%

Level B: Certification for Trainee Crane Operators – 100%

Crane training will be booked through Fulford Harbour Group.

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

Shop Steward Seminars

Kelowna Seminar Sept. 13

Vancouver Seminar Sept. 20

Northern BC Seminar Oct. 4

Shop stewards will receive registration packages closer to the date.



Unions getting the respect they deserve

By Don Doerksen

I started working for Teamsters Local 213 in 1986. Now, 28 years later, I will be retiring effective Oct. 1. It has been a rewarding career and very gratifying to serve the members. The thing I'm most proud of is seeing our pension plan grow

from \$.60 per hour contributions when I was a business agent to a plan that now has in excess of \$400 million in it. When you're young, it's easy to burn through your savings. But a union can provide a defined benefit pension plan which means that members can count on a secure monthly income in their retirement.

B.C. is in store for a construction boom. Our provincial government has mandated oil and gas exports as an economic boost to the province's financial well-being.

Premier Christie Clark included BC Building Trades representatives on her recent trade mission to China, Korea and Japan. Union labour is being asked to sit on government committees that have the supply of labour as a goal for new construction.

Your union has been in negotiations with Bechtel for liquefied natural gas (LNG) plant construction in the province. Meetings have also taken place with KBR Canada for LNG plant construction in Prince Rupert. The Chevron project in Kitimat has been awarded to Fluor Canada. No discussions for a project labour agreement have taken place yet.

The contract for the re-construction of the John Hart Dam on Vancouver Island at Campbell River has been awarded to SNC-Lavalin. A building trades committee is in discussion with the Joint Venture to establish a project labour agreement for this construction which is scheduled to begin mid-January.

We still have members working at the Waneta Dam Project and the Mica Dam.

The local union has had great success dispatching members to the Kitimat Modernization Project being managed by Bechtel. There are over 160 Teamsters members on site.


The local union is also active in an industry training organization called TransCDA (Transport Career Development Association). The goal is to develop unionized tradespersons with certification similar to qualified articulated rock truck operators.

There has been an uptake on companies requesting dispatch of skilled telehandlers and zoom-boom operators.

The Bargaining Council of British Columbia Trade Unions has agreed that the current 2010-2014 Construction Agreement should be extended for two more years. Teamsters will be in negotiations soon with the Construction Labour Relations Association.

Together with Teamsters Canada and construction locals across Canada, we have had meetings and discussions surrounding support of the Northern Gateway Project. Your union is working closely with LIUNA Local 1611 (Labourers' International Union of North America) and the Operating Engineers Local 115 to reach an agreement with Enbridge for the Northern Gateway Project. The scope of work under consideration is the construction of two tunnels, 190 kms of roads, and excavation and clearing a mountain. The clearing is for the construction of a 19-tank farm with each tank holding 500,000 barrels of oil.

With all these projects currently being considered, the work picture for the next six to eight years is positive.

Please remember that the up-coming summer season brings more vehicle and tourists onto our roads and defensive driving will help people stay safe. Best wishes to you all. 

Why Teamsters Local 213 supports Northern Gateway

When working people earn good paychecks, everyone benefits. That's how we built this country. And that's how we're going to keep Canada strong. Teamsters have always stood up for that idea. And now, more than ever, we need to fight to put working families first. That's why we're working closely with the people at the Northern Gateway Pipeline to make sure our members help build this critical project. Northern Gateway will grow our economy and create thousands of good jobs for working families.

And it must meet 209 tough conditions to protect our environment set out by the National Energy Board after a

thorough scientific review. As a trade union member, I am proud to join my brothers and sisters across this country and support the Northern Gateway Pipeline. Because like you, I believe that strong communities, a clean environment, and good union jobs go hand in hand.

Let's stand up for good jobs, good wages, and working families.

Don Doerksen
Assistant Construction Division
Teamsters Local 213



“Without you, our pipeline couldn’t be built.”

Janet Holder, Leader of Northern Gateway

I'm Janet Holder, Leader of Northern Gateway.

As a proud Canadian and British Columbian, I know that working men and women built our country and our province.


We at Northern Gateway are now counting on working men and women to help us build a safer, better pipeline. A pipeline that will create over 3,000 new construction jobs and over 500 long-term jobs in British Columbia.

Last December, the Joint Review Panel approved Northern Gateway, subject to 209 conditions aimed at protecting our environment

and building strong communities. That has always been our goal. And that is why we have been working with Canada's building trade unions to ensure that Northern Gateway is built to the highest possible safety and environmental standards.

I am confident that to get this job done right, we can rely on the best, most highly-trained workforce in the world.

At Northern Gateway we believe that building a safer, better pipeline starts by supporting working families. Because when Canadian workers benefit, we all benefit.



*Janet Holder,
Leader of Northern Gateway*

**NORTHERN
GATEWAY**

Learn more at gatewayfacts.ca

Working in partnership with B.C. and Alberta First Nations and Métis Communities, trade unions and leading energy companies in Canada

IKEA update

By Leslie Dyson

The 350 Teamster members at the Richmond IKEA store have been locked out through all four seasons. They remain united and determined.

Many significant events, some international, have taken place to support the cause of the locked out Teamsters Local 213 members.

In November 2013, an international fact-finding commission from UNI Global Union and the International Transport Workers' Federation came to Vancouver to meet with the union, interview IKEA workers, and hold a public hearing. It brought to light IKEA's unfair labour practices and was well reported by the local news media.

The commission's report states:

IKEA Richmond's management has abandoned the stated values of the 'IKEA family' by adopting a radical anti-worker agenda that opposes unionization campaigns and encourages union decertification. The lockout of 350 employees since May 13, 2013 for rejecting a discriminatory wage system and subsequent worker intimidation is not compatible with the ideals and practices espoused in IKEA's own global standards and it is also certainly out of keeping with the vast majority of labour negotiations, strikes, and lockouts in British Columbia.

The commission recommended ending the lockout and returning to the negotiating table in good faith and with no pre-conditions until a mutually acceptable collective agreement has been achieved. That did not happen.

In December, a delegation from Teamsters Local 213 went to Sweden to meet with union leaders and shed light on the problem "in the motherland," said Business Representative Anita Dawson. "We got a good response."

An international day of solidarity was declared on Dec. 17, 2013. Members from several local unions in B.C. gathered at the IKEA store for a rally.

The International Longshore and Warehouse Union took part in a Dockers' Day of Solidarity with rallies in 10 ports around the world. ILWU Local 502 (B.C.) members went to the picket line at the Richmond IKEA and rallied at Delta Port, Fraser Surrey Docks and their union hall. Rank-and-file members and casual workers raised \$12,000 for the IKEA workers.

ILWU rallies were also held in Sweden, the Netherlands, Australia, Japan, Norway, Finland, Belgium, and Denmark.

Under the leadership of the International Transport Workers Federation, workers passed the hat. In total, \$20,000 was collected and donated to the picketers.

Divorce with bedroom privileges

Disagreements around the language and monetary sections of the agreement could be resolved. However, the main obstacle is IKEA's insistence that the workers who succumbed to the company's invitation to cross the picket line to keep working must be allowed to work side by side with their former Teamster colleagues.

Without making any monetary sacrifices themselves, these non-union workers would accept the benefits of union membership and the outcomes of the negotiating committee's hard work. "It's like divorce with bedroom privileges," said Dawson.

Crossing a picket line is a violation of a fundamental principle of the union movement. "It's unacceptable," she added. "They crossed the picket line in breach of our constitution and bylaws. The members feel betrayed by these people. They signed a petition saying they did not want these former members back in. The members are driving this."

The union has pointed out repeatedly that the company could transfer these workers to the Coquitlam store if it chose to do so. "We would be back at the bargaining table if it hadn't made this the issue," said Dawson.

In April of this year, Walter Canta, secretary-treasurer of Teamsters Local 213, went to Stockholm Sweden to seek further support from UNI global Union. You can expect to see action resulting from those meetings. 🌟



Netherlands workers protest the treatment of Richmond IKEA workers.



More photos next page



Want to try some culture jamming?

Metro Vancouver blogger Stephen Elliott-Buckley (politicsrespun.org) suggests culture jamming to counteract IKEA's intransigence. He writes:

"Oh, IKEA, you'd think you'd learn from all the past corporate attempts to create a Twitter hashtag to promote your brand, attempts that have been subverted by culture jammers... We should try to Occupy IKEA and its hashtag (#HouseRules) because it's trying to break the union in Richmond, BC.

"It happened to Emperor Stephen Harper when he wanted us to tweet science-y questions for him to ask Chris Hadfield on the International Space Station. Instead, we pointed out that Emperor Stephen rejects science.

"And gorgeous McDonald's tried a hashtag so people could tell stories about how much they love them. They lost control of that, as did Harper, almost immediately.

"In the end, we need to remember solidarity. IKEA thinks it can lock out its workers... and still reap billions in profits."

Here's IKEA's invitation:



Elliott-Buckley has been mocking IKEA:



And others are joining in:



To read more, go to politicsrespun.org and search for "ikea."



Teamsters Local 213 members refuse to accept the employer's demand that people who were enticed to cross the picket line be allowed to work beside their former union brothers and sisters.

Dispatch



Construction sector remains robust

By Ernie Borrelli

We've been sending members to construction projects around the province, with Kitimat and the Kitimat Modernization Project site leading the way. Although the original employment numbers called for 60 to 100 members, we now have 175 members on site and more may be required. The end of February saw the docking of a cruise ship in Kitimat harbour for use as an expansion of the camp. The ship can house 600 people.

Other projects, such as Mica Creek and Waneta Dam, are providing steady work.

Road building in the Interior of the province is slow but hopefully will pick up as the weather improves. The next project to come online seems to be the John Hart Dam Project on Vancouver Island. The tendering portion is done and work is scheduled to begin this summer.

While the Miscellaneous Division has seen few dispatches, hopefully this will change soon.

Dispatching of some Lower Mainland owner-operators continues and we are receiving good feedback from the membership on the dispatch process. 🌟

Reminder

Members who finish or get laid off must book back into the local union hall if they wish to be called for more work. Construction division members and all members being dispatched to classes 1 through 4 positions must submit their new driver's abstract for 2014.

Owners/Operators

Union rates are being ignored



By Amneet Sekhon

With the arrival of better weather, we hope the new jobs will start up. Business slowed down in January and members need the work.

I am very disappointed that one of the biggest excavation jobs in the Lower Mainland was lost to the non-union side. The Brentwood Mall site was expected to provide nine months of steady haul.

This points to the main problem in the industry. Fuel prices are going through the roof and rates are going down. While some of our members are fighting tooth and nail to hold up the rates so they can support their families, others are accepting low rates. The union fought extremely hard to achieve a minimum standard rate which is being outrightly ignored. 🌟

Teamsters ready for the next mega project

By Jason Conway

The number of proposed construction projects in the North and in northwest B.C. continue to grow. In Prince Rupert, two mega projects are being proposed: the Fairview Container Terminal Port Expansion Project and the West Coast Potash Terminal. These projects, if they proceed, will build great infrastructure and provide numerous permanent jobs for local residents and secondary jobs in the province. The Ridley Island Rail Utility Corridor had a tremendous positive impact on the economy of Prince Rupert. A Local 213 company, Emil Anderson Construction, has been working on this project for the last year and a half.

These projects represent only a fraction of the work compared to the potential of the proposed liquefied natural gas plants that are now in the planning stages: Petronas at Lelu Island in Prince Rupert and the BG group at Ridley Island. If these plants go ahead, there could be more than 4,000 during the construction phase and up to 300 permanent jobs as well as secondary jobs upon completion.

These projects will have a tremendous economic impact which will mean prosperity, growth, and permanent careers for residents of Prince Rupert and the surrounding area and hundreds of spin-off jobs in the rest of British Columbia.

Just 240 km inland along the Skeena River is Terrace and 5 km further yet is Kitimat where Rio Tinto's Kitimat Modernization Project is in full swing. Terrace and Kitimat are rapidly growing due to this construction project. It has boosted the economy and positively impacted the labour force in British Columbia. We currently have 175 Teamster members on the site plus local Kitimat contractors. Glacier Concrete and Kentron Construction have played a key role in the project's success.

Proposed projects in the Terrace/Kitimat area are the Kitimat LNG Plant with the Pacific Trails Pipeline, Shell's Kitimat LNG Project, and Trans Canada Corp.'s 700 km pipeline connecting Kitimat to the gas fields of B.C. Last, but not least, is the Enbridge Pipeline to Kitimat that will also bring prosperity and many construction jobs along its path through northern B.C. to Kitimat.

I welcome all the new construction work to the area. Our Teamster members have had opportunities to upgrade and learn new skills which will benefit themselves and the union on future projects. Our members are eager and excited to be part of building these mega projects. Teamsters Local 213 has had great success on the Rio Tinto Bechtel KMP Project and is ready for the next project.

I am proud to be a Teamster and I would like to thank all of our construction members for their dedication and hard work. 🌟



Kentron's Concrete Plant



Teamster member Joe Diogo from Glacier Concrete.



Concrete Teamsters part of a long and proud tradition

Aiming for a world record, the continuous concrete pour for the Solo District in Los Angeles required 2,100 truckloads delivering 21,200 cubic yards for the 73-storey tower. — Photo: AP, Mark J. Terrill

Special feature articles by Leslie Dyson



A 6 x 6, 275 hp, rear engine/front discharge Riteway Cement Mixer, one of the mixers driven by members of Teamsters Local 213 in 1980.

Teamsters Local 213's participation in the B.C. concrete industry goes back to 1948. Ready mix drivers, working on the Kemano project, were covered by a collective agreement with the Construction Labour Relations Association. In 1954, the Building Supply Agreement was signed with 10 ready mix firms in the Lower Mainland. Since then, the number of concrete companies has expanded and contracted. "There have been lots of comings and goings in the industry," said Don Doerksen, construction division assistant for the union. There were many mergers in the 1970s and the big players today are Lehigh and Lafarge. They also own their own cement companies.

Doerksen was a ready mix driver, working for Valley Rite Mix (now Lafarge) in 1978. He joined the union executive in 1986 as a business agent.

"There are unionized companies throughout the province except Prince Rupert," he said, "from small ma and pop to companies doing the biggest continuous concrete pours." Approximately 50% of the province's 25 ready mix companies are unionized, with Teamsters representing 45% of those. Together, Unifor and the Operating Engineers represent the remaining 5%.

"Ready mix is the best construction industry to be in," Doerksen said, "because you can never stop when the concrete's flowing. So the overtime keeps coming. It's a fantastic industry to be in if you're willing to put in the hours. There are only a few women in the industry but it's a good job for them too."

continued next page

Large continuous pours becoming common

The size of the continuous concrete pours is growing. They can take several days to complete.

Ocean Concrete did the continuous pour of the Shangri-La's core foundation footing in downtown Vancouver which required 3,300 cubic metres of concrete. It did the footings for the Alex Fraser Bridge as well which required two 3,500 cubic metres continuous pours. The silos at the grain terminals in North Vancouver required 2,400 cubic metres and took 8 24-hour days to reach 8 feet in height.

But the company's largest continuous pour so far is the Solo District condo/apartment project at Lougheed Highway and Willingdon in Burnaby which required 4,537 cubic metres.

According to *Huffington Post* (Feb. 16, 2014), perhaps the world's largest continuous pour took place at the Wilshire Grand project (photo on previous page) in downtown Los Angeles in February. It took 20 hours without interruption and

required 2,100 truckloads delivering 21,200 cubic yards for the 73-storey tower's foundation.

The 335 metre skyscraper includes a 900-room hotel, convention space, and offices as well as an outdoor terrace and swimming pool on the 73rd floor.

Crews prepared the site by digging a six-metre-deep pit and lining it with three million kg of reinforcing steel before adding 38 million kg of concrete.

Because the concrete had to be poured within 90 minutes of being mixed, trucks had to arrive on time so alternate routes were planned to get around traffic jams.

It took two weeks for the concrete to fully harden. Because concrete heats as it cures, crews pumped water on it to keep it cool. Backup equipment was on site in case anything failed.



Photos by Scott Hyde of Ocean Concrete

Rod Hicks, sales manager for Ocean Concrete based in downtown Vancouver, said that in 2007, the company used 1.3 million cubic metres. That volume fell to 450,000 in 2009. Since then it has climbed back up to 1.1 million cubic metres.

"It's a lot more competitive in terms of non-union competition," Hicks said. "There are a lot more concrete plants and trucks." Ocean runs 65 trucks.

The industry has been stable in terms of labour relations; disputes are rare.

The Teamsters union fought against the employers' proposal to offer drivers payment based on the number of loads they delivered because that would have meant drivers could be called in only to learn hours later that pours had been cancelled due to weather. Even now, the industry works on a "just in time" delivery system so new drivers are on call, sometimes only given an hour and a half's notice before having to arrive at work.

Members work a lot of hours and make up to \$5 an hour contributions to their pensions. Most of the pension plans are administered by the Teamsters union. 🌟



Shawna Rydall with West K Concrete



"We do giant underground plumbing here," said Yves Guimond, superintendent at Ocean Pipe in south Vancouver. "Only the worms will see it [but] this is the foundation of every prosperous city." This steel from Tree Island Steel (a Teamsters' signatory) will be used to reinforce the concrete storm and sewer pipes found under many B.C. communities.



Ocean Pipe has invested \$1.5 million in new equipment to regain its market share over the non-union sector. "Yes, we will recapture our market share," said Yves Guimond.

Photos by Dan Jackson

Member profile

Anthony Kreiger

18 year Teamster Local 213 member

The job: 12 years at Ocean Concrete's Pipe and Pre-Cast Plant, south end of Oak St. in Vancouver

Union work: shop steward and member of the negotiating committee

The products: concrete pipes for sewer and storm drains—"Anywhere water comes from above, if it goes underground, we deal with it." Also massive fish boxes that are used during stream diversions and oil separators used in gas stations.

Business cycles: "Our industry goes in waves. As a rule, concrete lasts a long time. But in Vancouver there still are wooden boxes and clay being used... Anywhere you walk downtown, there's a pipe underneath you. There are highways and intersections. There's infrastructure work going on everywhere in Canada. And, of course, in times of disaster, it has to be repaired."

Changes in the industry: "The mix and reinforcing hasn't really changed. New guys come in and want to change the wheel and we say, 'OK,' but we know it works. But it is more automated to make it more cost efficient. You wouldn't think that sand and rock would be expensive, but it is. And we buy it from our sister company across the street."

Nature of the work: There's breaking, pouring and mixing. It's very labour intensive and a very physical job. Tiny imperfections are cleaned up by hand and you have to

use a 50 lb. jackhammer to manually cut out the holes in the pipes. There's a lot of material handling. The problem is the size. When you're flipping a pipe up, you have to have someone there to catch it or you'll have the domino effect. We push big concrete doughnuts around, carry buckets of mix and there's lots of shoveling. Then there's the inglorious job of cleaning up and chipping off concrete. Everything you don't like, it's here. It's wet and dirty and messy and muddy and dusty. But I also get sent out into the field to make changes and fix things. So you have to be able to think on your feet."

What's good about the job: "My cheques don't bounce! I must enjoy it because I keep coming back. You have to be an athlete for this kind of work. You have to be strong so you don't get hurt. I'm 51. Will I miss it after I retire? Probably not. But you make the best of it. 🌟"

Fast facts Concrete industry Teamsters are involved in:

- the manufacture of bagged cement products like basalite and Quick crete
- making concrete blocks (allan blocks, cinder blocks, retaining walls)
- making precast items (manhole covers, box culverts)
- hauling rock and sand from gravel pits
- running the ready mix plants
- delivering concrete for building foundations of all sizes

Driver Don Major at OK Ready Mix



Loader/driver Ron Suchocki at OK Ready Mix



Shop steward Doug Hamilton at OK Ready Mix



Kerry Pinn and Mike Fatels, crusher crew at Kelowna Ready Mix



Mixer Don Stanley at Salvador Concrete



Dispatch/Batcherman Regan Spence at Salvador Concrete

Fast facts

Definitions

Cement = a powdery substance made of lime and clay that is mixed with sand, gravel, and water to make concrete.

Concrete = a heavy, rough building material made from a mixture of cement, broken stone or gravel, sand, and water, that can be spread or poured into molds and that forms a stonelike mass on hardening.

Ready mix = ready mixed concrete



Photos by Scott Hyde of Ocean Concrete

EARTHQUAKE Readiness

High-rise towers were almost always built around a pivot point, a central concrete core that doubled as the elevator shaft. Now earthquake preparedness and new technology has massive concrete foundations providing the protection. You might think large amounts of concrete footings would sink during liquefaction in boggy places like Richmond and Delta. In fact, the raft slabs will float in a shake up. Because of this process, new Richmond towers are being built with parking lots. "Huge pumps are being used to keep the water table at bay," said mixerman/driver Mike Murphy.

Stronger concrete is being demanded. "You only have a certain footprint for buildings and you only put so much weight on the footings," Murphy said. "So the amount of cement is increased and a lot of chemicals are used to keep the water to cement ratio low. It's quite a science. But as the strength gets higher, there's a lot more to worry about. It's more volatile and harder to keep it at a workable slump [consistency]."

Different jobs require different slumps. The engineers come up with the specifications. More plasticizers are added if a wetter consistency is required. It's easier to work with and flows more smoothly around the rebar, Murphy said. Vibration ensures that all air pockets are filled. High flow mixes are used in walls because vibration isn't an option.

Member profile

Mike Murphy 18 year Teamster Local 213 member

The job: relief mixerman and driver at Ocean Concrete's plant in North Vancouver

Union work: shop steward and member of the negotiating committee

Mixerman duties: run the plant, order the materials, schedule the trucks, get the trucks loaded

Arrive at work: some days 5:30 a.m., on occasion 7 a.m.

Workday: 8 hours minimum, but often 18 hours. "The days go longer for almost everybody. Most guys can handle it. I'm happy with it. It pays well."

Workweek: Monday to Friday and Saturdays are optional. "I mostly work six days a week but I get five weeks holiday and we're allowed to bank holiday time."

Hazards: not many for the mixerman, but drivers have road hazards and must use respirators and jackhammers when removing leftover concrete from the drums because once it crystallizes it becomes carcinogenic. They're also responsible for their loads. Concrete expires after two hours. Chemicals can be added to extend that time period but the end product will be weaker.

Negotiations: "Progress is being made but the company has strong demands this time. We've been without a contract since Dec. 31, 2012. Negotiations usually take quite a while, but it's longer this time."

What keeps him in the job: "It's a good opportunity for a good job close to home. Being in this business and being in a union has been really good."



Graham Bullcock at Salvador Ready Mix Concrete LP



Pete Dahl and Claude Dhyvenaardt at Kelowna Ready Mix



Driver Terry Kitson at Kelowna Ready Mix



Driver Barry McPherson at OK Ready Mix



Batcherman Merle Paulhus at OK Ready Mix



Shop Steward Dale Uphill at Salvador Ready Mix Concrete LP

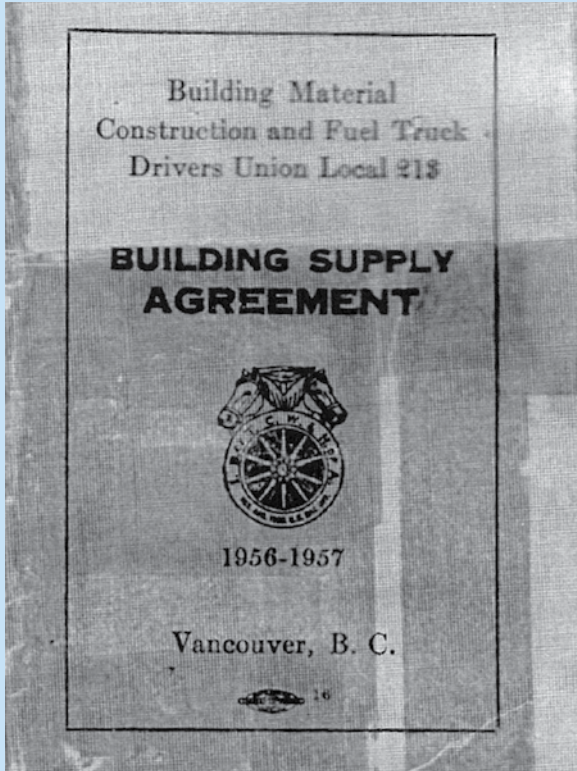
Fast facts

Ready mix companies signed on with Teamsters Local 213

- B.A. Concrete Kamloops – Kamloops
- Butler Brothers Supplies – Saanichton
- Cardinal Concrete – Squamish
- Coquitlam Concrete (1993) – Coquitlam
- Dolans Concrete – Port Alberni
- Glacier Concrete – Kitimat
- Inland Concrete – Dawson Creek, Fort St. John, Prince George
- Island Ready Mix – Campbell River
- Kask Bros. Ready Mix – Burnaby
- Kelowna Ready Mix – Kelowna
- Korpack Cement Products – Trail
- Lafarge Canada – Campbell River and Vancouver
- Norgaard Ready Mix – Merritt
- O.K. Ready Mix – Kelowna
- Ocean Concrete – Vancouver
- Rempel Bros. Concrete – Vancouver
- Rolling Mix Concrete – Prince George
- Salvador Ready Mix – Cranbrook
- Sonic Concrete & Aggregates – Prince George
- Upland Ready Mix – Campbell River
- Valley Rite-Mix Aggregates Div. – Abbotsford
- West K Concrete – Castlegar

**From the archives:
Wage classifications 1956-57**

What would your rate
have been 58 years ago?



SCHEDULE "B"
WAGE CLASSIFICATIONS

The following shall be the minimum wage rates:

	Effective Jan. 1-1956	Effective Jan. 1-1957
Concrete Mixer Drivers.....	\$1.86	\$2.01
Truck & Lodermobile Op- erators	1.81	1.96
Trailer Operators.....	1.86	2.01
Yardmen & Swampers.....	1.66	1.81
Concrete Mixer man	2.08	2.23
Concrete Mixer Helper.....	1.71	1.86
Bunker Mixer Helper.....	1.71	1.86
Mechanics without tools.....	1.92	2.07
Sandman	1.71	1.86
Carpenter	2.11	2.26
Greaser	1.71	1.86
Warehousemen	1.71	1.86
Scowman & Bunkerman & Cement Dumpers	1.71	1.86
First Aid Man.....	1.71	1.86
Watchman	1.61	1.76
Plumbers' Helper-mainten- ance	1.76	1.91
Welder - Elec. Shop.....	1.91	2.06
Cement men	1.71	1.86
Conveyor Men.....	1.71	1.86
Asst. Mixer Man	1.92	2.07
Maintenance (Pt. Coq.).....	1.98	2.13
Welder (Pt. Coq.).....	2.08	2.23
Dragline Operator (Pt. Coq.)	2.08	2.23

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

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

Able	F	Hudson	E	Ramsay	L
Adcock	L	Ireland	L	Rasmussen	E
Albany	G	Isnor	P	Reed	R
Anderson	C	Jackson	W	Reynolds	R
Anderson	D	Janda	M	Robinson	D
Anderson	J	Johnson	D	Rogers	R
Anderson	W	Johnston	S	Rushton	A
Baker	J	Jones	F	Rushworth	B
Balanuik	G	Kermode	L	Santos	L
Barty	T	Knight	K	Simpson	R
Bates	R	Knox	W	Slade	F
Berry	D	Landry	O	Smith	D
Best	D	Lindbergh	H	Smith	R
Bilodeau	D	Lomax	B	Smud	A
Bird	D	Marshall	W	Stephenson	R
Blackburn	W	Maynes	B	Sterling	G
Boyde	I	McBride	T	Taylor	T
Brown	G	McDonald	R	Therault	R
Bryden	K	McKeating	G	Thomas	N
Burt	G	McMann	K	Tofflemire	C
Carrott	E	McMullen	J	Valleau	R
Dix	J	Merchant	J	Vanderaa	M
Doran	E	Miller	R	Volpe	L
Duret	C	Moore	G	Watson	D
Emery	G	Nelson	R	Watt	F
Ennis	D	Nelson	S	Watts	C
Fortner	W	O'Neill	J	Werden	L
Getson	D	Parisian	W	Wesley	R
Hamilton	R	Paterson	P	West	R
Hamza	J	Petrillo	L	Wigglesworth	I
Hoath	C	Pion	R	Witt	N
Holmes	R	Pow	N		

Unclaimed benefits

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

Deceased	Born	Died	Last Known Address
Anderson John	1941	2005	Kamloops BC
Bains Jasvir	1961	1998	Abbotsford BC
Baker Dennis	1959	1997	Abbotsford BC
Boyde Ivan	1942	2000	Kelowna BC
Gibson Patrick	1939	2000	Merritt BC
Isnor Percy	1947	2012	Kelowna BC
Moore Kenneth	1925	1981	Chilliwack BC
Mulholland Anthony	1988	2009	Vernon BC
Smud Al	1941	2003	Black Creek BC



A short primer on labour law in Canada and Europe

By Bryan Savage
Legal Counsel



“At its heart, the North American concept of union representation takes as its inspiration the representational nature of our democracy.”

Fundamental to an understanding of labour law in North America are the twin concepts of “appropriate bargaining unit” and “exclusive bargaining agent.” Since the passing of the Wagner Act by the U.S. Congress in the 1930s, these concepts have formed the bedrock of the structure of labour law.

In North America, a union is entitled to represent employees only if it can show that a majority of employees, in a unit appropriate for collective bargaining, support the union. Once a union has shown this, it becomes the exclusive bargaining agent for those employees.

At its heart, the North American concept of union representation takes as its inspiration the representational nature of our democracy. For example, each of us is represented in Parliament by an MP. It does not matter if we did not vote for that individual. Because we live in the geographic area represented by the MP, we are entitled to representation.

Compare this system to the more European notion of proportional representation (PR). In true PR, voters vote for the party, and the MPs in that system represent those who support the party.

In Canada, as in the U.S., a union must show that a majority of the employees in “an appropriate bargaining unit” support the union. If this is the case, the union is certified to represent all the employees in the unit. Once it has become certified, the union has a legal duty to represent all of the employees in the bargaining unit, not just union members.

It is up to the Labour Relations Board to determine whether the unit applied for is “an appropriate unit” and one of the most devastating critiques that can be lodged against an applied for unit is that “the unit applied for is limited to union supporters only.” By definition, such a unit is not appropriate.

In most of Europe, a union must show to the employer that it represents employees of the employer. If it has done so, the employer must negotiate with the union for the working condi-

tions of the union members. The union does not, and cannot, negotiate for employees who are not members. In other words, the unit in Europe is “limited to union supporters only.” There is no need to sign up the majority of employees of an employer and no limitation on the number of unions that can represent employees of an employer. In B.C., with the exception of construction, there is a strong presumption against more than one union per employer.

As can be imagined, the different legal regimes lead to different strategy’s by trade unions. For instance, in Canada, unions will try to negotiate union-shop provisions into the collective agreement. Such provisions ensure that all members of the bargaining unit are also members of the union. In Europe, of course, such provisions are meaningless as by definition all members who are being represented by the union are members of the union.

Recent attempts by provincial governments to outlaw union-shop provisions have often pointed to Europe’s “freedom from association” as justification for changing the laws. One easy way to tell if such proposals are based on sincere beliefs or cynical attempts to limit union power is to check to see if the law outlawing union-shop proposals also includes a clause allowing minority unions to have the legal right to represent members. 🌟

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.

Man of steel

By Marco Procaccini

Jim McKenna has learned how to keep a steady standard of living in a chronically turbulent economy. The Local 213 member and shop steward has been helping to manufacture steel studs, corner beads, framing and other metalwork products for the construction industry at the Bailey West plant in Newton for over 33 years.

Despite the economic booms and busts, constantly changing managers and anti-labour governments, McKenna and his 40 union colleagues at the plant have managed to weather most storms. Even after a workplace injury that hospitalized him for several weeks in 1994, he has stuck with the trade, picking up several skills over the years.

“Now I mainly drive a forklift in the shipping department sending out loads,” he said. “I worked as a shipper before, then as a machine operator and truck driver before becoming a shipper again.”

The job security and freedoms from being a union member have paid off, he said, but the challenges of an ever more unstable and austere economy have kept him and his colleagues on their toes. “It’s still steady, but it’s been slowing down. Still we keep it going.”

Economic studies from a variety of sources show the construction sector has largely resisted the almost chronic recessionary conditions in many other industries and sectors, including in B.C. Record low interest rates are keeping mortgages and project financing more accessible, despite steadily falling wages relative to the cost of living in most sectors.

But McKenna says that the “free trade” agenda of the federal government is gradually taking its toll.

“We’re seeing things start to slow down due to an influx of American steel studs,” he said. The lower pay and safety standards of the mostly non-union workforce in similar companies in the U.S. are providing American firms with an unfair advantage, he said, and they are taking over Canadian markets. “Our government doesn’t put tariffs on their goods but they get to put tariffs on our wood for years. It’s not a level playing field.

“Their wages are really low with no benefits and other protections you get with a union; if you open your mouth you lose your job,” McKenna said.



Local 213 member Jim McKenna would like to see Prime Minister Harper support a Buy Canadian campaign.


He said he is unimpressed with the B.C. contractors and construction firms who are fuelling this agenda instead of supporting the local economy and jobs. “Quite frankly, many of the people we sell to don’t see the advantage of buying Canadian. In the U.S., [President] Obama is saying ‘Buy American’ because he knows it helps their economy. Well, why aren’t we saying ‘Buy Canadian?’”

In addition, changes in corporate management styles and culture have also made standards more difficult to maintain. Although the workers have concluded bargaining with a ratified contract, McKenna said high turnover in managers means having to constantly introduce new bosses to the interpretation of the collective agreement and operating methods.

“We’ve just gone through our second plant manager in two years,” he said. “Now we have to rehash and start everything over again with the new one.”

In contrast, union members tend to stay much longer, he said.

Despite the turmoil, McKenna said the workforce at the plant is fairly stable and the wages and benefits are at a level where people can buy houses and raise families. “Our average wage is around \$27 an hour. It’s getting tougher to keep that pay, but we provide good value,” he said. The union wage has helped him and his wife Lucy raise two kids and help pay for their post-secondary education. “It’s no wonder so many people have been here so long. You land a job like this, you hold on to it. I don’t want my kids to start out on their work life with a \$100,000 debt from school like a lot of people have.”

So how does he deal with the uncertain future? With determination and optimism. “I plan to keep working there as long as I can. It’s getting tougher. We all see it. Right now, we’re in a down slope, but it should come back, like it has before.” 



Teamsters Local 213 members, like Gina Campbell (main photo), are continuing to work on the \$900 million Waneta Expansion Project which will see the addition of a second powerhouse on Pend d'Oreille River. It is expected to be completed next year.

Keeping members' concerns front and centre

Officers of Teamsters Local 213's executive board attend numerous meetings and conventions every year to ensure that the concerns and issues of the members are front and centre and to gather information important to the local union.

In March, business agents Mike Croy and Jason Conway attended the Globe 2014 conference in Vancouver. They were among 1,800 delegates and 9,000 participants from 3,100 organizations in 58 countries. Presentations included: Clean Capitalism, Changing the Energy Landscape, Building Resilient Cities, China—Our Shared Future, and Responsible Resource Management.

"It wasn't specifically geared to us," said Croy, "but it was interesting in the environmental sense. It could have an impact on members down the road."

The keynote speaker was Robert Kennedy Jr. from Vantage Point Capital and Waterkeeper Alliance.

"Bobby Kennedy Jr. is not for gas or oil," Croy said. "He thinks we should be doing wind and solar. But we're negotiating agreements for gas and oil. Wind and solar are coming within five to eight years if you believe him."

Conway was pleased to learn about upcoming industrial projects and technological innovations. "The whole thing was useful," he said. There were demonstrations showing how countries can deal with sea level rise and how plastic recycling can become an industry that creates new jobs for people on low income or who haven't completed high school.

Conway was also impressed by the remarks of Premier Christy Clark. "I haven't been a big supporter, but as a speaker, she was absolutely fantastic. She talked about climate change, LNG, family values, and her own experiences. It was very impressive."

Croy also attended a session where business and government leaders talked about how they were preparing for higher tides and changing wind patterns that will come with climate change.

"There were a lot of wealthy suits—investors—trying to get the edge on what they should be getting into with new technology," Croy said.

Secretary-Treasurer Walter Canta and Construction Division Assistant Don Doerksen have been attending a variety of meetings affecting many industries employing Teamster members.

Doerksen attended a Teamsters construction meeting in February, organized by the international union. Teamster leaders from across North America discussed common issues such as availability of the workforce, potential industrial projects and worker mobility.

In April, Canta met with union officials from Teamster locals in the U.S. to talk about government programs on both sides of the border that encourage the exploitation of temporary foreign workers and undercut local workers' wages. They also worked on reciprocity agreements to help Teamsters find work and hang on to benefits when working outside their home countries.

In May, Canta and Doerksen and several other board members attended the IBT's Unity Conference to discuss issues around Teamsters' relationships with other international unions and U.S. national government affairs. "What happens in the U.S., affects us too," said Doerksen. 🌍

Welcome to the 301 new and returning members of Teamsters Local 213
October 2013 to February 2014

AARON	FLATEN	DE IACO	DARIANA	HENRY	JACK C
ALDANA	JORGE	DEGUZMAN	ALEXANDER	HENRY	GAIL
ALDER	GARRETT	DEMOOY	JOHN	HINCH	CHRISTOPHER
ALEXANDER	KYLE	DESCHENEAU	DANIEL	HOLTBY	TAYLOR
ALUMBRO	AELA	DESTRIZA	CIRILO	HOWARD	CRAIG
ANDERLINI	CRAIG	DESTRIZA	MERCY	HUI	HOK KAN
APPELDOONN	KYLE	DEWIT	NICHOLAS	ILAGAN	JOEL
ASIRIT	MARIE	DHALIWAL	RASHPAL	IVANY	SHEILA
ATHWAL	SUKHWINDER	DHARIA	SUKHVIR	JOHNSON	GORDON
BALLETTA	SALVATORE	DHILLON	NAVEEN	JONES	JOHN
BALUYUT	GRANT M	DHILLON	NAVDEEP	JONKMAN	ALBERT
BARKER	JAMIE	DILETA	SALVATORE	JORDAN	JUDITH
BARNER	JAY	DOIRON	BONNIE LEA	JUHASZ	SANDOR
BART	ROBERT	DONLIN	MARK	JUNKIN	ANNIE
BEAUVAIS	LEON	DOUG	JIAN LING	KHOMYAK	JULIYA
BELL	MICHAEL	DOUGLAS	STEE	KNOLL	RAMONA
BENVIT	ROBERT	DOUPE	CLIFF	KOBELT	COLE
BHATTI	ANOOP	DUECK	DANIEL	KONDOLAY	HARBINDER
BHOOPENDRA	TOKHAI	DUOMO	EDWARD	KREZANSHI	AARON
BILLING	PREET	DUREAU	MATTHEW	KUBIK	DEREK
BINING	MICHAEL	DUREMDES	REX	KWOK	PING KAM
BIRD	CHEYENNE	ENQUIST	PAUL	L'ESPERANCE	IRENE
BITANSKY	MARC	ERLANDSON	SONJA	LANE	BRIAN
BLAKE	CHRISTI LEE	FAST	HENRY	LANGFORD	BREANA
BOERSMA	MATTHEW	FERRUFINO	CESAR	LASSAM	CHRIS
BOWEN	KAREN L	FIELD	KYLE	LEASK	SHAWN
BRAR	SUKHWINDER	FILLION	WILLIAM C	LEBLANC	MICHAEL P
BREOTA	CARMENCITA	FINKE-BROWN	TAYLOR	LEIBELING	ROBERT
BROOKER	ZACHARY	FLADAGER	DAVID LEE	LEPPINGTON	CHARLES
BROWN	GEORGE	FONG	LHIN YING	LEVESQUE	NANCY
BROWN	ROB M	FORD	FRANK	LIDDER	JAVRAJ
BROWN	KARLEE	FOX	MARVIN	LIGHTLE	RONALD
BROWNING	JORDY	FRASER	JAMES	LIPSACK	GARY
BURKER	ERNEST	FRIESEN	TANNER	LIVINGSTONE	LAUREN
BUTH	ELEONOR	GADDU	MEHTAB	LLOYD	LEONARD
BUTT	AMIR	GADDU	VIKRAMJIT	LOGAN	SPENCER
CAMPBELL	WILFRED	GARCIA	SAUL	LOVVE	TALLY KIMO
CANUEL	EDWARD	GAVIN	TODD	LUM	RANDALL
CATHERALL	CORY	GEBER	GENEVIEVE	MACGILLIVRAY	IAN
CHAN	BIU	GHASABI	SAEEDAH	MACLELLAN	JOHN
CHAND	ANAND	GILL	MANINDER	MAH	GORDON
CHARALAMBIDES	JOHN	GILL	JATINDER	MANN	AMARDIP
CHARMAN	BRIAN	GOLDBECK	DAWN	MARCH	JOSPEH
CHEEMA	MOHINDER	GOLLNER	BRYAN	MARKO	ANTOLIC
CHIU	SIN SHUN	GOMEZ	SHERRY LYN	MCCOMBER	TREVOR
CHRISTIAN	DANIELLE	GOSSELIN	CALVIN	MCINTOSH	NEIL ROY
CHUBB	GARRY	GRADZINSKAS	ALARIC	MCINTOSH	NEIL B
CLAPP	STEPHEN	GRANT	CYRIL	MCINTYRE	THOMAS
COLDWELL	JAMIE	GRANT	HERBERT	MCLACHLAN	FREDERICK
COLOBANEA	GILBERT	GREEN	RICHARD	MCLEOD	STEVE
COOK	DEREK	GREENGRASS	CATHERINE	MCMENAMON	MICHELLE
COOPER	GABRIEL	GREENLEES	DAVID	MEADE	SHEELAH
CORCORAN	SEAN	GREWAL	SUKHDEEP	MENDEL	DARLENE
CORPUZ	RANL	GREWAL	RAVNEET	MESSERSCHMIDT	MARINA
COULTHARD	RYAN	GUEVARA	AMILCAR	MILLS	KAI
COWAN	MORGAN	GUNN	DAVID W	MINOSKY	SHANNA MAE
CRAFT	KEVIN	HALLS	BRETT	MOHINDROO	AMIT
CRATOCK	JUSTIN BRENT	HARRIS	BARRY	MONTEMAYOR	MARIA
CRUZ	EDGARDO	HARRIS	JAMIE	MORRISON	MARK
CUELLAR	CARLOS	HARRIS	DAVID	MUIR	MICHAEL
CUJARDO	KIM KIRBY	HARTFORD	DESIREE	MULLER	ANDREW
CUJARDO	ENIMICIO	HASHAM	ALY	MYSYNUK	GREGORY
D'AOUST	FRANCIS	HENDRICKS	JAYCEE	NAGRA	MANJIT

NAGY	DARRELL	RENDEROS	GISEL	STEWART	ROSE
NGUYEN	TAM	REVET	ROBERT	STOROSCHUK	TREVOR
NIJJAR	HARNEK	RIAN	ARNEL	SWEET	MARGARET
NUTTER	JESSICA	RINGHAM	DAVID J	TAIT	RODNEY
OBODOVSKIY	IGOR	RIVERA	ANNALIZA	TANG	LEONARD
OBSANGA	ARIEL	ROIK	MATTHEW	TATLA	PARMJIT
OLIVEIRA	SEAN	ROLLO	TYSON	TAYLOR	KIEL
OLSON	RICHARD B	ROPER	CLIFFORD	TAYONG	JOSPEH
OLSON	MARLEE	ROSENFELD	JASON	TERVEL	ALTER
OSKABOOSE	CHERYL	ROYLANCE	JUSTIN	THIARA	AMANUEL
PARKER	JOHNATHON	RUMALDO	ELVIS	TORIO	VIRGINIA
PAYETTE	TERRENCE	RUSHITI	FITORE	VALE	AGOSTO
PEARCE	BRETT	RUSSELL	MARK	VEITCH	DEBORAH S
PERKINS	BROCK	SALANSKI	KATHY	VENTURA	JOEY D
PETERSON	KEVIN	SALOPAEV	DMITRI	VICCARS	AMANDA
PICHE	RICHARD	SANDHU	JASKARAN	VLAHOVICH	AARON
PICHE	SIMON	SANDHU	SATINDERPAL	WADE	DONALD
PION	AGNES	SANDHU	BHUPINDER	WALKER	TAYLOR
PLATZER	STEPHEN B	SANDHU	GURPREET	WARE	GERALD
POLEHOUCHE	BRIAN	SANGHERA	AMARDEEP	WARWICK	JERAD
POWELL	MICHAEL	SAUCIUC	DORIAN	WATERHOUSE	ROBRT
PRANTNER	JOHN	SCHNEIDER	KARI LEA	WEST	ROBERT
PRASAD	DARRYL	SCHUETZE	LYNN	WHITE	SHERRY
PROCTOR	MARGARET	SCHUG	CLAYTON	WIGHT	KEITH
PUDDESTER	CHRISTOPHER	SCHUK	BERNHARD	WILLIAM	FLOYD A
PULVER	DARWIN	SCHUMAKER	SHELBY	WILLIAMS	ALEXIS G
PURMAL	ALMA ROSE	SCOTT	SCOTT	WITTNER	JAMES
PUTTEN	JOHN VAN	SERGEANT	KYLE	WOLFE	STEPHEN
RADOVIC	STEFAN	SHARPE	DEBBIE	WONG	CELIA
RAHN	JEREMY	SHEPPARD	LLOYD	WONG	SZE CHUN
RAI	PARAMJIT	SIDHER	VANDNA	WRIGHT	MICHAEL
RAMAJ	ERDUAN	SIDHU	NARWINDER	YADLOWSKI	JEFFREY
RAMIREZ	ROLANDO	SKERRATT	JUDY	YANG	MING
RAMOS	NORMAN	SMITH	EARL	YU	YITLAN
RANFTAL	MARK	SMITH	JOHN	ZONNEVELD	ROSS
RANGEN	MARCH	SMITH	KIMBERLY	ZYLBERBERG	ARIEL
REED	JESSE	SMITH	JODI		
REISIG	KENNETH	STERLING	TOM		

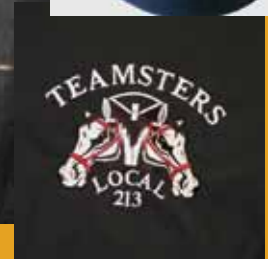
Teamsters Union Local 213

Unity, Pride and Strength

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.

Congratulations to our retirees

Sept. 1, 2013 to Feb. 28., 2014

Anderlini, Stephen
Attig, Fred
Beselt, Harvey
Bone, George
Burgess, John
Cameron, Bruce
Chow, David
Cumming, Carol
Danchuk, Darwin
Decenzo, Frank
Dehnke, Larry
Drumheller, Kenneth
Eames, Anthony
Erlandson, Brian
Farr, Norman
Fleury, Michael
Ford, Calvin
George, David
Gerow, Rodney
Giroday, Roger
Gunglay, Darbar
Hall, Lorne
Heer, Kashmir
Holmes, Edward
Hopwood, Neville
Hounslow, Charles
Kronstal, Walt
Lavigne, Gilbert

Unknown
Superior Propane Inc
Kelowna Ready Mix Inc
Howells Contracting Ltd.
Superior Propane Inc
Sen Western Wholesale Lumber Ltd.
Steels Industrial Products
Teamsters Local 213—M.B.P.
Arrow Transportation—D/C Kamloops
Glacier Concrete Ltd
Superior Propane Inc
Pension Disability Credits Plan "B"
Michels Canada Co.
B A Dawson Blacktop Ltd
Inland Concrete—Ft.St.John/Dawson Creek
Arrow Transportation—Kamloops Chip
Norcon Concrete
Ocean Construction Supplies
Louisbourg Pipelines Inc.
Old Dutch Foods Ltd
Steels -Brock White Canada Div.
Highway Constructors Ltd.
Pension Disability Credits
Sun-Rype Products Ltd.
Lafarge Construction—Kent St Div
Clark Reefer Lines Ltd
Kelowna Ready Mix Inc
OK Builders Supplies—Masonry Div

Longstaff, Clarence
Lucci, Frank
Lynch, William
Marquet, Roderick
McQuaid, John
Morneau, Gary
Morris, Allan
Morris, David
Nicholson, Dennis
Palm, Clark
Piva, Rodney
Pnesar, Piara
Prochazka, Patrick
Rattay, Rolf
Read, Jeffrey
Reumayr, Percy
Reynolds, Frank
Romeo, Brian
Silvester, Leonard
Smith, Michael
Stevenot, Thomas
Teeple, Charles
Thurston, Earl
Turner, Ken
Twigge, Greg
Watson, Robert
White, Keith
Winter, Donald

Valley Rite Mix Ltd
Western Industrial Contractors Ltd.
Greg Jago Trucking
B & B Contracting (2012) Ltd.
Expocrete Concrete Products Ltd.
Ocean Construction Supplies
Unknown
Byers Transport Limited
Klassen Diesel Sales Ltd
OK Builders Supplies—Masonry Div
D. McLean Trucking Ltd.
Klassen Diesel Sales Ltd
Lafarge Construction—Kent St Div
Ocean Construction Supplies
Arrow Transportation—Kamloops
Kode Contracting Ltd
Kamloops Beverage Inc.
Unknown
OK Builders Supplies—Masonry Div
Dawson Construction
Unknown
Ocean Construction Supplies
Unknown
Arrow Transportation—Quesnel Div.
Norcon Concrete
Hawk Hauling Ltd.
Highway Constructors Ltd.
Unknown



Mike Fleury (centre), a 40-year Teamster member now retired from Arrow Transport, is congratulated by shop steward Mike Deneff and Business Agent Terry Westhaver.



Vic Hendrickson, a 32-year member of Teamsters Local 213 and a driver for Van Kam, retired in March.

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 2 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.



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, 2015.

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.



Pipe Line Contractors' Association of Canada

www.pipeline.ca

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

Joseph Whiteford Scholarship



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

Applications for the Joseph Whiteford Scholarship should be addressed to:

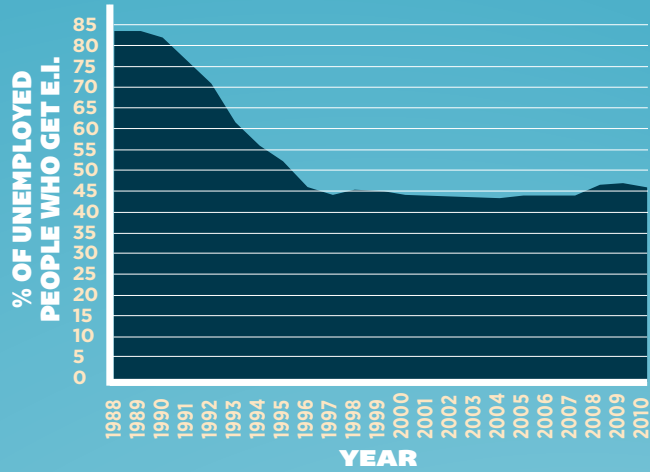
Joseph Whiteford Scholarship Committee
Teamsters Local 213, 490 E. Broadway, Vancouver, B.C. V5T 1X3

FIX EI

NOT TRUE

We believe Employment Insurance (EI) will be there for us when we lose our job.

IN 2013, LESS THAN 4 IN 10 UNEMPLOYED WORKERS GOT EI.



WHO HAS AN EASIER TIME GETTING EI?

FULL TIME WORKERS

WHO HAS A HARDER TIME GETTING EI?

WOMEN, SEASONAL WORKERS, MIGRANT WORKERS, YOUNG PEOPLE, LOW INCOME URBAN WORKERS, NEW IMMIGRANTS, PART TIME WORKERS & CONTRACT WORKERS

ANTI-WORKER LAWS HAVE HELPED CREATE A PRECARIOUS ECONOMY

FULL TIME WORK

PART TIME WORK

CONTRACT WORK

TEMP WORK

CASUAL WORK

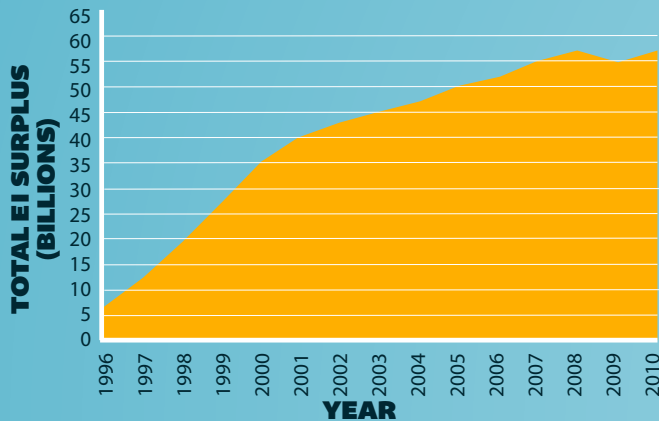
PRECARIOUS WORKERS SHOULD GET EI TOO.

THE NUMBER OF PART-TIME WORKERS HAS INCREASED BY

55% SINCE 1976

SELF EMPLOYMENT HAS INCREASED BY

29% SINCE 1976



We can afford to fix EI. The Federal Government has collected nearly \$60 billion more in EI taxes than it has paid to unemployed workers in need.

EI BENEFITS ARE TOO LOW

Average EI benefit in 2011 was \$350.93 a week. A family of four is living below the poverty line if their household income is less than \$817 a week.

EI should be there for all of us when we need help.

HELP FIX EI TODAY:

canadianlabour.ca/issues/unemployment-insurance

LOW INCOME WORKERS PAY A HIGHER PERCENTAGE OF THEIR INCOME THAN WEALTHIER WORKERS.

SOMEONE EARNING \$20,000/YR PAYS

1.8%

OF THEIR INCOME TO EI

SOMEONE EARNING \$100,000/YR PAYS

0.7%

OF THEIR INCOME TO EI

FIX EI



CANADIAN ASSOCIATION OF LABOUR MEDIA



Remembering members who have passed away

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

Membership meetings in 2014

Northern Region

(Call the Prince George office at 250-563-6564 for more info.)

Fort St. John	7 p.m., Oct. 7, Quality Inn Northern Grand
Dawson Creek	7 p.m., Oct. 8, George Dawson Inn
Prince George	7 p.m., Oct. 9, Teamsters Union Hall

B.C. Interior

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

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

Vancouver Island

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

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

Teamsters Local 213

Head Office

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

Area Offices

Northern B.C.

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

South Central B.C.

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

Vancouver Island

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

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

Whitehorse

Phone: 1-888-876-5213

Teamsters Local 213 Golf Tournament Saturday, Sept. 27th



Tickets go on sale July 2nd



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

Teamsters Union Local 213

Unity, Pride and Strength

**Until they settle,
use another shopping cart**

Learn more on Pg. 6



Teamsters Local 213
Organizing Department
604-876-5213. teamsters213.org

All information received or given will remain strictly confidential.



[www.facebook.com/
TeamstersLocal213](http://www.facebook.com/TeamstersLocal213)