

# Today's Teamsters 213

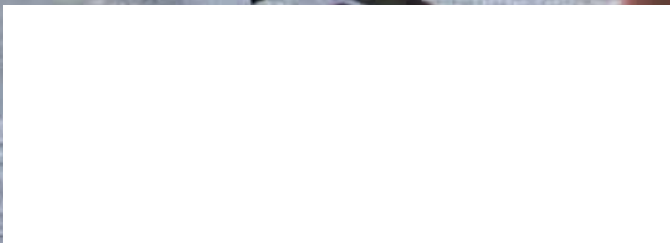
Putting members first

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**Things go better  
with Teamsters  
Local 213!**

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# Today's Teamsters 213

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

Teamsters Local 213 member  
Troy Ferguson has been a driver  
for Coca-Cola for 18 years.

Photo by Michael Brophy



Inside

# Today's Teamsters 213

1

New staff,  
new initiatives

2

Full employment: the goal  
of new dispatcher

3

Surge in construction  
is coming



4

Serving Teamsters  
in B.C.'s Northwest

5

Kitimat  
Modernization Project



7

Continuing on the  
path of rebuilding



8

Things go better with  
Teamsters Local 213!

Two candidates with  
ties to Local 213

3



4

Refreshing outcome  
from tribunal

5

Code impedes  
union  
organizing



16

Federal Conservatives have  
unions in their sights



*Walter Canta  
Secretary-Treasurer*

## New staff, new initiatives and a need for more training

We began the new year hitting the road running again with more changes in the Local Union.

The executive board agreed to hire Brother Ernie Borrelli as dispatcher to replace John Hoare. Ernie began in the position on Jan. 2 and, with training from Brother Mike Evans, has been very successful in his new role.

The closing date for applications for the union organizer position was extended to Feb. 28 and the local is hoping to announce the successful candidate soon.

For the first time in many years, the union held a meeting with the Construction/Pipeline shop stewards in February. Joining me were Don Doerksen, Mike Croy, Jason Conroy, Ernie Borrelli, Kimm Davis and the stewards. During the meeting there were frank and open discussions about the past and the direction members want to take for the future. The shop stewards were very positive in their approach and in agreement about ways to retrieve some of the work that has been lost.

One of the key concerns was the importance of training members for future projects because there will be a great loss of skill and experience once older members retire.

There was talk about entering a joint training venture with other Teamster locals. Local 213 will continue to do everything it can to resolve this issue and ensure that our Joint Training School is being used to full advantage.

The national pipeline negotiations have been completed and, over the next while, the local union will be sending the offer out to the affected members for a vote.

In my conversations with every business agent, it appears that collective bargaining challenges are

increasing and employers are using these uncertain economic times to whittle away at what we have worked so hard to negotiate. A lot of the concessions that employers want are part of the foundation of your collective agreements. As a former shop steward, business agent and, today, secretary-treasurer, I must remind all members that "united we stand, divided we fall."

In March, I attended the small packaging and freight conference and was a guest at the Teamsters Canada Executive Board meeting the following week. I will provide an update on these meetings in the next issue of Today's Teamsters.

Over the next few weeks, I will be on the road again traveling through the province to meet with members and continue our two-way conversations with as many of you as possible.

As you are aware, there will be a provincial election on May 14. The local union is encouraging all members to get out and vote. 🗳️



To see if you're registered to vote, go to [www.elections.bc.ca](http://www.elections.bc.ca).

## Dispatch



# Goal of new dispatcher: full employment

By Marco Procaccini

Ernie Borrelli, Local 213's new dispatcher, took the helm on Jan. 2, replacing Local 213 Training Coordinator Mike Evans, who was filling in after veteran dispatcher John Hoare retired in October.

"Mike started training me on Jan. 2, and he's still training me," laughed Borrelli. "It's challenging, but it's great!"

The 24-year member of Local 213 is a trained shipper-receiver and warehouseman. Before taking the dispatcher job, he worked at Tree Island Steel Supply Ltd., a Local 213 signatory metal manufacturing firm that supplies the various sectors of the construction industry with a wide variety of steel products.

Borrelli's main task is to field calls from signatory companies seeking people with particular skills and matching them with Teamster members who can do the work. Local union members work in many industries and sectors that all require their own skills sets and in communities all over B.C. and Yukon. Even so, finding matches for specific employer requirements can be a daunting task.

"It can be tricky. Every job has its different quirks and specialties," he said, "but it's something you learn to do. The part of this job I like best is getting to know the members. That's what I really look forward to."

He said most of his time is spent finding drivers for the construction and pipeline sectors.

"Right now things are kind of quiet, considering the time of year," he said. "The weather around this time of year is also part of it—especially with the big camp jobs up North and in the Kootenays."

One such job is the Waneta Dam expansion on the Pend d'Oreille River south of Trail. Local 213 members, covered by the Allied Hydro Council collective agreement, are playing a major role in its construction. Borrelli said the traditional practice is to get work for members living close to where the work is. For example, about 85% of the 400 jobs on the Waneta project are filled by workers living within 10 km of its location.

As dispatcher, Borrelli has one goal: full employment. "I would like to see the construction and pipeline industries move forward to the point where we have nobody left in the hall waiting for work and we have new people joining."

Any member who wants to register with the dispatch office simply has to provide a resume. Those seeking driver positions must show their driver's license and a copy of their driver's abstract (available from the Motor Vehicle Office in your community). For more information, call the dispatch office at 604-874-5525. 🌟

**“The part of this job I like best is getting to know the members.”**

## Variety: The Children's Charity

Thirty Teamsters Local 213 members and twenty of their friends volunteered at this year's Variety Show of Hearts Telethon, providing access control from 5 p.m. to 1 a.m. on Feb. 16.



Business agents Amneet Sekhon, Phil Clelland, Rob Moody, Randy Valouche and Greg Lacroix



Local 213 members Vince Fazio, Angelo Carrelli, John Oliver, Dal Gill and Secretary-Treasurer Walter Canta



## Surge in construction work is coming

By Mike Croy, Vice-President

I would like to welcome a new colleague and the newest Teamsters Local 213 business agent, Brother Jason Conway. Jason will be responsible for approximately 20 companies west of Prince George that I have represented since 1995. I will be concentrating on projects north, south and east of Prince George. I ask that you join me in wishing him the best of luck in the years to come. For those of you who I have had the pleasure of working with over the years out west, thank you for your support and I wish you all the best in the years to follow.

After many months of negotiations, we reached a first collective agreement with G4S Secure Solutions (Canada LTD). G4S was the successful bidder for the pre-board screeners at all airports in British Columbia. The agreement reflected healthy monetary increases and significant changes to the hours of work schedule in a five-year agreement.

The members at Rolling Mix Concrete of Prince George also ratified a five-year agreement that gave them a 12% increase in total for the monetary package as well as improved language over the term of the agreement. This was a welcome change as the last two agreements involved work stoppages, one strike and one lockout resulting in picket duty at -35°! Congratulations and thank you for your support!

Loon Properties of Terrace agreed to a settlement of 15% over five years plus increases to health and welfare benefits and the pension and a significant signing bonus. Although this is a rel-

atively small group of Teamsters, they are very committed to their union and with their support we achieved the improvements.

The Pipeline Contractors Association of Canada has signed a memorandum of agreement for new terms and conditions for the next five years. This agreement was reached in Vancouver on Feb. 20 and will soon be out for ratification.

There is the potential for a surge in construction and pipeline work in the years to come and, as such, we will be ramping up the Northern Building Trades Alliance and preparing for our jurisdictional share of what is to come. Our meeting on March 1 in Prince George began the discussion about ways to secure the work for union companies and members. As these projects have developed, we have seen the involvement of many First Nations bands. These partnerships have benefited all parties through new friendships, training opportunities and union membership.

Michaels Canada Ltd. began a maintenance pipeline job just north of Quesnel in the fall of 2012 and it should be completed this spring. The road building/paving industry will soon be under way and we will be meeting with our contractors again to try to secure work for union members.

On behalf of the staff and agents of Local 213 Prince George, I would like to wish you all a safe and successful season. 🌞

“There is the potential for a surge in construction and pipeline work in the years to come.”



Shannon Ramos photo



## Serving Teamster members in B.C.'s Northwest

Jason Conway, business agent serving Northwest B.C., is based at the Teamsters Local 213 office in Prince George. However, since he started the job in October 2012, he's not yet spent a week at the office. He's been on the road supporting members who are working on some of the biggest construction projects in the province: Rio Tinto's Kitimat Modernization Project, the backup tunnel that will house another turbine for the aluminum smelter upgrade and new rail lines at Ridley Island Coal Terminal near Prince Rupert.

Currently, over 100 members are on the modernization project and the tunnel. However, the company is talking about doubling the workforce and that will mean work for more Teamster members.

Several big pipeline projects (Enbridge, Shell, Kitimat Liquid Natural Gas, and Trans Canada) are also on the books. "They will bring hundreds of jobs to the area," he said, "They're very big projects."

Conway has been a member of Local 213 for four years and has worked as a truck driver for several northern construction companies. He lives in Terrace.

He was offered management positions, he said, but "I took this job because I'm a firm believer in unionized labour and workers' rights...I've been union most of my life. There are good benefits, job security and a good living. It's in my blood."

He also thinks a good work ethic goes a long way in allowing members to have a say in how work is done.

"I miss driving truck a little bit," he said, "but not enough to go back...I like meeting new people and learning new things. It's great seeing my community grow and see the union moving forward. I like being part of that." 🌟

## Kitimat Modernization Project

Over 100 Teamsters Local 213 members are working at Rio Tinto's Kitimat Modernization Project and the backup tunnel that will house another turbine for the aluminum smelter upgrade. The company is talking about doubling the workforce and that will mean work for even more Teamsters.



Aerial view of the Kitimat Modernization Project site. Photo courtesy of RTA/Bechtel



Teamster members working with Kentron Paving.



Teamsters Local 213 members driving articulated rock trucks.

Member Chris Waters, driving the tractor trailer and moving equipment for DL Baker. The company has the contract for all concrete work on the KMP project and employs 10 Teamsters.



Eleven Teamsters Local 213 members working with Northwest Demolition helped remove the old conveyor belt system at the KMP site.



## Former secretary-treasurer will be remembered

Jack C. Vlahovic, former secretary-treasurer of Teamsters Local 213, passed away unexpectedly on Feb. 1 in North Vancouver at the age of 70.

He grew up in Fruitvale, B.C. and later moved to Vancouver where he began an extensive career as a truck driver before emerging as a union leader. He served as a business agent for Teamsters Local 213 and 155, representing workers in construction and the B.C. film industry with passion and dedication.

He believed that sports play an important role in children's lives and spent many hours coaching hockey.

A celebration of his life was held on March 2 at the Teamsters' Hall which was very well attended.



### Remembering members who have passed away

- Dave Duggan
- Randolph Haus
- Sukhdave Walia
- Bob Westbury
- Lorne Wood

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

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

Send traditional glossy colour prints to: Today's Teamsters 213, 490 East Broadway, Vancouver, B.C. V5T 1X3.

For digital images, use the highest quality setting ("Fine/Superfine" or "Large") on your digital camera and e-mail your photos to: [team213@teamsters213.org](mailto:team213@teamsters213.org) (You may only be able to e-mail 1 or 2 at a time because the files will be large.)

#### Tips for great photos:

- Try to shoot outdoors whenever possible.
- Watch for the flare that can be reflected from your flash when photographing people wearing safety vests.
- Watch for hard hats that can throw harsh shadows on faces. You may have to shoot from a different angle.
- With group photos, have people arranged in a semi-circle rather than a straight line. To avoid harsh shadows, move them a couple of metres away from back walls.
- Shoot your photos with the automatic date feature turned off.





## Joint Training School

# Continuing on the path of rebuilding

By Michael Evans, Training School Coordinator

The board of the Joint Training School has gone through a significant turnover in 2013. There are three members on the union side. Walter Canta, Local 213 secretary-treasurer, now sits as the co-chair replacing outgoing secretary-treasurer Don McGill, who will continue to sit as a trustee. Business Agent Andy Seme-noff has taken the place of retired dispatcher John Hoare. Don Doerksen, construction division assistant, is the third union representative on the board.

On the contractor's side, three long-standing members-, Co-chair Mike Burgess (CLRA), Trustee Jack Davidson (Road Builders Association) and Trustee Bob Hassel (Emil Anderson Construction)-have left the board over the past six months. They have been replaced by the new co-chair, Paul Strangway (CLRA), Trustee Don Cusack (Pipeline Constructors Association) and Trustee Gordon Procknow (Road Builders Association).

These changes have served to reinvigorate and rededicate the school.

Our mandate is training with purpose which means that our equipment training is always governed by the availability of employment. There is never a shortage of students but, because of our mandate, it is also incumbent on the school to ensure the highest probability of employment as possible.

Timing is another consideration. Experience has taught us that if students don't have an opportunity to practice their skills within six months, a large part of their training can be lost. This is why the school conducts an employer survey before developing a training schedule.

The survey consists of four questions; What? How many? When? and Where?

For what pieces of equipment do employers believe they are lacking staff? This would include certification as well as first-time training.

How many is critical because this number will go a long way in determining how the training will be arranged. For instance, if there are too few students, we might have to combine classes to make the training financially practical. Conversely, if there are a large number of potential students, then it might require gathering more resources.

When is always critical. If the projected employment starts in November, then training in February is not the best choice. It is always difficult to forecast needs, but the attempt has to be made.

Where has the biggest impact on cost. The school always tries to mitigate cost to the students by accessing resources through local employers who are going to benefit from the trained workforce. If this opportunity doesn't exist, costs can easily double. The school simply does not have the resources to absorb all the costs of equipment training, so it must be carefully planned. This is why equipment training, is so dependent on opportunity.

There will be another Trade Craft training opportunity (hours of service [logbook]; mass, size and load securement; and commercial driver vehicle inspection) this spring. A notice will be mailed to members who hold a current Pipeline Construction Safety Training certificate. 🌟



## Training courses for Local 213 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.

# Things Go Better with Teamsters Local 213!



**Some of the Kamloops crew**

*(Above) Last summer, 11 of 13 Teamster members (one was on vacation and the other was working night shift) at the Kamloops plant participated in a cleanup of the recreation area at Inks Lake. The crew has helped the facility recycle more than 98% of all generated waste.*

*(Left) Dan Funnell, a member for over 16 years, is a driver merchandiser working out of the Kamloops plant.*



## **By Leslie Dyson**

There are hundreds of Teamsters Local 213 members working at Coca-Cola plants in B.C.

The Teamsters working in production, maintenance, merchandizing, warehousing and delivery at the production plant in Richmond prepare 30 flavours of products in over 80 different packages, which represents 11% of the total Coke products sold in Canada.

Those items are brought by Teamster drivers to the distribution centres in Coquitlam, Chilliwack, Kelowna, Victoria and Nanaimo.

From there, Teamsters make sure Coke products are always easy to access in every centre in B.C., Yukon and the Northwest Territories, and in Alberta when its supplies run low.

On top of that, Coca-Cola is one of the most integrated companies in the world, with every aspect of the product, from beginning to end, being controlled by the company. In B.C., much of that work is done by members of Teamsters Local 213.

A walk around the plant reveals a clean and very safety conscious environment and Teamsters who are happy to be working there. Dean Wall, a shipper/receiver with 32 years experience, said "I was pretty young when I started. I liked the job because I had a '68 Charger that needed rims. I've liked it ever since. I want to be buried in the floor here!" His co-workers laughed.

While the syrup comes from the U.S., member Russ Sawdon, a maintenance mechanic at Coke for 20 years, said every Coke beverage you purchase from a nearby vending machine, local supermarket and convenience store, or at a bar, hotel or restaurant was made in B.C. "We add the sugar, the water, the CO2. It's made right here in Richmond."

Sawdon, a Red Seal millwright for 30 years, said he wanted the job at Coke because "I knew I was joining a company that would be around for a few years and it had popular products...As long as Teamsters keep drinking Coke, it'll keep me employed," he said.


Teamster member Chris Bulman, production lead hand, said he worked in the casino industry for 11 years, as a Teamster member and then as a manager, before coming to Coke 5 years ago. "I worked with them [as my representative] and I've worked with them [as a manager]," he laughed.

He likes his current job. "Every day, there's something new for me, which I love, and it's hands on."

His experience as a union member and as a manager allows him to see both sides of issues. "We work together to get things solved so it's best for both sides. My last employer was more confrontational. The number of issues I've seen [while at this job] are few from management and members."

Ralph Ferens, district centre manager for the company, said, "We have a very collaborative relationship" with Teamsters Local 213. "With all the tenure among the Teamsters [on staff], there are hundreds of years of knowledge."

Coca-Cola has been a signatory company to Teamsters Local 213 since 1971. When it was originally certified in the Lower Mainland, it was called WOMETCO. The Kelowna and Vernon sites were certified in 1974. The Castlegar, Nelson and Trail sites (originally Columbia Beverages) and Cranbrook (originally Amalgamated Beverages) were certified in 1975. The Victoria site was certified in 1978.

Business Agent Randy Valouche has been representing members at the Lower Mainland facilities since May 2012 and the contract runs until 2017. "We have a good relationship with the company," he said. "There are always issues from time to time, but the company is more than willing to work through them. They give us the "heads up" if a problem is arising. Teamsters Local 213 business agents in Kelowna and on Vancouver Island are currently in bargaining with Coca-Cola. 



Dean Wall, shipper/receiver (32 years)



Francesco De Santis, machine operator (30 years)



Farzand Ali, machine operator (34 years)



Jamie Silva, forklift driver / palette builder (6 years)



Henry Dizon, plant worker (5 years)

## Some of the crew from the Richmond plant



*Kurt Sikora, warehouse builder / forklift driver (10 years)*



*Shane Mangal warehouse shop steward / checker (19 years)*



*Tom Wade, bulk driver (37 years)*



*Kevin Beaudry, forklift driver (15 years) — “You have to be organized. It makes the job a lot easier.”*

### Attacking obesity

Teamster member Russ Sawdon said the Coca-Cola company is very aware of the concerns about obesity that some have tried to link to its products. “There have been trials with the obesity thing,” he said, “but there’s a trend to Coke-Zero and diet colas.”

Sawdon said he drinks Coke products, “but like anything else, in moderation. And I get a lot of exercise too.” He hikes, kayaks and snowshoes.

Erika Mozes, from Coca-Cola Public Affairs in Toronto, said, “We really take the issue of obesity very seriously.” A campaign called Coming Together has already started in the U.S. and will be launched this spring in Canada. Mozes said the company will be approaching Teamsters 213 to tell members about the campaign and come up with strategies to spread the message. “When people decide not to buy our products, it affects all our jobs and it’s something that we take very seriously.”

## Coke by the numbers

- Started in 1886, now the most recognized brand in the world
- Available in over 200 countries
- Boasts 1.8 billion consumer servings per day
- Produces 3,500 products internationally (including soft drinks, juices, soy-based drinks, teas, coffees, waters and energy drinks)
- Has over 60 million Facebook likes



*Bettino Utini, production worker (5 years) — “I get to work with Coke and it’s a big company to work for. They know what they’re doing.”*

*Mechanics Mark Vinu (22 years) and Victor Wu (3.5 years)*



*Dean Turnbull, syrup maker (27 years) — “I like the variety. It’s a combination of desk work, forklift and manual labour.”*



*Orlando Tolentino, quality control*



Special feature



Some of the crew from the Kelowna plant



Shawn Spring



Andy Olson



Shop Steward  
Randy Toye



Jim Duddle

### A GREAT SHOPPING TOOL

*Shopunion.ca is a new website that makes shopping union a lot easier. Information is as close as your Smartphone or computer. Just call up [www.shopunion.ca](http://www.shopunion.ca) and type in the name of the product you're shopping for. The site will tell you what union makes it and where you can get it.*

*Shopunion.ca is the successor of the Union Label Trades Council directory.*



# Two candidates with ties to Teamsters Local 213

By Marco Procaccini

Teamsters Local 213 does not get directly involved in provincial elections. However, two candidates running for MLA in the May 14 election have direct links to Local 213. Teamster member Andrew Mercier is running for the NDP in Langley. Next door, in Fort Langley-Aldergrove, Shane Dyson, from Face to Face Communications which produces *Today's Teamsters* and designed the new website, is also running for the NDP.

ANDREW MERCIER, NDP candidate for Langley, is proud of his membership in Teamsters Local 213. He's also served on the Teamsters Canada Youth Committee.

"I was raised by a peace officer and a nurse," he said. "My mother has a ton of workplace injuries from being a nurse and I have seen her fight WCB for 10 years. It taught me the importance of joining a union and being a union member. It also taught me the power of the government—and not necessarily used positively." It can be good or bad, depending on who is in control and who they represent, he said.

Mercier said his family's union background has resulted in a commitment to helping others and improving life in the community. "I was raised with the value of public service," he said. "When you see something that's wrong, you fix it."

Mercier has been a Local 213 member for three years working as a delivery driver for Unifirst, a linen supply firm. Before then, he held a variety of jobs and positions, including working in a non-union warehouse that he tried to organize and sign with Local 213. He also has a degree in political science.

Langley is a traditionally conservative community and he will be running against the incumbent Liberal MLA Mary Polak and BC Conservative Party leader John Cummins.

The support that he's seen for the NDP, in Langley and across the province, coupled with a highly competitive race in the constituency, makes his prospect of winning much more likely.

"For the last two months, I have been knocking on doors every day—2,854 of them so far," he said. "The consistent message I get from almost everyone I meet is that they want change. They want a change in government. They are tired of the way things are being done. In 1991, when the NDP swept into government, we narrowly lost in Langley by only 695 votes."

If he wins, he said his priorities will be focussing on health and safety rights for working people, citing the 2008 Langley mushroom farm tragedy that poisoned and killed three farm workers and left two others, who tried to rescue their co-workers, with critical brain injuries.

Mercier said he also wants to see the problems that have come with shifting the tax burden onto working people and the gutting of vital public and community services addressed.

His message to fellow Local 213 members is: "Get involved. Life has gotten less affordable [under the Liberals]. MSP, Hydro, ICBC and everything else has gone up. That's hurting working people—both union and non-union."



Andrew Mercier, NDP candidate in Langley, with NDP Deputy Leader Carole James.



Shane Dyson  
NDP candidate  
Fort Langley-  
Aldergrove

SHANE DYSON has been designing Local 213's publications for over 15 years.

He is running against Liberal Deputy Premier Rich Coleman.

"People here notice more and more that decisions are being made in Victoria by a select few without any consultation with the people affected by those decisions," he said. "The common theme is that people just want to be part of the conversation."

"I have met with the Chamber of Commerce, farmers, faith groups and the Rotary... They all seem to have many of the same issues as labour, environmentalists and social justice advocates. They all tell me, 'We're not being listened to.'"

Dyson said a priority of the next government must be investing in trades training and post-secondary education. "We could see a shortfall of about 40,000 skilled workers in the next 10 years and the vast majority of jobs will require some form of training or university education. Unions, employers and economists are calling for action."

There's also room for improvement with the Labour Code and Labour Relations Board. Dyson said, "The Labour Code is like a Bill of Rights for workers, but for the last 10 years it has been weighted in the other direction and the problem with the Labour Relations Board is that its decisions have been heavily in favour of employers. We need to see some balance." 



# A refreshing outcome from the appeals tribunal

By Workers' Advocate Pamela Yong

When a worker is injured, it is customary for WorkSafeBC to assess whether that injury “arose out of and in the course of the employment.” An injury can occur from a specific, traumatic incident or can result from a worker’s general duties in a job over time.

A pivotal case that Teamsters Local 213 successfully argued before the Workers’ Compensation Appeals Tribunal (WCAT) was on the issue of whether a worker’s low-back injury can result from the cumulative effect of previously accepted injuries over a span of 13 years.

The worker had a 30-year employment history as a concrete truck driver for his pre-injury employer, which ended in 2008. During his time in that position, he had sustained a number of compensable lower back injuries in June 1993, October 1993, and in 1997, 1998, 2002, 2003 and 2006. He also experienced worsening back pain in later years on that job. As a result, he missed work starting in January 2009 and had attributed his pain to his many years of employment and his previous compensable back injuries over time.


In March 2009, his claim was denied by the board which found that he did not sustain a low-back injury out of employment, but instead had associated the worker’s symptoms to degeneration of his lower back and that this degeneration was not caused by his work activities generally. In 1994, the worker was diagnosed with minimal anterior spondylosis at L4-5. Progressive degeneration of the facet joints intervertebral discs were noted in subsequent medical imaging. He was further diagnosed with spondylolisthesis of his lower lumbar spine.

The worker appealed the board’s decision and asked the appeals tribunal to consider whether his 35 years of truck driving and/or his previous compensable injuries had caused or materially aggravated his low-back condition over time. The vice chair accepted the worker’s evidence that his job duties involved physical work and long hours driving over rough, unfinished roads and work sites. Further, the worker was subjected to significant bouncing and jarring impacts while driving on such surfaces. His job duties required him to lift heavy objects, including tire chains, concrete blocks and metal forms.

The handling of these objects involved significant or very heavy strength demands.

The worker’s testimony was well-supported by the medical evidence, particularly from an occupational physician, Dr. Sehmer, who had opined that: “the worker’s symptoms relate to degenerative disc disease in his lumbar spine which was contributed to by both occupational and non-occupational causes.” He stated that all of the worker’s previous injuries had significantly accelerated or advanced the worker’s degenerative spinal condition. Further, the effects of the worker’s previous injuries and his job duties were “major contributors” to the development of his advanced, symptomatic degenerative disc disease.

As a result, the worker’s prior injuries, accruing over 13 years from 1993 to 2006, were all found to have significantly aggravated the worker’s degenerative low-back condition, resulting in his debilitating and chronic low-back symptoms in 2008.

It is a refreshing outcome that the appeals tribunal had considered the possibility that repeated injuries can have an effect on a worker’s ability to function in a work setting and that the cumulative effect of prior work injuries would play a role in aggravating a worker’s low-back injury. In essence, it encourages the board to consider a historical connection of the worker’s injuries resulting from a continuum of previous work injuries rather than summarily dismissing a worker’s back pain as related to a natural degeneration process of the body. 

## 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.





# Labour Relations Code impedes union organizing

By Bryan Savage, Legal Counsel

When the Social Credit government took over from the NDP in 1975, comparatively minor changes were made (all went against the trade unions' position), but the essence remained.

In 1984, the Social Credit government introduced the first major changes over a decade with amendments specifically designed to make organizing in the construction industry more difficult.

In 1987, the Social Credit government replaced the Labour Relations Code with the Industrial Relations Act. This act was considered so one sided and biased against trade unions that trade unions boycotted the Industrial Relations Council. Unions would only appear before the council if absolutely necessary, i.e. certification applications. Between 1988 and 1992, the IRC published an average of 264 decisions a year.

In 1993, the NDP government introduced a new Labour Relations Code and the unions' boycott of the IRC was lifted. Between 1993 and 1997, the Labour Relations Board issued an average of 460 decisions a year. In the following five-year period, this average went up to 492.

In 2002, the Liberal government made many changes to the Labour Relations Code. While all the changes were in favour of business interests against trade unions, the major change was the move from "card check" certifications to mandatory votes. This device is aimed solely at making organizing harder. Under the card check rules in the 1990s, an average of 374 new certifications a year were issued. Since the introduction of the mandatory vote, that average has fallen to 149.

At the time, trade unions did not issue a boycott of the LRB and attempted to work with the new board. While the number of decisions issued by the board saw a significant drop, the number was still quite a bit higher than under the IRC. Between 2003 and 2007, the LRB issued an average of 356 decisions a year.

However, as time went on, the number of decisions issued by the LRB continued to decline. Between 2008 and 2012, the board issued an average of 240 decisions a year.

What is even more telling is the total number of applications the board sees in a year. In 1989 and 1990, when a boycott was at full force, 3,876 and 3,300 applications, respectively, were

made to the board. Typically, between 70 to 75% of all applications are made by trade unions. For instance, in 1990, 2,430 of the 3,300 applications were filed by trade unions (74%). The number of applications throughout the 1990s were at or above these numbers.

In 2010 and 2011 the number of applications filed were 1,579 and 1,588, respectively, a culmination of a decade of steady decline. Not only was this a significant drop from the boycott era, but the percentage of applications filed by trade unions had also fallen. In 2011, of the 1,588 applications filed, 998 were submitted by trade unions, or 62% of applications.

In essence, currently there is a de facto boycott of the Labour Relations Board. Trade unions only go before the board on essential matters that cannot be dealt with by other means. Until and unless changes are made, this is likely to continue. 🌟

## Teamsters Local 213 logo merchandise

### Jackets

King Louie Winter Bombers	
Black - M, L & XL	\$86
Black - 2XL	\$90

### Hats

Black, baseball cap style	\$18
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### Watch/Pen Sets

Ladies' or men's styles	\$57.50
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### T-Shirts

Black or ash grey	
M, L, XL, 2XL	\$14

### Quilted Vests

Black - M, L & XL	\$86
Black - 2XL	\$90

### Belt Buckles

Antique brass	\$19
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### Mugs

Navy blue	\$11.70
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# Federal Conservatives have unions in their sights

By Leslie Dyson



Organized labour and workers are under attack from federal government legislation. There's no other way to view it. Here's a small list.

## Excluding Canadians from work

The scandal around HD Mining International's coal mine near Tumbler Ridge is an issue that will have provincial and national implications.

The applications of hundreds of Canadian workers, many with decades of experience in mining, were rejected. The company insisted no Canadians were qualified.

All over the world, temporary foreign workers are being exploited. International companies are bringing in workers from countries that don't have independent trade unions and that offer low wages and poor working conditions.

The federal government allows applications to be processed in as little as 10 days and legislation permits temporary foreign workers to be paid 15% less than the prevailing wage in the area.

"The official line is that companies have to pay for transporting these workers and sometimes for accommodations, so that's how they justify it," said Jim Sinclair, president of the BC Federation of Labour. "But it's a public declaration that is aimed at undercutting the wages of Canadians."

These workers are being treated as "second-class citizens," he added. "They can be sent home if they want to join a union or complain about safety."

The government is allowing companies to bring in 180,000 temporary foreign workers to Canada each year. There are

now more than 300,000 in the country and 70,000 in B.C., according to 2011 figures from Citizenship and Immigration Canada—the highest per capita in the country and in a province with one of the higher unemployment rates.

## The intrusive, costly Bill C-377

The federal government forced passage of the intrusive and prying Bill C-377 in December.

"It's another attempt by the Conservative government to try to limit the role of unions in the workplace," said Tom Sigurdson, executive director of the BC Building Trades. "It makes unions file all financial statements on activities and organizing, printing, wages and salaries, rents and all sorts of other information. It's hugely cumbersome and expensive, especially for smaller organizations. It also makes all of this information available to anti-union employers."

Unions already provide regular reports to their members about the costs associated with pension and benefit plans, grievances and arbitrations, legal counsel, organizing and community campaigns, political contributions, member education and training. Financial decisions are routinely and openly discussed and voted on by members at union meetings and conventions. Now that information will have to be handed over to a federal government website where it will be available to the

public and groups intent on harming labour unions.

It will take several months before a new bureaucratic regimen is set up to collect the information and enforce the act.

"Then we might be looking at court action—challenging it under the constitution," said Sigurdson.

## Right to freeload legislation

The next union-busting assault is legislation that would allow anti-union free-loaders to benefit from the collective bargaining and advocacy of unions without having to pay union dues or respect picket lines.

Anti-union lobbyists and employers, taking a page from American politics, are using terms like "workers' freedom" and "right-to-work."

Union membership in Canada is 31.7% of workers. In the U.S. it is 11.8%. There are now 24 U.S. states with this anti-union legislation.

U.S. President Barack Obama has called it "a race to the bottom." These laws, Obama said, "don't have to do with economics, they have everything to do with politics. What they're really talking about is giving you the right to work for less money."

Opposition in Canada to this union-busting legislation is expected to be intense.

## Punishing the laid off

Major EI reforms were brought in last year. The changes include requiring claimants to accept any job they're qualified for, within 100 km of their home, if the pay is at least 70% of their previous salary. They must also prove they're actively looking for work.

Ken Georgetti, president of the Canadian Labour Congress, said, "This is ridiculous economic policy. It's short-term thinking and it's political football with the people who are the most vulnerable in our society. People who are unemployed don't want to be unemployed. This government would have you believe that they're sitting there and surfing off the shores of Nova Scotia or skiing in the mountains of British Columbia... it's not true." 🌻

# Recent retirements

On behalf of the officers, staff and members of Teamsters Local 213, congratulations to:

Member Name	Name of Last Employer	Member Name	Name of Last Employer
Albany, Donald	Highway Constructors Ltd.	Krebs, Chris	Van-Kam Freightways Ltd.
Amoruso, Angelica	Canadian Linen	Lacktin, Peter	Pension Disability Credits
Batuik, Dennis	Pension Disability Credits	Lam, Tonnie	H.Y. Louie
Bergen, David		Leduc, Albert	Arrow Transportation (Kamloops)
Beveridge, Murray		Linley, Ian	Island Paving Construction Ltd.
Brideau, Paul	Basalite Concrete Products	Love, Sandra	Fraser Wharves
Brownmiller, Alvin	Arrow Transportation (Quesnel)	MacDonald, Dennis	Pension Disability Credits
Carter, Garnett	Kask Bros Ready-Mix Ltd.	Main, Robert	Premay Pipeline - Spectra Project
Carson, Alan	Canadian Linen	Mayer, Mhinder	
Cartwright, Wayne		Mooney, Craig	Emil Anderson Construction Co. Ltd.
Cartwright, Wilfred	B & B Contracting Ltd.	Murray, John	
Cebuliak, Thomas	Commonwealth Construction Co. Ltd.	Murray, Kenneth	
Charest, Glen	Norgaard Ready-Mix Ltd.	Mutti, Sohinder	Alternative Crane Inc.
Child, David	Lyll Hamilton Excavating Ltd	Nakamura, Ted	Bekaert Canada
Clark, Walter		Piper, Dwayne	Arrow Transportation (Ashcroft)
Davies, Richard	Valley Rite (Aggregate Div.)	Quail, Patrick	Coquitlam Concrete Products Ltd.
Durrant, Eric	Kenny Sekhon Contracting Ltd.	Rasmussen, Tyler	Brentwood Enterprises Ltd.
Dussome, Peter	Arrow Transportation (Ashcroft)	Rennie, Gordon	Allied
Dye, Graham	Glacier Concrete Ltd	Sahota, Surjit	Basalite Concrete Products
Fast, Elvin	Fedderly Transportation Ltd.	Scharmer, Warren	
Felske, Duff	Pension Disability Credits	Schweitzer, Larry	SunRype Products Ltd.
Goodspeed, Robert	H & R Redi-Mix Ltd.	Semenoff, Harry	Coquitlam Sand & Gravel Ltd.
Goguen, Jean	Fraser Wharves	Simons, Blaine	
Grant, Brian	Pension Disability Credits	Stamm, Richard	Norgaard Ready-Mix Ltd.
Greening, Donald	Allied	Syrnyk, Lawrence	Kelowna Ready Mix Inc.
Harrison-Jones, Glenn		Therault, Glen	Nordell Trucking & Contracting
Hayes, Gordon	Allied	Turner, Daniel	OK Ready Mix Ltd.
Hebert, Darryl	Pe Ben Bulk Transport Ltd.	Vander Velden, Andrew	SunRype Products Ltd.
Hoare, John	Teamsters Local 213 - Dispatch	Vreeland, Trevor	Superior Propane Inc.
Hoban, Glen		Washtock, Quentin	Pension Disability Credits Plan "B"
Hollander, Tom	Lafarge Construction (Kent St.)	Whitbread, Gorden	Coquitlam Sand & Gravel Ltd.
Houghton, Peter	Rolling Mix Concrete (BC) Ltd.	White, Donald	Louisbourg Pipelines Inc.
Hudon, Alain	Ocean Construction Supplies	Williams, Lyle	Brentwood Enterprises Ltd.
Jackson, Darcy	Local 213 - COPE employee	Wood, William	BeIPacific Excavating & Shoring
Johnson, Kenneth	Basalite Concrete Products	Zechnik, Gary	
Kothlow, Alan	SunRype Products Ltd.		

## Teamsters Retirees' Club

Members of each of the 4 Teamsters locals in B.C. are eligible to join and your Local Union pays the first two years' dues. The club meets the 3rd Wednesday of each month, except June, July and August from 10 a.m. to 1 p.m. in the Teamster building auditorium.

There are discussions on current events, bingo, films and a great lunch.

For more information, please call 604-875-6636.

# Working safely around workplace chemicals

THOUSANDS OF chemicals are used in workplaces. They can be the raw materials used to make a product or they may be the product itself. Other chemicals are used for cleaning or lubrication. Still others are by-products of an industrial process.

By Rob Hilliard, CALM

Chemicals take different forms—solids, liquids, vapours, gases, dusts, fumes, or mists. We commonly think of chemicals as being liquids, like acids, solvents and oils; or gases, like carbon monoxide or oxygen. Metals, such as lead and nickel, or minerals, such as asbestos and silica are also chemicals.

Chemicals get into your body in three ways—breathed into your lungs, through your skin or swallowed.

## Every breath you take

The most common way for workplace chemicals to get into your body is by breathing them in. For this to happen, a chemical must be in the air as a dust, vapour, gas, or mist. Your nasal passages and the lining of large airways capture large particles and prevent them from being inhaled.

Particles unseen by the naked eye are capable of getting into your lungs. Once in the lungs, some chemicals stay there and cause harm. They scar and irritate the lung tissue, create excess phlegm, narrow the airways and cause cancer.

Some inhaled chemicals cause little damage to the lungs, but they pass into the bloodstream and damage other parts of the body.

## More than skin deep

The skin is a good protective shield for the body. It produces oil and helps maintain the skin's moisture. If the oil is removed, for example by a degreaser, the skin will be a less effective barrier against germs and chemicals. Wounds or scratches also provide access.

Once absorbed, chemicals pass into the bloodstream and damage other body organs. Harmful chemicals also cause direct damage to the skin through irritation, burns and allergic reactions.

## Gut reaction

Harmful chemicals can get into your body by being swallowed.

Your food can be contaminated by the chemicals you work with if you do not wash your hands before eating or if you eat in your work area. Smoking or chewing gum can also carry chemi-



icals into your mouth. You can also swallow chemical particles caught in the mucus your lungs are trying to clear out.

Swallowing workplace chemicals, even in tiny amounts, can be harmful. Digestive juices in the liver can break down some chemicals into less harmful substances. However, it is still possible for other chemicals that are swallowed to harm you.

## What you can do

Find out about the chemicals that are in your workplace and ask about the Workplace Hazardous Materials Information System (WHMIS) in your workplace. You have the right to refuse unsafe work. It is the law.

Insist on appropriate measures to control chemical hazards such as:

- using a less toxic chemical instead of a toxic one
- improving local exhaust ventilation
- using personal protective equipment
- using proper procedures when handling chemicals



*It is the law in B.C. that you have the right to refuse unsafe work around chemicals and any unsafe practices on your job site.*

# Be careful around diesel engine exhaust

By WHSC/CALM

Diesel engine exhaust has long been considered a significant threat to worker and public health. However, it's now officially considered a human carcinogen.

Similar to asbestos and silica, diesel engine exhaust is now recognized as a human carcinogen by the International Agency for Research on Cancer (IARC). IARC is part of the United Nation's World Health Organization (WHO).

The decision to reclassify diesel engine exhaust from a probable human carcinogen to a definite human carcinogen is the result of compelling scientific evidence, according to a panel of scientific experts convened by IARC. It is also associated with an increased risk of bladder cancer, according to a recent news release.

"The main studies that led to this conclusion were in highly exposed workers," said Kurt Straif, head of the IARC Monographs Program. "However, we have learned from other carcinogens, such as radon, that initial studies showing a risk in heavily exposed occupational groups were followed by positive findings for the general population. Therefore, actions to reduce exposures should encompass workers and the general population."

Millions of Canadians are exposed to diesel engine exhaust when they breathe. According to CAREX Canada, more than 800,000 Canadians are occupationally exposed to diesel engine exhaust. Workers facing this risk are truckers, bus drivers, heavy equipment and farm tractor operators, miners, landscaping labourers and maintenance workers.

Employers are required by law to take every reasonable precaution for the protection of workers.

Those who are exposed can suffer acute health effects including irritation of the eyes, nose, throat and lungs. Coughing, phlegm production, wheezing, chest tightness, nausea and headache are just a few of the symptoms.

Exposure can also lead to chronic health effects including respiratory illnesses such as reduced lung function, chronic bronchitis, respiratory infection, chronic obstructive pulmonary disease (COPD), emphysema and asthma.

Diesel exhaust has also been found to aggravate existing respiratory and cardiovascular (heart and blood circulation) diseases. For asthma, even short periods of exposure can increase the severity and duration of attacks. This is of particular concern with more than three million Canadians suffering with this illness.

There is also evidence that diesel exhaust can damage the immune system.

Here are a few exposure prevention strategies:

- turn off the engine when not in use
- use auxiliary power units and generator sets
- operate diesel engines outdoors when possible and away from air intakes for nearby buildings
- use both general and local exhaust ventilation when operation is required indoors
- equip climate-controlled pressurized cabs with HEPA filters.
- regularly inspect and properly maintain engines and vehicles, including particulate filters and other retrofits
- use respirators as a temporary control measure
  - follow an effective respiratory protection program that includes fit-testing and worker training



Tim Caynes photo

## Announcements



*Business Agent Terry Westhaver presents Amber Campbell, daughter of Teamsters Local 213 member Kevin Campbell, with a James R. Hoffa Memorial Scholarship.*



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 first-year studies at any recognized Canadian university or college in a program leading to a degree or certificate in any field.



[www.pipeline.ca](http://www.pipeline.ca)

Applications must be submitted to the association office no later than **October 31st, 2013** along with a transcript of high school grades, evidence of university or college enrolment and proof of payment.

### Cal Callahan Memorial Bursary

PIPE LINE CONTRACTORS' ASSOCIATION OF CANADA

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

## Membership meetings

### 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

### 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.)

### Northern Region

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

**Terrace**—7 p.m., Best Western

**Prince Rupert**—7 p.m., Coast Inn

**Prince George**—7 p.m., Union Hall

**Dawson Creek**—7 p.m., George Dawson Inn

**Fort St. John**—7 p.m., Quality Inn Northern Grand

### Vancouver Island

(Call the Nanaimo office at 250-758-2314 for more information.)

**Nanaimo** 7 p.m., Tues., April 16, Teamsters Hall

7 p.m., Tues., Oct. 15, Teamsters Hall

**Campbell River / Courtenay** 7 p.m., Tues., April 30, Halby Hall

7 p.m., Tues., Oct. 29, Halby Hall

## Teamsters Local 213

### Head Office

Monday to Friday

490 East Broadway

Vancouver, B.C. V5T 1X3

8:30 a.m. - 4:30 p.m.

Phone: 604-876-5213

Fax: 604-872-8604

### Area Offices

#### Northern B.C.

102 - 3645 18th Ave

Prince George, B.C. V2N 1A8

Phone: 250-563-6564

Fax: 250-563-2379

#### South Central B.C.

185 Froelich Road

Kelowna, B.C. V1X 3M6

Phone: 250-765-3195

Fax: 250-765-5833

#### Vancouver Island

#3-2480 Kenworth Road

Nanaimo, B.C. V9T 3Y3

Phone: 250-758-2314

Fax: 250-758-8409

802 Esquimalt Road

Victoria, B.C. V9A 3M4

Phone: 250-388-9788

#### Whitehorse

Phone: 1-888-876-5213

## Shop Steward Seminars

Kelowna—Sept. 28, 2013 at the Coast Capri

Vancouver—Oct. 5, 2013 at the Sheraton Guildford

Contact the Vancouver office at 604-876-5213




## Teamsters Local 213

### Golf Tournament

Sat., Sept. 21, 2013  
Osoyoos Golf and Country Club

**Tickets go on sale July 2, 2013.**  
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



teamsters213.org

