

# Today's Teamsters 213

Putting members first

June 2016 Volume 19 Issue 1  
[www.teamsters213.org](http://www.teamsters213.org)



Behind the scenes

**Teamsters at the Dealerships**

# Today's Teamsters 213

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On the cover of

## Today's Teamsters 213

Osme Velic is a  
technician at Go Auto  
Dodge in Surrey

Dan Jackson photo



# INSIDE Today's Teamsters 213



Variety Club  
volunteers



Help organize!



New  
members  
from ATR



Long-time member –  
big-time projects



Holding  
firm



FEATURE  
Dealership  
Teamsters



# Meeting the challenges, moving forward

By Walter Canta, Secretary-Treasurer

Teamsters  
Local 213



Our local union has seen many significant changes in the past few months and in the five years I've served as secretary treasurer.

This spring, we said farewell to two retiring business agents. Brother Mike Croy, who served as vice-president, and Brother Mike Levinson, who served as trustee on the Local Executive Board. As a result, the executive board approved the following appointments:

- Brother Tony Santavenere—Vice President
- Brother Amneet Sekhon—Trustee
- Brother Jim Loyst—Trustee

These new appointments bring a fresh new direction for the local along with needed experience in their respective fields.

Words cannot express the praise and gratitude that is due to brothers Mike Croy and Mike Levinson for their efforts and commitment in their roles as business agents and executive board members. Their working lives were dedicated to the local and all union members. We wish them a long and healthy retirement and continued enjoyment with family and friends.

I am very happy to report that the executive has made a decision to payout the mortgage for the building on 490 East Broadway. Both Teamsters Local 213 buildings, in Vancouver and Kelowna, are now 100% owned and paid for.

Thank you goes to the executive boards of the past who were committed to purchasing the Vancouver building. This enabled the new boards to have the finances to continue serving the members of Teamsters Local 213.

Local 213 has expanded into another sector (culinary and housekeeping) which will bring benefits to all members of the union.

In the past several months, I have reported on our organizing efforts at Site C. We successfully organized Atco Two Rivers Camp Services, the company which provides the culinary and housekeeping services at the camp. This eight-year construction project will require up to 190 people in this sector during the peak construction periods.

Currently, we have an application before the Labour Relations Board involving a second culinary group.

Marcel Dionne, Local 213's project coordinator, is doing a fantastic job of organizing. As well, I want to acknowledge members' efforts in helping our local union to grow.

We welcome the new members from Atco Two Rivers Camp Services as well as Seaforth Supply Chain Solutions Inc., Nation-

al Concrete, Canamak, Raven Oilfield Rentals, Wolseley, Air Gas, and Canadian Linen into the great Teamster family.

Over the last five years, Local 213 has held its membership at a high level even though companies have come and gone. Organizing is not done the way it was in the past and the groups are smaller and more diverse. Still, we continue to grow.

As a new member on the Teamsters Canada Executive Board, I see a more involved Teamsters Canada. Greater effort is going into informing members about issues that affect them, their livelihoods, and their families. The Youth Committee put forward a national initiative on mental health. Visit ([www.teamsters.ca](http://www.teamsters.ca)) for more information.

I also invite members to look into the scholarships that are available to members and their children and grandchildren who are students in post-secondary institutions. (Pg. 21)

We continue to hear a lot of talk and debate about potential construction projects that may go ahead in B.C., including oil and gas pipelines and LNG facilities. Local 213 has always had a commitment to support projects that keep our members working so long as they meet health and safety standards, environmental regulations, and other provincial criteria.

The only big project in B.C. is Site C and a lot of that work has gone to CLAC. Yes, the BC Building Trades has some of the work but it is less than what there could and should be.

We all know that next year is an election year for B.C., so be prepared for more promises by those who want to form government. At the end of the day, we want work.

I also want to inform you that the executive board passed a motion in April to make a donation of \$5,000 and contribute \$1,000 from the proceeds of the Teamsters 213 Golf Tournament for the Fort McMurray fire relief fund. That donation will be matched by Teamsters Canada. Approximately 1,000 Teamster members have been affected by this fire and Local 213 wishes them strength and courage through this difficult time of recovery.

From all of us here, we wish you and your family a very safe and enjoyable summer. 🌞

**Teamsters Local 213 is accepting applications for a business agent. Please send your resume, attention Secretary-Treasurer, to 490 E. Broadway, Vancouver B.C. V5T 1X3 or email to [secretary-treasurer@teamsters213.org](mailto:secretary-treasurer@teamsters213.org)**



# Clock ticking on B.C. LNG projects

By Tony Santavenere, Construction Division Assistant

By now the B.C. economy should be flourishing with cash from the LNG industry and the thousands of new jobs in the province. Instead, we are waiting for ground to break on the first LNG project or even a final investment decision. The global price for LNG has a huge bearing on final investment decisions because prices have fallen by more than 50% in the last few years. With the United States and Australia already exporting natural gas from LNG facilities built several years ago, the demand may not be there for B.C. LNG.

With over 20 proposed B.C. LNG projects we need to be optimistic that one or two will be built.

However, Shell is casting doubt about the Shell Canada project in Kitimat. It is competing for funding with three other company projects in the U.S. It's unlikely that more than one LNG plant will be built due to the dramatic fall of LNG prices and a steady supply of LNG from the U.S. and Australia. Shell will announce its financial investment decision by the end of this year.

The Pacific Northwest LNG project needs approval from the federal government. Petronas is trying to push the project across the finish line after a series of delays that rose mostly from the requests for greater detail from the Canadian Environmental Assessment Agency. The upcoming filings are significant because they are the final stages for winning regulatory approval. After the federal cabinet renders its decision, Pacific Northwest LNG will make its own final investment decision on the project in August or September.

The Wood Fibre LNG project in Squamish has just received federal government approval which means it has received positive environmental assessments from the federal and provincial governments. However, Wood Fibre's final investment decision is being hindered by economics and low demand for LNG.



Teamsters Local 213 member Murray Farquhar and Premier Christy Clark at a pro LNG rally in Fort St. John in April. For the 500 people in attendance, LNG equals jobs and they want jobs.

There is no time frame for a final investment decision on this project.

Christy Clark's BC Liberal government has staked the province's financial future on LNG and promised thousands of jobs for the province. Could the delays in approvals, collapse of LNG prices, and competition from other worldwide LNG facilities have quashed her dream of a promising future for LNG in this province? ☀

## Owner/Operators REPORT



Amneet Sekhon Greg Lacroix

# Shocking conditions on our roads

By Business Reps Amneet Sekhon and Greg Lacroix

It comes as a shock to be driving the roads of the Lower Mainland and seeing new truck and trailer units rolling out day by day.

Trucking rates are getting thrashed by the industry and with the Canadian dollar at such a low rate and the price for a new unit costing well over \$350,000, where is the money coming from?

We are seeing more and more truck and transfers hauling

mud and slop. Drivers need to be educated on what truck and transfer units were designed to haul. These units were created to haul sand, gravel, and blacktop to a safe ground site, not to haul overloaded dirt and mud to a fill site! No wonder we hear about at least one truck a day flipping on its side or getting towed to the bone yard.

We urge all our truck driving members to think twice before driving and hauling materials in an unsafe way. ☀

# Teamsters keeping order at this year's Variety Club Telethon



*Phil Clelland, James McKenna, and Doug Payette were among several Teamsters from several work sites who assisted at the 50th anniversary of the Variety Club Telethon in February at the hard Rock Casino in Coquitlam. Together they raised \$6.8 million which will go to helping children in need.*



*Mike Murphy, Mike Payette and Mike Hopper*



*Ernie Borrelli and James McKenna*



*Business Agent Kimm Davis congratulates retiring James Mather.*



*Secretary-Treasurer Walter Cantu congratulates retiring Jack Newton.*

Know relatives, friends, or neighbours who need top-notch workplace representation?

Send them to [www.teamsters213.org](http://www.teamsters213.org) and click on "Join the Union." They'll thank you.

### Need Help?



A living wage reflecting industry rates. No punishment if workers discuss wages with each other. Secure health benefits and pension plan.



No more discriminatory discipline. No more unfair company policies. Defenses against rude and dictatorial managers.

**You want Respect and Dignity?**



The power to say no to working in unsafe conditions. No more missed breaks. Assurance that machines and equipment are in good repair.

**You want Better Wages and Benefits?**

## Join Us!

**You want Safe Working Conditions?**



Proper investigation of complaints and quick resolutions. Good job training. No more favouritism by management.



Protection against unfair layoffs, recalls, or promotions. Better work-life balance (i.e. better scheduling).

**You want Fair Treatment?**

**You want Job Security?**

Together We Can Do Better!  
Contact : 604-202-5593  
[joinus@teamsters213.org](mailto:joinus@teamsters213.org)



**Teamsters Local 213**

**Together we can do better!**

604-202-5593  
[joinus@teamsters213.org](mailto:joinus@teamsters213.org)

[www.teamsters213.org](http://www.teamsters213.org)



## Successful organizing at Atco Two Rivers

By Jason Conway

The 2016 paving season started early with work between Terrace, Kitimat, and Prince Rupert. Our members and owner/operators have been working on parking lots, roads, etc. and they have their sights set on some larger projects in the area, including the new passing lane on the Kitimat Highway, the Twenty One Mile overpass on the Prince Rupert Highway and the road into Port Simpson outside of Prince Rupert which has not yet been awarded. For now, the work is steady and members feel confident that the work will come their way.

The port expansion in Prince Rupert is nearing completion and our owner/operators are looking forward to the upcoming paving work in that area. All members remain hopeful that the LNG and pipeline project will be approved so that construction can begin later this year or in early 2017.

LNG remains a hot topic in the North and we are waiting for final investment decisions and environmental approvals. Teamsters Local 213 is confident that a LNG project will go ahead. This will be beneficial for the region and B.C. as a whole.

In Stewart, Arrow Mining's hauling service is busy hauling for Red Chris Mine and Huckleberry Mine. Other Teamsters Local 213 signatory companies in the Prince George area are securing contracts at Bruce Jack Mine, currently under construction in the same region, which is providing employment for new members and long-standing Teamster members in the area.

Near the end of 2015, with the assistance of Project Coordinator Marcel Dionne, we successfully organized Atco Two Rivers Camp Services Ltd. in Fort St. John. Atco Two Rivers provides the camp services for the Site C Dam Project.

Negotiations began in February 2016 and new Business Agent Justin Roylance assisted the bargaining committee and me in the lengthy negotiations. We eventually got an agreement through mediation and the first collective agreement was ratified very recently. Thanks to all the new members for their support, patience, and unity through the whole process.

Recently, during an owner/operators meeting in Kitimat, owner/operator William Kearley announced his retirement after 36 years as a Teamster member. We wish William all the best and thank him for his service and support for the union.

Thanks also to Mike Croy, recently retired business agent and vice president of Teamsters Local 213. We wish him all the best.

Thank you to all of our members for your continued support and hard work. 



*Chad Carlson, shop steward, second cook at Atco Two Rivers Camp Services, and a proud Teamster, was part of the bargaining committee. His expertise in the industry along with the others members of the committee, contributed to successfully negotiating a first agreement.*

### 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.

Gene Sloan

# Driving success and solidarity

“One of the most interesting vehicles he drove was a “mule,” a non-hydraulic site transport vehicle completely controlled by using brakes.”



Gene Sloan has a message for workers who think they can be successful by being timid and doing whatever you're told. The first 50-year Teamsters Local 213 member, who retired at 68 last fall, has driven almost every type of road vehicle.

“I was going to retire at 65; but then I figured my health was still good and all the hours I worked were still pensionable,” he said. “So I stayed on and worked. That way I could get my 50-year pin.”

Sloan joined Local 213 in 1965, when he and his older brother heard about the building of the new Gold River mill-town community on Vancouver Island. “My brother bought a gravel truck and then we both came to Vancouver to sign up through the union hall,” he said. “I worked the day shift and he worked the evening shift. We made some pretty good money.”

After six months working on permit, Sloan became a full-voting member and learned to operate a wide variety of construction-related and transport vehicles. He was also elected to shop steward on numerous jobs.

“If they’ve built it, I’ve probably been on it,” he said, driving “50-ton Euclids, rockers, Hiabs, boom trucks—you name it, I’ve run it.”

One of the most interesting vehicles he drove was a “mule,” a non-hydraulic site transport vehicle completely controlled by the brakes. “I was doing stockpile crushes for Emil Anderson on job sites. I would back up a hill with three yards of load and ‘bang.’ I’d dump the load.”

A similarly challenging vehicle was a tractor-trailer “belly-dump” hopper truck he drove while working on the W.A.C. Bennett Dam in northeastern BC in the late 1960s. “It was an earth-filled dam, so we needed to move a lot of loads,” he said. “I would run a 90-100 ton belly-dump that the cats [bulldozers and excavators] would fill and move it to where we needed it and dump it out the bottom.”

Sloan, who spent the last 15 years of his career working for Island Concrete and the largest cement contractor on Vancouver Island, has seen as many changes in the construction sector as the number of projects he’s worked on. And for the most part, he said, they aren’t positive for union members.

“Unions aren’t as strong anymore and people don’t help each other like they used to,” he said. Crews were not afraid to engage in “wobbles,” on-the-spot job actions. A term related to the Industrial Workers of the World, an international workers’ movement that flourished in B.C. in the early 20th Century when workers’ rights and concerns were often brutally suppressed.

“We all worked together and stuck together. Everybody was trained and knew what they were doing on the job. And we helped each other. If there was a problem we would shut the job down and get it resolved.”

Success for workers and the construction industry also came with the “tri-pack” agreements, between the Teamsters, Operating Engineers, and Labourers and their contractors. “That three-way pact was strong, and we got jobs with it, and we would all stick together on those jobs. Now it seems nobody cares about what anyone else’s problems are. If you got a concern, you just go home.”

The decline in union strength, along with lower standards and poorer working conditions, really began after the Pennyfarthing dispute during the construction of the Expo fair in Vancouver’s False Creek in 1984, Sloan said. The Social Credit government



ARTICLE BY  
MARCO PROCACCINI



*Gene Sloan, a 50-year Teamsters Local 213 member, helped build the WAC Bennett Dam. – Ray Williston fonds, Northern BC Archives, UNBC Accession No. 2000.13*

altered the bidding process to allow a non-union contractor, the infamous Kerkhoff Engineering based in Chilliwack, to win the work to build the ball-shaped Science World in time for Expo '86. Despite a huge backlash of protests from labour, consumers, anti-poverty and community groups; several days of picketing by construction workers; and a law suit against the government, Kerkhoff was allowed to keep the contract.

“We should have stuck together then, but we didn’t,” he said. “Then we started seeing non-union workers working alongside different construction unions at way less pay and nobody cared. Now we get these CLAC (Christian Labour Association of Canada) contractors coming in from Alberta, and B.C. can’t seem to do anything about it. CLAC isn’t a union but they call themselves a ‘union’ and they get away with it.”

The industry, facing a sagging global economy and the eventual end of low interest rates, will create great uncertainty for new members entering the construction trades. “They talk about Site C and pipelines, but I don’t know if I’ll be around to see them.”

Sloan is glad he has his union pension to help give him and his wife a secure retirement in their home town of Campbell River.

He keeps busy without watching much TV. “I don’t watch the news at all or TV much anymore,” he said. “It’s too depressing. I know Campbell River is still doing OK because of the (John Hart Generating Station Replacement) hydro-electric plant here. But I got my three greenhouses and my boat. I go fishing when I want.” 🌻

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

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

Able	F	Hall	B	Raby	G
Adcock	L	Hamilton	R	Rahi	J
Albany	G	Hamza	J	Ramsay	L
Anderson	C	Hansen	R	Rasmussen	E
Anderson	D	Hoath	C	Reed	R
Baker	J	Hodson	S	Reynolds	R
Balanuik	G	Hoey	D	Robinson	D
Barkley	R	Holmes	R	Rogers	R
Barty	T	Hudson	E	Rowe	R
Bates	R	Irving	R	Rushworth	B
Berry	D	Jackson	W	Sandhu	G
Bilodeau	D	Johnson	D	Santos	L
Bird	D	Johnson	J	Simpson	R
Blackall	G	Johnson	W	Slade	F
Blackburn	W	Johnston	S	Smith	D
Boyde	I	Jones	F	Smith	R
Broderick	J	Kishineff	M	Smud	A
Brown	G	Knox	W	Stephenson	R
Bryden	K	Landry	O	Sterling	G
Burt	G	Lee	R	Strachan	P
Buxton	R	Lindbergh	H	Strelaeff	D
Caleb	A	Marshall	W	Taylor	T
Campbell	G	Matthews	N	Teeter	R
Cann	L	Maynes	B	Theriault	R
Cant	S	Mazzone	N	Thomas	N
Carrott	E	McDonald	R	Uempel	J
Castell	D	McKinnon	D	Van Weenen	R
Davis	W	McMann	K	Vanderaa	M
Dix	J	McMullen	J	Volpe	L
Dodds	E	McNeil	D	Watson	D
Duret	Y	Merchant	J	Watt	F
Emery	G	Miller	R	Watts	C
Ennis	D	Moore	G	Wesley	R
Everett	W	Nelson	R	West	R
Frank	P	Nelson	S	Wigglesworth I	
Frison	K	Nielsen	D	Wilson	C
Frocklage	J	Paradis	R	Wilson	P
Gardner	C	Parisian	W	Winders	E
Gawne	L	Paterson	P	Witt	N
Getson	D	Petrillo	L	Yardley	E
Gillett	R	Pion	R	Zogas	H
Griffiths	G	Pow	N		
Grindle	L	Power	K		
Guthrie	D	Price	W		



# Dispatch connects Teamsters with the jobs

By Ernie Borrelli, Dispatcher

This has been an interesting year. The Mica Creek dam work is nearing its end, the John Hart Dam is continuing at a steady pace, and the Site C Dam has begun to ramp up.

May saw Site C's Phase 2 hiring of camp attendants, janitors, dishwashers, and others bringing the number to approximately 140 members. At its peak, it's estimated that there will 200 members on site.

**When you complete your job, you must call Dispatch and book back in so we know you are available for work again.**

The Fortis Tilbury LNG Facility Expansion Project, located in Delta, continues to progress as we have 14 warehouse people on site. The project is scheduled for completion at the end of this year.

Road building in the province continues with the Hoffman's Bluff project under way in the Kamloops area. This project is a 3.1 km widening from two lanes to four lanes of Highway 1. Meanwhile, on Highway 3, the Sunday Summit highway improvement project is continuing on. It involves relocating and straightening 5 km of highway to remove two sharp curves, and adding a passing lane in each direction.

On Vancouver Island outside of Duncan, the Stoney Hills road project is complete. This project required approximately 6.5 km of road improvements.

The Miscellaneous Division continues to be very quiet but with summer upon us hopefully there will be calls for vacation relief.

The dispatch of owner/operators continues to have its challenges as the work fluctuates on again off again.

Here is how the dispatch system works.

When requisitions come into Dispatch, the following information is entered:

- skills required
- start date
- number of people requested
- company name
- region of the work
- is there a project labour agreement
- special provisions of the project



Arrow Transportation, employing members of Teamsters Local 213, services the mines in the North.

The database shows everyone with the required skills and in the area required. When members are dispatched out to jobs, their names no longer show up in the dispatch system.

When you complete your job you must call Dispatch and book back in so we know that you are available for work again. The system automatically calculates the number of days you've been dispatched for. If it's more or less than 45 calendar days, the system determines if you rotate to the bottom of the list or remain in your previous position.

In early 2016, Construction Division members were mailed a dispatch registration form and a request for a new driver's abstract for the new year. Under the dispatch rules, members must register with Dispatch every year in order to remain on the dispatch list. This is a reminder for those that have not submitted a driver's abstract please do so as soon as possible! 🌟



## Teamsters Local 213 is gearing up for a large camp project and looking for:

**Culinary Workers, Camp Attendants, Bakers, Bakers' Helpers, Custodians, Chefs, Sous Chefs, and Journeyperson Tradespeople**

Send your resumé to Dispatcher, Teamsters Local 213, 490 East Broadway, Vancouver, B.C. V5T 1X3 or fax 604-872-8604 or email: [dispatch@teamsters213.org](mailto:dispatch@teamsters213.org)



# Arbitrator agrees with Teamsters Local 213

By Bryan Savage, Legal Counsel

Many collective agreements have clauses in them dealing with medical examinations demanded by the employer. In a recent case, fought by Business Agent Phil Clelland and Director Of Legal Affairs E. Casey McCabe, arbitrator James Dorsey considered the question of whether the employer could demand random medical exams.

The collective agreement between Linde Canada Ltd. and Teamsters Local 213 stated that :

*medical examinations requested by the employer shall be promptly complied with by all employees and the employer shall pay for all such examinations. The employer reserves the right to select its own medical examiner or physician and the union may, if in its opinion it thinks an injustice has been done an employee, have said employee re-examined at the union's expense.*

Linde, a national company that supplies liquid and compressed industrial and speciality gasses, welding equipment, safety products, and accessories, introduced a national Driver Periodic Medical Assessment Program which randomly selects employees to undergo medical assessments by a doctor of the employer's choosing. The testing would include vision testing, blood pressure, urinalysis, and routine blood work. The employer would not receive the results of the testing but only a note that the employee was fit or fit with restrictions or unfit to perform the essential services of the position.

The employer's main argument at arbitration was that the medical examination language found in the collective agreement permitted the employer to demand employees undergo random medical exams.

Dorsey considered the development of arbitral case law over this issue. In a 1978 Ontario decision, the arbitration board stated:

*It is well established that persons do not by virtue of their status as employees lose their right to privacy and integrity of the person there is nothing that can be described as an inherent management right to subject an employee to what would otherwise be a trespass or an assault upon the person (Monarch Fine Foods Co.) [1978] OLLA No. 8.*

This is not to say that, if an employer does demand an employee undergo a medical assessment and the employee refuses, nothing will happen to the employee. Generally in these situations, the employer will hold the employee out of work until



such time as the employee complies or the matter is taken to arbitration.

When considering whether a medical exam is justified, arbitrators seek to balance the competing interest between the employees' right of privacy and the employers' right to ensure the employee is physically capable of performing the job. As stated by Dorsey in this case:

*This balancing of interests approach generally requires employers to use or exhaust measures that are the least intrusive of the dignity and privacy of employees in the unilateral exercise of management authority.*

In the Linde case, the employer argued that the language in the collective agreement gave the employer the right to demand medical examinations and therefore the arbitral "common law" did not apply. This view was rejected by the arbitrator who held that:

*The language and scheme of [the article] expresses a clear shared and mutual intention that this is an extraordinary employer authority to be exercised with respect to an individual employee only where there is a reasonable basis for its exercise with respect to that employee. Article 32 is not clear and express language authorizing the employer to adopt, implement, and apply a universal program of compulsory medical examinations by all or some bargaining unit employees, even if the employer's guiding motivation is employee and public welfare.*

As the collective agreement did not expressly grant the employer this authority, the "common law" of labour relations applied and the employer could not force employees to undergo mandatory random medical exams. 



ARTICLE BY MARCO PROCACCINI

# Dental technician Teamsters hold firm

Dental technicians and support staff are not likely the first group of workers that come to mind when thinking about Teamster members.

The Local 213 members at Fine Arts Dental Lab in East Vancouver are doing their best to hold onto their jobs in a rapidly changing industry with a not-so promising future, said Chief Shop Steward Jim Lipkovits. They have ratified a new deal with their employer that avoids concessions.

"We gave up one floating holiday, but everything else is pretty much the same," Lipkovits said. "We got the best deal we could to survive," said Lipkovits.

Local 213 Business Representative Phil Clelland, who helped the workers negotiate their latest collective agreement, said much of the negotiation over the past two years has involved the workers and their union rep advising the company about poor business decisions. But their persistence helped keep the lab in operation and won them a no-contracting-out clause in their new agreement—a major breakthrough over the last few turbulent years.

Dental labs make dentures, partials, bridges, and crowns for dental clinics. Although still earning an hourly rate of between \$23 and \$35/hour, the union staff is down to 8, the lowest number in the lab's over 50 years of operation, down from an average of 35.

While the firm has experienced financial difficulties at various times, the problems intensified two years ago after it was taken over by Leixir, an India-based multinational corporate chain which launched a scheme to buy-up dental labs across North America. This caused the closure of numerous labs in the U.S. and Canada and job losses at others.

Leixir management has bought out three other dental labs in the Lower Mainland—Carswell, Prima and Bravo—resulting in layoffs there as well. Fine Arts is the only unionized lab and the only facility where workers have the right to negotiate their working conditions. Workers at other sites have had to accept whatever rules and changes management imposes. Lipkovits said non-union staff have been approached about joining the Teamsters union.

Centralization of operations has created a lot of confusion over how and where to get work done.

"The main thing is that they are incompetent," Lipkovits said. "There is mismanagement at the highest levels of the corporation. It's like they don't know what they are doing."

Lipkovits and Clelland add that the union presence has also acted as an anchor to keep the company together and in business.

"The owners decided to get into the industry and don't know what they're doing," said Clelland. "They're not dental technicians. They have no knowledge of the business."

Union members have documentation that management policies, not labour costs, have been a fiscal burden on the firm.

Clelland said, "When we went into negotiations a year ago, they demanded some significant concessions, which our members rejected. That's when they moved a lot of our work to their lab in Florida."

The huge cost of transporting dental fitting orders to Florida and back (and having to return them again if they need correction) has placed an enormous burden on operations, which the company initially called "labour costs."

Lipkovits said, "We recently held an emergency staff meeting with the woman who was in charge of the lab. She was crying because she had laid off over three-quarters of the staff and now there aren't enough people to do the work. They are having to contract out extra work, which just takes more time and slows things down."

Clelland said, "We also found they had purchased another non-union lab and were getting their employees to do some of our work. That's when we threatened to apply for common employer status at the [Labour Relations] Board. So they backed off and agreed to a no-contracting out clause, and we agreed to let the seven employees do some of our work [under agreement that they would join the union]."

"We also showed them that the huge space rented for their lab in Chilliwack had only one person working there. We got them to downsize to save money.

"Our members agreed to a 3% wage cut three years ago because we knew the company was in a bad financial state," Clelland said. "The new company came in with promises to upgrade technology, but after they started they found they couldn't make money. They wanted to purchase non-union labs



*Dentures made by a 3-D printer.*

and bring all operations under one roof. We agreed to let them bring in the non-union workers (from their former labs) via a letter of understanding that within nine months they would join the union or have Fine Arts (union) employees take over their work.”

He added that the last two years have been fraught with confusion as Fine Arts has gone through several managers.

However, another long-term challenge is confronting not only the Local 213 members, but dental technicians around the world: automation technology in the form of 3-D printing. Equipment is now available to allow dental clinics to produce their own dentures and other dental prosthetics on-site.

Lipkovits said, “Soon you’ll be able to go to the dentist and get your x-rays done, and get casted and fitted with a denture right in the office in half the time.”

Clelland said that the local union will do what it can to find work for former lab technicians when the new technology becomes available, but the net job losses and lower pay will be huge factors to overcome.

“The technology is still in its infancy,” he said, “so it’s still pretty expensive. But some dentists are already doing 3-D printing. It will still need human input, like taking pictures and running the machinery...But the pay is much lower (than a dental technician) and one operator can replace several technicians, so it’s not a fair exchange.”

He added that the local union will have to develop strategies around contract language that provides retraining and job security in the face of technical changes and education for members who will be looking for work in the new environment. 🌟

## Many changes to note

*By Ingrid Ochodek, Administrator, CEBS*

Greetings from everyone at the Plan Administration Office. It’s been a very busy time for our office over the past year and half! We had new pension legislation introduced in B.C., the introduction of new benefit plan divisions in the Dry Fund, and staff changes.

In 2015 the BC Pension Benefits Standards Act was modernized and the new legislation became effective Sept. 30, 2015. This required evaluating necessary changes in the administration of the Teamsters Local 213 Pension Plan, including revising plan forms, system changes, plan documents, and the Board of Trustees approving plan text amendments to comply with the new legislation. Presently, we are waiting for FICOM’s approval of the plan text amendment filed in December 2015 which is expected soon. The member booklet is in the process of being updated, and will then be distributed. A summary of the plan amendments as a result of the new legislation will be included with the 2015 Annual Pension Statement.

In mid-June, Pension Plan members (Active, and Terminated Vested or “Inactive”) will be receiving their 2015 Annual Pension Statement, so be on the lookout for it. It tells you what your earned pension will be at retirement and other plan information. As well, in June, a new information statement will be sent to retirees/beneficiaries, and a Pensioner Audit conducted. The Pensioner Audit is a routine audit process last done in 2013 and will be done every two years starting this year. The purpose is to make sure that all pensioners are receiving their monthly pension.

The Board of Trustees of the Teamsters Local 213 Health & Welfare Plan introduced a new “Standard Plan” and “Premium Plan” for the Dry Fund Division. These two new group plans have improved benefit levels, and the monthly employer cost is determined by the board of trustees annually. The Standard and Premium Plans will be the Dry Fund Plan options available in future as existing Dry Fund Division Plans are moved over to one of these two new plans. Since 2015, approximately 70% of the Dry Fund Division members have changed participation to the Standard or Premium Plans as a result of the collective bargaining process. A new booklet for the Standard and Premium Plans is being finalized and will be distributed to active member participants within the next two months. The member booklet for the Hour Bank Plan will be next on the list for updating.

Further plan related information will be in the upcoming For Your Benefit newsletter issued for the Teamsters Local 213 Health & Welfare and Pension Plan members.

Staff changes include a new Pension Administrator, Wendy Ng, who replaced Ada Leong. Wendy brings a wealth of pension experience to her role.

If you have any questions about your participation in the Teamsters Local 213 Pension Plan or the Teamsters Local 213 Health & Welfare Plan, please don’t hesitate to call our office. Also, contact our office if you have any changes to your address information, your name, marital status, beneficiary designations, etc. so we can update our records and send you any necessary forms. Our office hours are 8:15 a.m. to 4:30 p.m., Monday to Friday. 🌟

Special Feature

# TEAMSTERS IN AUTOMOTIVE



IMAGES BY DAN JACKSON



ARTICLES BY LESLIE DYSON

## Teamsters at Dealerships

Teamsters Local 213 represents mechanical technicians, body shop workers, service advisors, parts persons, shuttle drivers, car washers, and lot attendants at six dealerships in the Lower Mainland, said Business Agent Rob Moody.

Some began their membership as Teamsters within the last year. Others have decades of experience and worked with Local 213 to organize their work sites and bring in the first collective agreement.

Teamster members working behind the scenes at car dealerships in Greater Vancouver have seen a lot of changes in their industry.

Some long-time members have seen their workplace move from a family-run operation to one under strict control of the manufacturers. That's the case now for all profitable dealerships. It doesn't matter the brand—Toyota, Lexus, or Dodge—directives for the tools, the training, the time and methods to make repairs come from head office..

"They make the big decisions," said Brian Devison, a long-time technician at Go Auto Dodge in Surrey. "They want us to do a complete assessment of our essential tools. If we don't have some things, they'll wrap them up in a big box and send them. Sometimes it's a simple tool, but it will be a \$2,000 or \$3,000 bill to the company. We can't just go to Princess Auto."

Certified Red Seal trade technicians are in great demand right now, Moody said.

The collective agreement states that they get paid a flat rate depending on the type of task. It encourages everyone to get the work done as quickly as possible and it's great if the work goes better than expected, but frustrating if difficult complications set in.

"It balances over time," he said.

In addition to the dealerships, Moody serves Teamster members working in ready mix, laundry services, food production, warehousing and distribution, and building supplies.

Union organizing has been difficult, Moody said. "There's been a stigma out there for so long about unions. For the younger generation, unless you have parents in a union, all you've heard is the bad stuff." Moody's parents are union members and his father Gary has been a Teamster for over 30 years. He said even his close friends have a misconception about unions and don't realize that the wages they're making is because of the work done by unions to secure fair wages and benefits.

"A lot of union members don't show up to meetings," added Moody.

"They let everyone else speak up for them and they never need us [to resolve problems in the workplace]. They just keep their heads down and go to work.

"But there are many others who see that if it wasn't for the unions they would be in a lot of trouble," he said. 

"Certified Red Seal trade technicians are in great demand right now"

*Sandor Toreky, a Teamster Local 213 member at Go Auto Dodge in Surrey*

## Special Feature



Shop steward Hugh Ho at Destination Toyota



Teamsters Local 213 member Jerry Woo at Destination Toyota

# Teamsters at Destination Toyota

So far, there are 40 Teamsters Local 213 members working at Destination Toyota's new location on Still Creek Drive in Burnaby. The old shop employed 20.

"It's nice to have everything brand new," said Hugh Ho, shop steward and technician. "It's all state of the art." He was grinding old brakes. "I'm trying to save the customer a few hundred bucks," he said.

As a shop steward, Ho said he's dealing "mostly with little stuff, how management is coordinating holidays and scheduling for the new guys. We try to deal with things quickly and try to work through it. Everyone's pretty good at keeping open the communications."

"It's all about location and convenience," said Business Agent Rob Moody. There are four ten-hour shifts and hiring is still under way. "It created a lot of additional members for us."

The new facility boasts 28 service bays with in-ground hoists and easy to access automotive fluids and air hoses suspended from the ceiling. The lighting is vastly improved. The body shop is located on the 3rd floor (there are 2 car elevators!) and there is an automatic car wash and an express lane for oil changes.

Technology has had a great impact on the automotive repair industry. Some car repairs are done by upgrading software with a laptop computer.

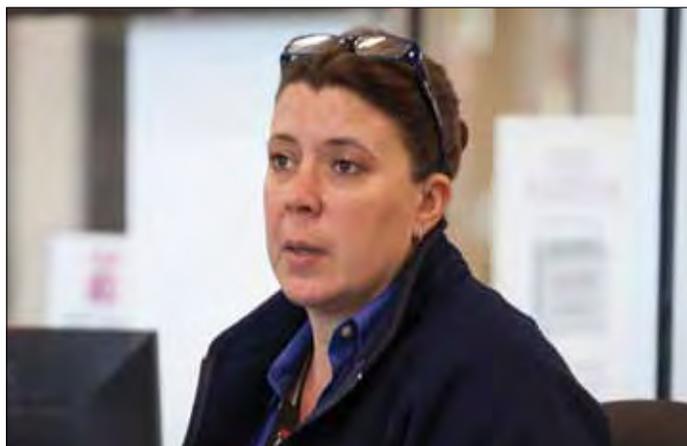
Cheri Capadouca began working with Destination at its Loughheed site 12 years ago. "This is way bigger, noisier, and colder, but still way better. The customers don't have to worry about parking." As a service advisor, Capadouca talks to drivers

and keeps a diagnostic record of the problems they're having with their vehicle. "It's like triage," she said. She has to remain alert and efficient. There are up to 20 appointments per day.

She likes having a union job. "It's fair. You know you're going to get your yearly increases. The base rate is the same for everyone, but there's an incentive program too.

"The security is there. Good times only last so long. In bad times, you have a pit bull in your corner."

At non-union places, "promises are made to get you in the door, but they're not carried out... Three people can be doing the same job and making three different wage rates." 🌍



Teamster member Cheri Capadouca

Teamsters Local 213 member Adam Abraha



# Teamsters at Regency Toyota



Ryan Lang in the Parts Department

Stan Volosatov, a shop steward and three-year-member of the Teamsters, has been working as a technician for eight years. He was doing an oil change and tire rotation at Regency Toyota in Vancouver for a customer who demanded “a spotless job.”

“There are no real headaches unless someone else [a mechanic from a different shop] went in before us.”

Volosatov has worked union and non-union. He saw the unfairness from management that developed at his old job.

“There are pros and cons everywhere...This isn’t a bad company. They treat everyone fairly. The company is striving to do its best [and] the crew here is pretty good.”

As a shop steward, Volosatov said he draws on his experience as a Canadian Forces reservist. “It helps because it’s high pace.” It’s also given him greater confidence to advocate for other Teamster members. “Don’t be afraid to speak up if something’s wrong,” he said.

Irvine Chow, assistant shop steward, lead technician, and foreman at Regency, said his job is to do the diagnostics. “That’s all I do,” he said. He’s been a

technician for 16 years and a Teamster for 5. “I’m working with a team of 10 people. It’s nice.”

Chris McLeod worked as a technician with his dad, but he had to look for work elsewhere when his dad closed the repair shop because the building they were in was sold. “It’s very hard for smaller shops,” he said. “The majority of people lease vehicles so they don’t want to go to the smaller independent shops.”

He was working on an oil change and a manufacturer’s recall for spare tires. “There’s a bit more security” in a union shop, he said, “and we have a shop steward which is nice.”

Ryan Lang, in the parts department, said the number of parts is incalculable, but there is over \$200,000 in inventory. Regency is the wholesale supplier for a lot of smaller auto body shops as well. “There’s a lot to know,” he said. “You have to think like a mechanic and think like a customer. It’s like a puzzle. An old friend once told me, ‘Don’t send them what they ordered. Send them what they need.’”



Teamsters Local 213 member Wayne Yeung

Strong communication skills are important too, he said. A second language is handy as well. There are Cantonese speakers on staff and Lang has some French. “I’ve used it several times and it definitely helps.

Moody said the collective agreement calls for some of the service advisors to be Chinese speakers because of the Vancouver demographics.

Lang said, “I can honestly say that it’s a pleasure to come to work [and] I’m happy to be a card-carrying Teamster member. It’s great pay and benefits.” 



Assistant shop steward Irvine Chow



Stan Volosatov at Regency Toyota



Ray Fawcett at Go Auto Dodge

## Teamsters at Go Auto Dodge

Some of the 20 Teamsters working as technicians, parts people, and service advisors at Go Auto Dodge in Surrey have been with the company for 28 years.

Shop Steward Brian Devison began his career as a general mechanic in 1987 “working on nice little cars with carburetors.”

The job title changed to technician a couple of decades ago as the work became more technical. “All technicians have to go through special electronic training and lots of electrical courses. There’s nothing in a car that doesn’t have an electrical line going to it.

“Electronics are changing every six months. They’re always coming up with new and better things. There’s no getting away from that.

“A lot of fixes are done by updating car computers. But there’s still grease under the nails,” Devison added.

“Working union makes a difference for wages and benefits,” he said. “It’s so nice that the wage increases are set. You don’t have to worry about it. You don’t have to go talk to your boss.”

Brian Topp is a Red Seal trades qualified parts person

**“I’ve had both [union and non-union jobs]. You don’t really have a choice these days. Workers have to have a union.”**

and has been working in that job for five years. Asked to quantify the number of pieces he handles, he said, “The number of items? I don’t know. A lot!” There’s likely \$300,000 worth of inventory, he said.

Much of the work requires memorizing part numbers. “I used to dream about them when I was an apprentice,” he said. “It’s hard at first when a bunch of technicians come at you all at once and they have different acronyms and names for things.”

He worked at a non-union shop as well, but said, “It’s a bit harder to get paid and [paid] what you’re worth. So I moved on.”

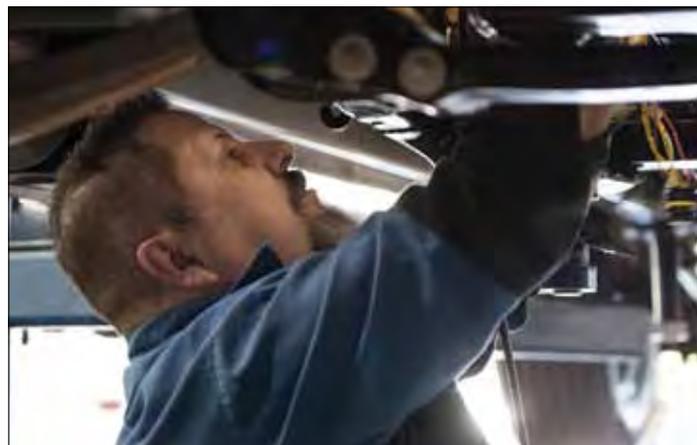
Ravi Lail, an internal service advisor and lube tech apprentice, said, “I haven’t needed the backing from the union, but I’m sure it would be helpful.”

Ray Fawcett, has been a technician since 2008. “It’s good and bad. If you have the right employer who understands the trade and looks after the employees, it’s great. But if it’s only bottom line, it’s really bad. I’ve had both. You don’t really have a choice these days. Workers have to have a union.”

He said he thinks paying technicians a flat rate for repair



Bob Gulbransen, a 28-year technician



Teamsters Local 213 member Greg Kaune



Foreman Blake Reed



Teamsters Local 213 member Reg Humphreys

jobs is problematic because the time it takes to do a repair is based on ideal conditions. Small shops have more independence and can set their own hours. Still he said he likes his job. "I live extremely close by and I like the management and the people I work with."

Blake Reed, a foreman and a technician with 28 years of experience, said the dealership and repair shop was opened in 1988 by local business person Ed Klassen.

He sold it to Barnes Wheaton Auto Group which later sold it to the Go Auto Group, an Alberta-based company that agreed to maintain the same collective agreement with the Teamsters.

Reed said that shortly after the first sale "we felt we would be better standing together as a team, especially with a different management philosophy coming from a chain store."

Technician Fawcett started work at the company in 1989. "When it changed hands, we knew we needed a union. People were getting fired and the pace was too fast. It was like a revolving door, even in other departments." The workers even held a two-day strike.

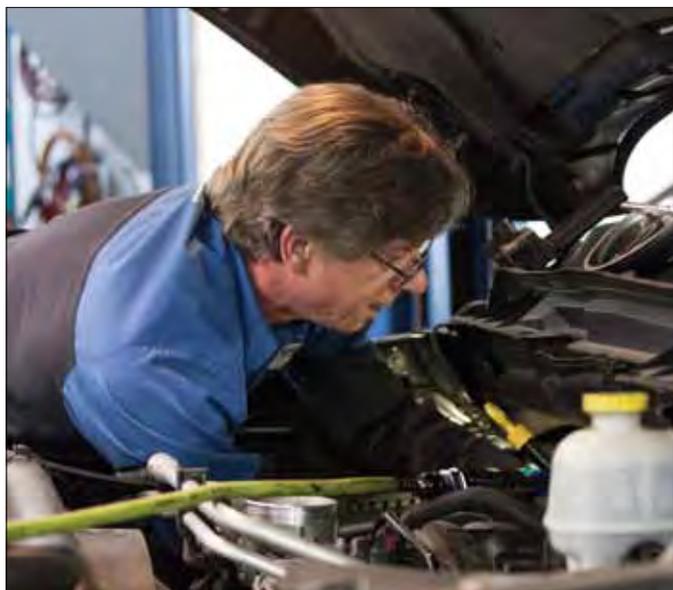
Bob Gulbransen, with 28 years experience as a technician with the company, said, "You need a union because of trust issues. They can't just do what they want to."

Osme Velic, a technician for 13 years, said he saw what a union can do when the workers discovered that they had been led to believe that they were getting the same pay as technicians at the company's sister location. The union was able to advocate on their behalf and bring their rate up.

Unions are important, Ray said. "I want someone who can speak for me. That's not what we're used to doing. We fix cars."

"In the good times," said Reed, "you feel secure due to the fact you have union strength and backing. In the bad times, employers can try to take all kinds of advantages, like favouritism, you name it. It's human nature.

"But if we all pull our weight, we should get along." 🌟



Teamster member Max Thermes

## Renting a car or truck?

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

One more benefit of being a Teamster Local 213 member



Just quote the Teamster Local 213 discount number— A076100



# Welcome to the 480 new

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 ROBERT  
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 VIRGIE  
 KULJIT  
 THAN  
 TABREEZ  
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 WILFRED  
 WAYNE  
 RAMANPREET  
 COREY  
 LUCILA  
 SHAWN  
 BRIAN  
 CECIL  
 ZENOBIA  
 KENNETH  
 TAEGAN  
 MELISSA  
 MERVIN  
 HAILEE  
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 QUINN  
 LINDA  
 MIKE  
 KRITESH  
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 TONY  
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 ACHESON  
 ADAMS  
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 ANDERSON  
 ANDREY  
 ANSELA  
 ARMBRUSTER  
 ARMITAGE  
 ARORA  
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 BERNEY  
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 BHANGU  
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 BIERNACZYK  
 BIFANO  
 BILN  
 BINALLA  
 BIRD  
 DEJESUS  
 DUMLAO  
 FANG  
 FRIESENHAN  
 GAFFDEY  
 BIRNIE  
 BLABEY  
 BLACKHALL  
 BONGCAHIG  
 BOOC  
 BORDEN  
 BORMAN  
 BOTHMANN  
 BREAU  
 BREMNER  
 BRIGLIO  
 BROAD  
 BUECKERT  
 BUKSH  
 BURMATOFF  
 BUTLER  
 CALBONE  
 CAMACHO  
 CANNING  
 CARLSON  
 CARTER  
 CARTER  
 CASEY  
 CHAN

SUNIL  
 DWYNE  
 JU ZHOU  
 BILLY  
 WILLIAM  
 YEON  
 JONATHAN  
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 BRANDON  
 AMY  
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 SAM  
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 ANDY  
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 KEVIN  
 GREGORY  
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 MAXWELL  
 ALBULENA  
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 QUINTIN  
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 CUTHBERT  
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 DASMARINAS  
 DEFAZIO  
 DEFOUW  
 DEMOOY  
 DEROOVER  
 DESROCHERS  
 DEUSCHLE  
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 DIETTERIE  
 DOWNER  
 DOWSWELL  
 DU-BOIS  
 DUMBLETON  
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 ELDER  
 ERICKSON  
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 REG EDGAR  
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 ERICK  
 NIKITA  
 STEVE  
 KYLE  
 TERRA  
 RAMANDEEP  
 ANTHONY  
 CHRIS  
 JASON  
 DWAYNE  
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 ZAIN  
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 BRIAN  
 QUENTIN  
 S. ZIYA  
 TYLER  
 RUSSELL  
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 ORVILLE  
 DARA  
 EMILY  
 MOHAMMED  
 MINOO  
 ANTHONY  
 KEVEN  
 SHANE  
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 CHRIS  
 KUM  
 NICHOLAS  
 WILLIAM  
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 HERNONDEZ  
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 HOFFMAN  
 HOWARD  
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 INNES  
 CHEN  
 INOCENTES  
 JAMES  
 JANKE  
 JARVIS  
 JENSEN  
 JOHAL  
 JONES  
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 JUSON  
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 KOPETSKI  
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 KUSOVSKI

# and returning members

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JEROME	LALJEE	RONILO	MENDOZA	PETER	PETRYNKO
PIN YU	LAN	HUI	MIAO	LANH THI	PHAN
STEPHANIE	LEBEAU	SHAUN	MICHAEL	SOUPHONE	PHOMMAVISET
ASHLEE	LEBRUN	DONALD	MILLER	GABRIEL	PHESSE-BELAIR
JASON	LECHEMINANT	STEVEN	MILLINGOW	AIDEN	POEHNELL
LEO	LECLERC	JAMES	MILNE	NOLIO	POMALOY
SYANNE	LEE	HARJINDER	MINHAS	BRENT	POOLE
KA FUNG (JIMMY)	LEE	CRAIG	MIRVA	PREM	PRAKASH
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CALVIN	LEUNG	RODNEY	MITCHELL	CHRISTINE	PRICILLIA
CLEMENT	LEUNG	ALISON RAH	MOBENESE	HARLEEN	PUREWAL
DAYTON	LEWIS	ARON JOHN	MOHAMMED	GEOFFREY	PURGHART
KILIAN	L'HEUREEUX	GHAZWA	MOHAMMED	JOSEPH	QUIBUYEN
KATHERINE	LI	FAITH	MOK	MIRASOL	QUILAS
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HUANG	LING	TREVOR	MOORE	ANDREW	RAI
GEOFFRY	LITTLE	ADAM	MORRISON	KARL	RAMPERSAD
MICHAEL	LIVESEY	MICHAEL	MUHRFELLNER	DANIEL	RAOP
GLEN	LOCKHART	JAN	MUI	VIMLESH	REDDY
MITCHELL	LOPES	DARLENE	MURGATROYD	KEVIN	REID
KELVIN	LORENSON	SAM	MUSTAPHA	JORDAN	REYNOLDS
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YORKIE	LUI	DAVE	NASARUK	BENJAMIN	RIPLEY
NOEL	LUIS	ANALYN	NATIUIPAD	TROY	RITCHIE
JAN	MACAPULAY	ED	NAZAR	DUSTIN	ROBINSON
DANIEL	MACDONALD	KEITH	NELMES	DOUGLAS	ROGALSKY
STEVEN	MACGREGOR	LIE KIELI	NI	JORY D	RONDEAU
KENNETH	MACKENZIE	HOLMATOVA	NIGORA	GARETH	ROSS
GRAYSON	MACLEOD	BRADLEY	NOLAN	STEPHEN	RUTTER
LAURENCE	MACLEOD	JOYCE	NORTH	EDDIE G	SABADO
KEEGAN	MACPHAIL- ASHWORTH	HE HONG	NU	ALISHAH	SAFERALI
BRETT	MAKEIV	MARIA	OCIER	RONALD	SALISBURY
FLORENCE	MALINAB	RANDOLPH	O'CONNOR	JUSTIN	SAMA
MAR	MALLARI	JAMES	OILVER	ALEXANDRA	SAMOYLIK
REX	MANANSALA	RYAN	OLDERSKOG	JASINDER	SANDHU
LAVELYN	MANGAOIL	TRAVIS	OLSON	COREY	SANDIRSON
JASWINDER	MANN	MARILYN	ONG	GREGORY	SANFORD
ERNEST	MARION	NAVID	OSTOVARI	GURVEER	SARAI
SHAWN	MARKUS	CAMERON	OVERBY	DOUGLAS	SARGEANT
MITCHELL	MARTIN	JAGRAJ	PANDHER	CHRISTOPHER	SCALES
CHAD	MATTHEWS	MA ANDREA	PAPA	JOSEPH	SCHAFFER
DENNIS	MCDEVITT	MIKE	PARASK	MARCEL	SCHENTAG
CHAD	MCGOWAN	WILLIAM	PARCHER	MITCHELL	SCHENTAG
TREVOR	MCHALE	DARRYL	PARSLEY	ALEXANDER	SCHRIBER
JOSHUA	MCINTYRE	JULIE LYNN	PEARSON	ERWIN	SEIDE
RACHEL	MCLAUGHLIN	BRYAN	PEDERE	JUNG JIN	SEO
		EDGARDO	PENA	CHUTIMON	SEREDEELERT

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

Do you like taking photos?

Do you have photos showing the work being done by Teamster members? Send them along and we'll try to run them in future editions of *Today's Teamsters 213*.

Please make sure to include your name, the location, date, name of person(s) and a small description of what is taking place.

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

For digital images, use the highest quality setting ("Fine/Superfine" or "Large") on your digital camera and e-mail your photos to: [team213@teamsters213.org](mailto:team213@teamsters213.org)

(You will only be able to e-mail 1 or 2 at a time because the files will be large.)

**Welcome cont.**

GILBERT	SERRANO	JOSEPH	SYMINGTON	KEVIN CHI-WEI	WANG
DALE	SEYMOUR	RONALD	TABELLA	YING	WANG
RONALD	SHARMA	LUDIVINA	TACAD	RODERICK	WARD-COX
ASHA	SHARMA	URVASHIBEN	TAILOR	ALEXANDER	WARTHMAN
ROHIT	SHARMA	JHOANNA	TANDINGAN	TOM HARRY	WATTS
SIERRA	SHEERS	LING YING	TANG	GUNTER	WEBER
DAVID	SHELBY	JOSHUA	TANNAHILL	ALEXANDER	WEBSTER
ATA	SHERZAI	STELLA	TAVARES	ZOE FRANCES	WESTENDORF
TAYLOR	SHIKAZE	PATRICIA	TAYLOR	CHARLES	WHATMAN
MEHDI	SHISHVAN	MICHAEL	TAYLOR	STUART TORSTEN	WHEELER
SZE WING	SIA	SHIRLEY	TERRACE	DEVON	WIGGLESWORTH
KULJET	SIDHU	ASGODOM	TESFAMAR	ROBERT JAMES	WILCOCK
DEBORAH	SIMPSON	PRAISON REJI	THOMAS	SCOTT ANDREWS	WILKINS
HARPREET	SINGH	KEVIN	THYNNE	MIKKALA	WILKINSON
RANDAY	SINGH	PERTAWATI	TIRTA	TIMOTHY JOHN	WILLIAM
HAZEL	SINGH	GLENN R	TOBIN	SHERRICK OMAR	WILLIAMS
LUCAS PAUL	SITANSKI	ERIC EDWARD	TODD	TAYLOR MARIE	WILLIAMS
KRISTA	SIWAK	CHRISTIANNE	TOMS	BRENT	WILLIAMS
MELISSA	SLIGER	SANDOR	TOREKY	MITCHELL CHARLES	WILMOT
TERRY R	SMITH	GEORGE	TRIANAPHYLOU	JAMES	WILSON
JESSICA	SMITH	DARLA M	TROTTER	SERENTIY ROSE	WOLF
TREVOR	SMITH	MICHAEL	TROTTER	SYDNEY	WONG
BUNSUNN	SOK	WILLIAM	TSANG	ALEXANDER MICHAEL	WONG
HUDA	SOKO	GANBAT	TSEND	HO WAI (STANLEY)	WONG
NICK	SOLACZEK	KUO-WEI	TSOU	RICHARD	WOOD
DARRELL	SOOS	MINE	TURAN	CHRISTOPHER	WOODINGTON
MARILYN	SORIANO	MERITA	UKSHINI	KANKAN	WU
STEPHANIE	ST. GERMAIN	TANNIS	VANDERLIP	MOHAMMED	YASSER
DAVID	STANLEY	RANDY	VELLO	WAYNE	YEUNG
RANDOLPH	STARR	ROBERT	VERKERK	STEPEHN	YORK
SHANE	STEELE	LUKE	VILLEMURE	ARVIN	YU
MICHAEL	STEWART	DANIEL	VOLK	SANDI	ZAINK
BRAD	STOUTENBURG	SHAUN	WAKE	FRANCISCO	ZAVALA
ERYN	STRAUGHAN	DONALD	WALKER	ANDREW	ZENDEL
RALPH	SUDERMAN	ROBERT	WALLBANK	YUE	ZHAO
CASANDRA	SULLIVAN	ELDON VERNE	WALSH	NICHOLAS	ZISCHKA
QIAO (SYLVIA)	SUN	TAO	WANG		
ROBERT	SYDHOLM	JIALIN	WANG		

# Teamsters Union Local 213

**Prices include taxes!**

Jacket (black, M, L & XL )	\$55 to \$58
Baseball cap (black)	\$18
Watch/Pen Set (ladies')	\$57.50
Watch (men's)	\$29.25
T-Shirt (black, M, L, XL, XXL, XXXL)	\$13.55 to \$17.55
Quilted vest (black, M,L, XL, XXL)	\$65 to \$70
Polo shirt (ladies', navy or white)	\$45
Toque (black)	\$16.75
Belt Buckle (antique brass)	\$19
Mug (black with white logo)	\$14

*Contact your local union business agent for more information.*

**Unity, Pride and Strength**



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



## 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](http://www.teamster.org)

Application deadline June 30th.

## B.C. Building Trades Council Fred Randall Bursary

**\$2 per word!**

Give us your thoughts for a chance to win \$500!



Call 778-397-2220 to receive an application.



Write a 250-word essay on the topic "The commitment to trade union principles." You must be a member in good standing of an affiliate of the BC Building Trades and enrolled in a union-recognized trades training program to be eligible.

# Congratulations Teamsters 213 retirees

September 1, 2015 to March 31, 2016

Akawashi, Akawashi	Kitimat Mini Bus	Martzitelli, Luigi	WWL Vehicle Services
Ali, Farzand	Coca Cola	Mather, James	Sun-Rype Products
Bajo, Bernadette	Teamsters Local 31	Mayes, Barry	Teamsters 362 Alberta (Reciprocal)
Ball, David	Upland Contracting	McBride, Terry	Valley Rite Mix Ltd
Barrie, David	Coca Cola	McFarlane, Douglas	Howells Contracting
Bassett, Donald	Van-Kam Freightways	McKay, Stanley	RSK Excavating & Contracting
Bird, Hubert	Lafarge Construction Kent St	McKeown, Garry	Arrow Transportation (Chilliwack)
Black, Robert	B & B Contracting (2012)	McLaren, Norman	Superior Propane
Bola, Harminder	BCP Concrete Roof Tile,	McLean, James	Bantrel Constructors Co
Boose, Gerald	Norgaard Ready-Mix	McLellan, Scot	Valley Rite Mix
Botrill, Ray	Coca Cola	Nelson, James	DCM Transport (Metro Aggregates)
Bowman, Marlene	WWL Vehicle Services	Newton, Jack	Canadian Freightways
Bradner, Steven	Tree Island	Orr, George	Haisla Shuttle.
Buholzer, Leo	Bantrel Constructors Co	Parry, Bradley	Lafarge Const. Materials Kent StPaul,
Burrows, Terence	Arrow Transportation (Kamloops)	Ted	B & B Contracting (2012)
Cale, Denis	Palm Dairies	Pavan, Alfred	Winvan Paving Ltd.
Castellarin, Wayne	Salvador Ready Mix Concrete	Payette, Terrence	G4S Secure Solutions
Cheema, Jagtar	Unknown	Pelletier, Emily	Sun-Rype Products
Cobey, Michael	Unknown	Petroff, Kevin	Simon Fraser University
Cocks, Brent	Metro Aggregates Limited	Pitt, William	Warren Ackerman Trucking
Dixon, Douglas	Arrow Transportation (Kamloops)	Rath, Rodney	Unknown
Doiron, Joseph	Haisla Shuttle	Roosdahl, Barry	Unknown
Doniak, Hans	Howells Contracting	Sellinger, Wolfgang	Unknown
Downey, David	Coca Cola	Sissons, Kevin	Lafarge Const. Materials Kent St
Epp, Kenneth	OK Ready Mix	Sloan, Eugene	Island Ready-Mix
Estabrooks, Ian	Ocean Concrete Lehigh Hanson	Sorensen, Carsten	Coca Cola
Ewanchuk, Ronald	Sekhon Bros. Trucking	Stadnick, William	Byers Transport
Farrell, Bryce	Coca Cola	Staschuk, David	Coca Cola
Gamache, Claude	Superior Propane	Stilwell, Grant	Unknown
Gill, Santosh	Unifirst	Stinchcombe, Brian	Arrow Transportation (Quesnel Div)
Goosen, Ronald	OK Builders Supplies	Stoneman, Stephen	DL Baker Construction Canada,
Guy, Jeff	WWL Vehicle Services	Swayze, Chris	Purolator
Hadwell, David	Sun-Rype Products	Thorp, James	Superior Propane
Hambley, Glenn	HBBC Construction Company	Tofflemire, Clifford	Bantrel Constructors
Hamer, Gerald	Unknown	Torvik, Ken	Construction Division
Hammarstrand, Edward	Kask Bros Ready-Mix	Volpert, Edmund	Steve's Excavating
Hammerquist, Mark	Purolator	Whitmore, James	Byers Transport
Head, Lambert	Valley Rite (Aggregate Div.)	Wiebe, Wesley	Arrow Transportation (Kamloops)
Heil, Grant	A&A Excavating	Wilson, Robert	Salvador Ready Mix Concrete
Hess, Wayne	B & B Contracting	Wright, Bill	WWL Vehicle Services
Hinton, David	Budget Rent A Car	Wurtz, Dale	Upland Contracting
Inkster, Douglas	Marta Trucking	Yam, Yee	Coca Cola
Inscho, Everette	Arrow Transportation (Quesnel Div)	Zasitko, Barry	Lafarge Const. Materials Kent St
Ishikawa, Michael	HY Louie Cash & Carry		
Jacobson, Kenneth	Van-Kam Freightways		
Jefferson, Jonathan	Ocean Concrete Lehigh Hanson		
Jilek, Elaine	Unifirst		
Johnson, Wayne	Unknown		
Jost, Lowell	Jenkins Bros Equipment		
Jovanovic, Miomir	Oldcastle Building Products		
Kapusta, Larry	Unknown		
Kearley, Bill	Owner Operator		
Kennedy, Jim	Versa Cold		
Knight, John	Upland Contracting		
Kucharuk, Harry	Van-Kam Freightways		
Law, Michael	Arrow Transportation (Ashcroft Div.)		
Levinson, Michael	Teamsters Local 213 - B.A.'s		
Leger, John	Linde Canada		
Lum, Danny	WWL Vehicle Services		
MacDonald, Anne	Inland Building Supplies		

*As a retired member of Local 213, you are eligible to join the Retiree's Club. Local 213 pays the \$20 annual dues for the first two years.*

*Meetings are held on the 3rd Wednesday of each month (except June, July and August) from 10 a.m. to 1 p.m. in the auditorium of the Teamsters Building in Vancouver.*

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

# Notice of nominations and elections

Nominations shall be held at

490 E. Broadway, Vancouver, BC  
Auditorium of the Teamsters building  
**Wednesday, Oct. 19, 2016 at 7 p.m.**

Officers to be elected for a **five (5) year term**  
Effective Jan. 1, 2017 are:

**President**  
**Vice-President**  
**Secretary-Treasurer (Principal Officer)**  
**Recording Secretary**  
**Three (3) Trustees**

Elections to follow by mail referendum, ballot, date, time, and place  
to be included on voting instruction sheet.

Eligibility for offices and voting are in accordance with Article XXII of the International Constitution and the Local By-laws (copies of which are available upon request.

No candidate for election shall accept or use any contributions or other things of value received from any employers, representative of an employer, foundation, trust or any similar entity. Nothing herein shall be interpreted to prohibit receipt of contributions from fellow employees and members of this International Union. Violation of this provision shall be grounds for removal from office.

Article XXII, Section 4(a) of the Constitution requires that nominations be made at the nominations meeting by a member in good standing other than the nominee and seconded by a member in good standing other than the nominee.

Nominations may be made orally from the floor or submitted in writing (by those unable to attend) only by a member in good standing and seconded (orally or in writing) by a member in good standing other than the nominee.

Prospective nominees should verify, in advance of the nomination meeting, the eligibility of their nominators and seconders. Nominees must accept their nominations orally or in writing (if not able to attend) and may accept nomination for one (1) office.

Candidates for Local Union office are permitted to be nominated, campaign and appear on the ballot as independent candidates; or, candidates are permitted to be nominated, campaign and appear on the ballot as members of a slate of candidates, regardless of whether the slate is full or partial. No member shall be compelled to run as a member of a slate, nor shall any candidate be permitted to run more than one (1) slate.

To form a slate, there shall be mutual consent between and among all candidates running on the slate. Such mutual consent shall be evidenced by the signing of a declaration by all members of the slate, giving the position that each candidate seeks and the name, if any, of the slate to be formed. Declaration forms shall be submitted to the Local Secretary-Treasurer within three (3) days after the nominations meeting. **DECLARATION OF AFFILIATION WITH A SLATE** forms are available at the Local Union office.

Should one or more members of a slate be found ineligible to run, such ineligibility shall not affect the remaining members of the slate.

Once a candidate declares his/her intent to run as a member of a slate, he/she may not retract such declaration.

The number of slate members shall not exceed the number of positions open for election.

# Teamsters Local 213 Golf Tournament

Sat. Sept. 17th  
Tickets on sale July 5th  
604-876-5213

Book your  
time early!



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

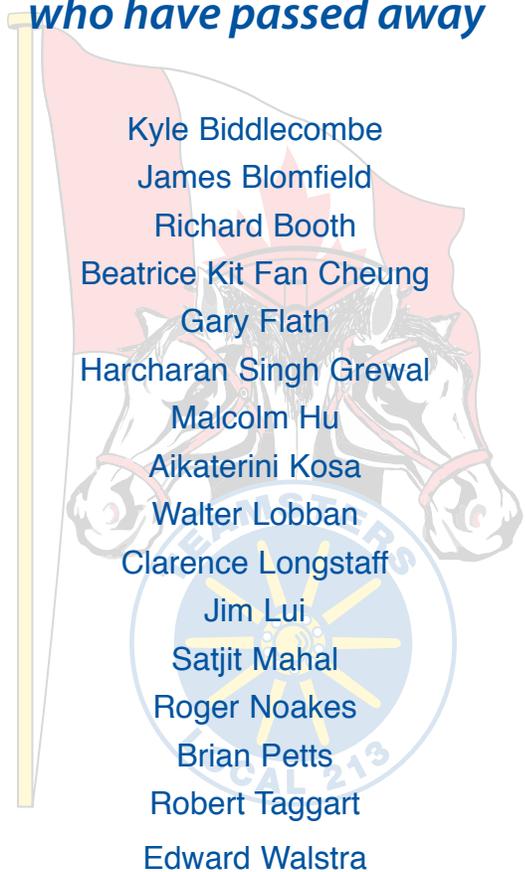
*Purchase tickets from Sylvia Schick at the Vancouver office 604-876-5213 Tuesdays, Wednesdays or Thursday before 12:30 P.M.*

*Tickets must be paid for within ten (10) days of reservation*

*Prices - \$120.00 per golfer (includes golfing, 1/2 of the power cart, lunch, and dinner as well as a prize at the end of the day. If bringing a guest for dinner only - \$50.00.*

*Hospitality Suite at the Safari Beach Resort on Friday, September 16th from 7:00 P.M. to 9:00 P.M.*

## Remembering members who have passed away



## 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 deceased's spouse, or their next of kin, please call the Teamsters Local 213 Members Benefit Plans office at 604-879-8627 or toll-free in BC and the Yukon at 1-800-972-6241.

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

## Membership meetings

### Northern Region

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

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

### B.C. Interior

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

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

### Vancouver Island

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

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

## Shop steward seminars

Kelowna – Sept. 10

Vancouver – Sept. 24

Call your business agent to learn more.

## Teamsters Local 213

### Head Office

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

### Area Offices

#### Northern B.C.

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

#### South Central B.C.

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

#### Vancouver Island

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

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

#### Terrace

Phone: 250-635-6563

#### Whitehorse

Phone: 1-888-876-5213

# Teamsters Local 213 Joint Training School

## Pipeline and Heavy Construction Warehouse Program

It starts with the  
**right training**

Contact the Training Plan Coordinator at [jts213@shaw.ca](mailto:jts213@shaw.ca) or (604) 874-3654, for further information or to determine your eligibility.

This program is open to **all members** of Teamsters Local 213.

Although it is tied to the pipeline and heavy construction industries, there is an equal stress on core competencies with many transferable skills.

Upon the successful completion of this 5-day program, students will be certified as Class 3 warehouse persons and receive certifications in counter balance forklift and telehandler (zoom boom).

The first 4 days covers:

- Introduction to Warehousing**
- Warehousing-Safe Operations**
- Inventory Management Solutions**
- Warehouse Material Handling**

Each section is followed by a quiz and the classroom portion of the training concludes with a final exam.

Day 5 is dedicated to the practical use of material-handling equipment and concludes with an evaluation.

In keeping with JTS policy, members active in our Construction Division 1 will receive a 50% bursary.

# start with the right training

## Class 3 Warehousing Program



**Higher wages  
Greater respect**



**Teamsters Local 213**  
604-876-5213 [teamsters213.org](http://teamsters213.org)

**Joint Training School**  
604-874-3654 [jts213@shaw.ca](mailto:jts213@shaw.ca)