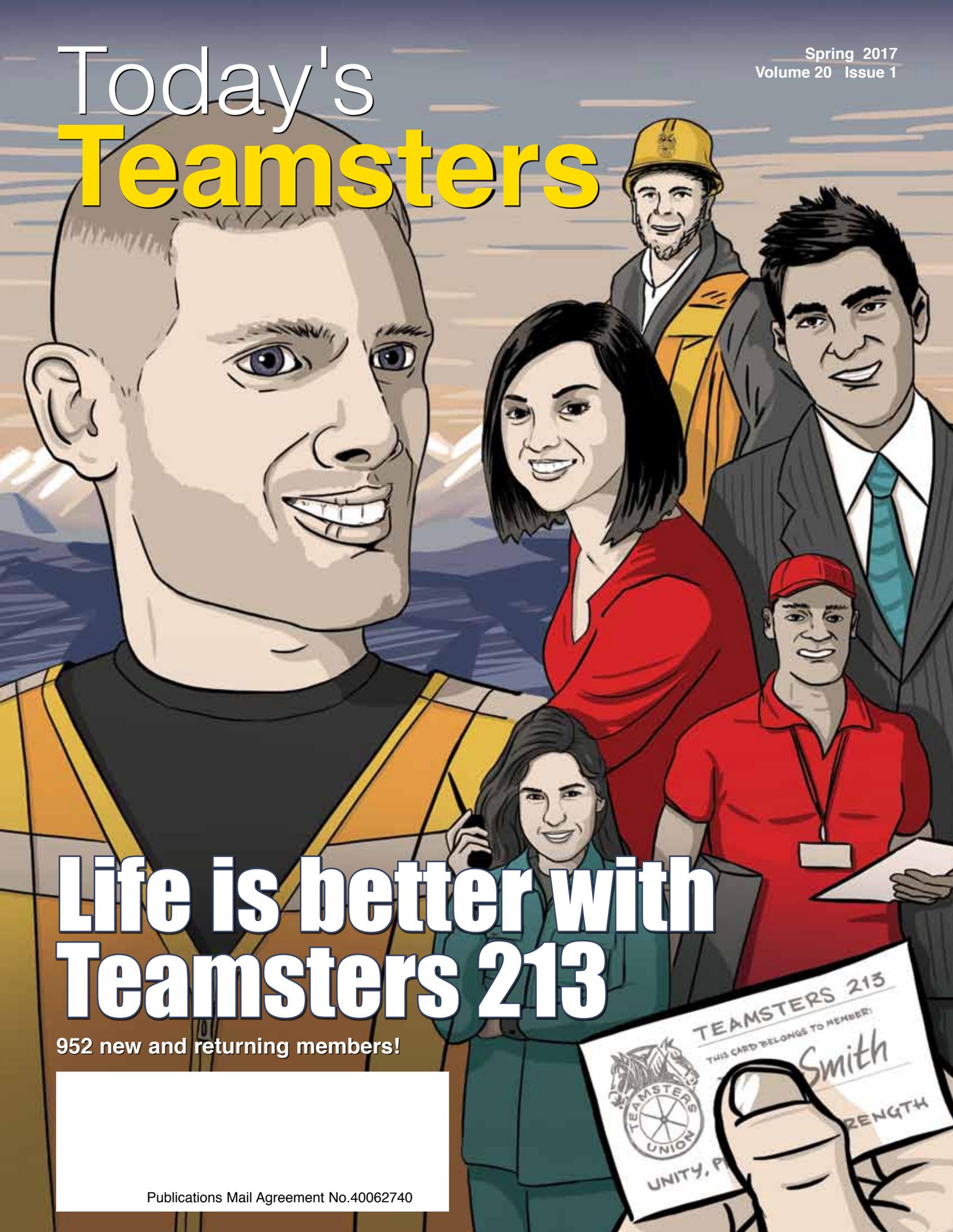


Today's Teamsters

Spring 2017
Volume 20 Issue 1

An illustration featuring a diverse group of Teamsters members. In the foreground, a large, smiling man in a yellow safety vest looks towards the right. Behind him, a woman in a red top smiles, and a man in a suit and tie looks forward. In the background, a man in a yellow hard hat and safety vest is visible. In the lower right, a man in a red polo shirt and cap holds a clipboard, and a woman in a green top talks on a mobile phone. A hand in the bottom right corner holds a Teamsters membership card.

Life is better with Teamsters 213

952 new and returning members!

Publications Mail Agreement No.40062740

Today's Teamsters



FEATURE:: On the job at Inland Concrete



Show of Hearts

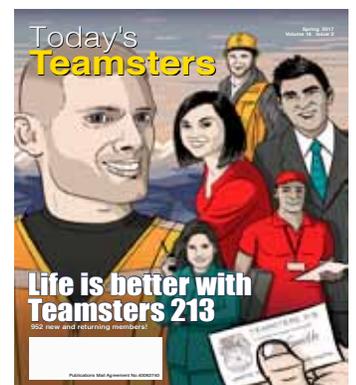


Site C Lodge



Driverless trucks

- 5 Teamsters at Site C like their union
- 7 On the job at Inland Concrete
- 13 Managing anxiety
- 19 Fernando Campo—clear economic insight
- 20 Prepare for the invasion—driverless trucks
- 29 Do I have to take light duties?



Today's Teamsters
Artwork by Damian Canta

Official publication of Teamsters Local 213 International Brotherhood of Teamsters
Published at 490 East Broadway, Vancouver, B.C. V5T 1X3
Editor—Kimm Davis; Editorial / Design—Face 2 Face Communications, CFU
Publications Mail Agreement No. 40062740



Please
Recycle



The plan for the new term

By *Walter Canta. Secretary-Treasurer*

It is a great honour and privilege that the members of Teamsters Local 213 gave the new executive board a white ballot vote of confidence last October. We will continue to move this great union forward with your support.

The past five years saw many staff changes, including 12 business agents, 1 dispatcher, 1 training coordinator, and 1 project coordinator (organizer). However, there is great stability now to make Local 213 even stronger.

In May, we will welcome Andrew Mercier. He will be a legal department assistant while continuing to pursue his law degree. Andrew has worked with us before and we hope he will remain with us for a number of years. He is a strong supporter of the union movement and an advocate for working people.

The Joint Training School continues to improve after the very successful introduction of the Warehouse course. Now, we are moving more courses online to prepare members for meeting new pipeline construction requirements. The training coordinator has spent considerable time consulting with post-secondary trainers so that the Joint Training School can make prudent decisions and investments regarding new materials and systems.

In January, the Dispatch Committee reviewed current systems and recommended changes to support members who want to work on upcoming projects. Once the new dispatch rules have been completed, they will be sent out to all A Division members. Members in other divisions may request a copy through Local 213.

After a long careful process, the Labourers Local 1611 and Teamsters Local 213 were able to negotiate a first collective agreement for SLNB in Kitimat. Local 213 Business Agent Jason Conway worked tirelessly to get cards signed and to help negotiate the contract.

Business Agent Justin Roylance is at Site C heading a team of business agents from Local 213, the Operating Engineers, and Labourers to sign up workers currently represented by the Christian Labour Association of Canada (CLAC).

Our three unions, as well as the other affiliates of the BC Building Trades, have communicated numerous times with Kinder Morgan and the government to try to secure pipeline work for our members, but we still do not know if any pipeline work will be done by union workers.

We hope that our collective organizing work at Site C will send a message to Kinder Morgan and the government that we are serious about securing this work.

Local 213 was well represented at the Teamster's International convention in Las Vegas. President James Hoffa and Secretary Treasurer Ken Hall were successful in their run for office but there were changes in leadership in the central and southern states.

In July, Teamsters Canada will be holding its convention in Vancouver. More information will be posted on our website.

September will feature our shop steward seminars. This year, we are considering holding one in Prince George as well as in Kelowna and Surrey. Last year's events were well attended and the labour relations session was particularly well received.

Last year's Teamsters Local 213 golf tournament raised \$1,000 for the Children's Health Foundation of Vancouver Island.

On a sombre note, we lost a number of active members: Senator Ed Lawson, the second longest-serving member of the Canadian Senate; Brother John Donaldson, a former secretary treasurer of Local 213; Sister Penny Nichol, a former business agent; and former dispatcher John Hoare who worked mainly in construction. They will be sadly missed.

Changes and new challenges are coming to the labour movement in this province. There is a provincial election in May and Local 213 has made it clear to all parties that whoever provides the work will get the support, providing all projects are safe for the environment and our members. We will not donate to any party. We will use our funds for other important causes.

It is an honour to serve you and continue to represent you for another five-year term. As I have said from the beginning, my commitment is to put members first.

Teamsters Local 213 Executive Board

Secretary-Treasurer—Walter Canta
President—Ray Zigmont
Vice-President—Tony Santavenere
Recording Secretary—Phil Clelland
Trustee—Amneet Sekhon
Trustee—Jim Loyst
Trustee—Kimm Davis

Vancouver Staff

Principal Officer — Walter Canta
Construction Div. Asst. — Tony Santavenere
Miscellaneous Div. Asst. — Ray Zigmont

Business Agents

Phil Clelland
Anita Dawson
Greg Lacroix
Jim Loyst
Rob Moody
George Olver
Amneet Sekhon

Dispatcher—Ernie Borrelli
Training Coordinator — Michael Evans
Project Co-ordinator—Marcel Dionne

South Central B.C. Business Agents

Kimm Davis
Anthony Krieger
Andy Semenoff

Northern B.C. Business Agents

Jason Conway
Justin Roylance

Vancouver Island Business Agents

Paul Way



TEAMSTERS LOCAL 213 MEMBERS

at the SHOW OF HEARTS

Teamsters Local 213 members from several works sites assisted at the 51st Variety Club Show of Hearts Telethon in February at the Molson Canadian Theatre in Vancouver.

Together, with thousands of British Columbians, they helped raise an incredible \$5,087,572 for families who have children with special needs.





Workers at Site C call for real unions

By Tony Santavenere, Construction Division Assistant

The TEL Group (Teamsters Local 213, Operating Engineers Local 115, and Labourers Local 1611) is up and running on the Site C Dam site in Fort St. John with a raid on Peace River Hydro Partners Construction Ltd. repre-

sented by the Christian Labour Association of Canada (CLAC).

The TEL Group was contacted several months ago by workers at the company who were unhappy with the representation they have received, disappointed with the terms and conditions of their employment, worried about their workplace health and safety, and who felt that the CLAC needs to be replaced as their representative.

With the raid window on the CLAC agreement opening in February 2017, the TEL Group has organized a full blown campaign that informs the workers of their democratic rights to choose their own union—a bona fide union, a real union.

We are delivering the message that real unions make a real difference in people's lives and providing evidence that CLAC is undercutting the work of legitimate unions and rolling back the clock on gains made over decades by union members who've had to go on strike and fight employers for every concession and benefit.

Real unions conduct open and transparent organizing drives.

Members of real unions vote to ratify their collective agreements. Real unions fight to strengthen labour rights, raise employment standards, and negotiate agreements with better provisions and protections than the minimums required by law. Real unions have real pension plans so that people can enjoy well-deserved retirements.

The CLAC was formed in the 1950s with principles that favoured employers at the expense of workers. Employers have signed on with the CLAC to keep unions out. That has left employees without the input and respect they deserve. The CLAC claims it is a legitimate union, but the track record speaks for itself. Now workers are saying "No" to these phony unions and saying "Yes" to bona fide trade unions.

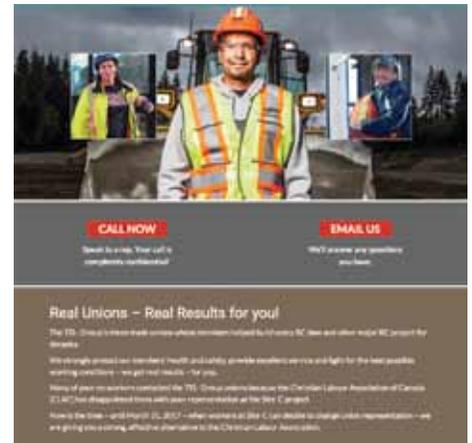


Image from TEL Group website, www.realunions.ca

Teamsters to vote on tentative agreement with Purolator

The national labour dispute with Purolator has resulted in more engagement from Teamster Local 213 members at the Purolator outlets in B.C. (Penticton, Kelowna, Vernon, Kamloops, Salmon Arm, Castlegar, Revelstoke, and Cranbrook) and demonstrated the importance of unions in protecting workers' hard-gained rights, said Business Agent Kimm Davis. She acknowledged the commitment of the members who have stepped up to take on the shop steward role as well as the patience and cooperation of the Local 213 members.

A second conference call to discuss the tentative agreement had to be scheduled because the limit of members who could participate in the call was surpassed, she said.

Members have been advised not to rely on social media to make a decision on whether to accept the latest offer.

"While the Internet certainly makes communication immediate and far-reaching, it does not necessarily make it accurate or factual. In fact, some social media groups are rife with falsehoods and misinformation about this agreement," said Gary Kitchen,

director of the Teamsters' Parcel Division, in a statement. "Attend your union meetings, talk to your steward and business agent, read the documentation, and ask questions."

Bargaining began in August 2016 with an employer that was losing market share. Purolator's proposals included contracting out, eliminating the defined benefit pension plan and retirement allowances, and allowing 25% of all hours in each depot to go to a new type of employee at drastically reduced wages.

Faced with these threats and others, Teamster members responded with a show of solidarity by voting 97.4% in favour of strike action.

After negotiations resumed, the company presented a final offer that was ultimately rejected by 56% of the members who voted. The union, as mandated by the membership, served the company with a 72-hour notice of strike action that would have taken effect on March 29.



A mediator was called in to try to avert a strike. The Teamsters managed to stop the company's demands and reach a tentative agreement. The negotiating committee is unanimously recommending acceptance of the agreement.

"While a collective agreement can never be all things to all people, the bargaining committee and I believe this agreement offers gains and stability that far outweigh the economic hardship and uncertainty of a labour dispute," said Kitchen.

Visit the Teamsters Local 213 website (www.teamsters213.org) and Teamsters Canada site (www.teamsters.ca) to stay up to date on the latest developments.



Tamara Cozier, senior camp attendant in housekeeping

Teamsters like their

BY LESLIE DYSON

Work at Site C is “moving fast,” said Business Agent Justin Roylance. He spends as much time as he can in Fort St. John meeting and talking to members who work at the Atco Two Rivers lodge.

Roylance acknowledged that there is some opposition to Site C in the region, but the people working at the construction site “take it with a grain of salt. Obviously some people are opposed to it,” he said. “But in today’s day and age, they need to work. There is some oil and gas work popping up sporadically but it’s still pretty slow [in the North].”

There are 181 members of Teamsters Local 213 working at the camp.

The union represents 20 job classifications including cooks (first, second, and third), pot- and dishwashers, sandwich & salad makers, bakers & assistant bakers, general kitchen helpers, bartenders, baristas, housekeeping and maintenance workers, commissary

staff, general helpers, attendants, janitors, maintenance staff, tradespeople (electricians, appliance technicians, carpenters, plumbers, HVAC technicians, and maintenance technicians), road maintenance and grounds crews, and soon water treatment workers—all job classifications connected to camp services.

Wages range from \$20 to \$39 per hour. Workers have the choice of working 14/7 (2 weeks on, 1 week off and

favoured by out-of-towners) or five days on, two off (which enables locals to go home every night).

The lodge, with its double-wide stacked three-high trailers fabricated on site, are permanently placed.

Currently, there are 900 occupants, but the facility is capable of housing 1,600 workers and managers. Everything is being done to keep people entertained and cared for. The facility includes a large cafeteria, lounge, coffee shops, barbecue pits, commissary, games room, running track, tennis courts, gymnasium, workout equipment, personal trainers, movie theatre, hair salon, massage clinic, and medical clinic.

But it’s no resort. Everyone is putting in long days and working very hard.

“Transportation of people and materials, warehousing, laydowns, and pipeline work are our more traditional work,” Roylance said. “This is new territory for us.” Many new members have no experience with unions.

Traditionally, the Northeast hasn’t been heavily unionized, he explained. “Some people feel they haven’t needed unions because they’ve made so much money and they had some benefits.” In other cases they had experience with the Christian Labour Association of Canada (CLAC) and thought that was how all unions functioned. “But they’re starting to see us (the Teamsters and other BC Build-



Denise Harrison and Ralf Pare, at the front desk



Mike Johnston, electrician

at Site C union



Mike Barry, maintenance coordinator



Eleanor Pack, housekeeper

ing Trades unions) now, we're making good connections, and they're helping us recruit people."

Workers are coming from all over B.C. and Canada. The collective agreement with Atco calls for 35% of the workforce to be local hire, "but we want to exceed that," Roylance said. In addition, the agreement calls for 30% of the workers to come from the local First Nations (Saulteau, West Moberly, Doig, Blueberry River, and McLeod Lake).

Local 213 Project Coordinator Marcel Dionne is knowledgeable about protocol in working with First Nations communities, Roylance said. "He has been working with First Nation communities and companies and setting up meetings."

The collective agreement was signed on Feb. 23. The workers voted unanimously in favour of the seven-year collective agreement. Roylance is especially proud that the Teamsters were able to raise the standards for camp services workers and this has industry wide ramifications. "We hope contracts on future sites don't go below our standards," he said.

Hiring is done through Teamsters Local 213's dispatch.



Larry Ram, plumber

Behind the scenes

Tamara Cozier, the senior camp attendant in housekeeping, arrived on site in September 2015 when there was just one building and no hydro hookup yet. "It's really exciting to see things go up. It's exciting to be part of history."

Cozier played an important role in the organizing drive. "It was really nice to have the Teamsters get in. They seem to care more about their members than they do the employer."

Julie McLellan, who arrived on site in September 2015, is also a senior housekeeper. She returns home to Nanaimo every two weeks. "It's exciting to be part of something from ground zero," she said. She's enjoyed getting to know all the workers who've come to live and work on the site. "It's like being part of a big family. We take care of them."

"I've been with lots of unions. I've been with CLAC, but we like the Teamsters the best."

Wanda Hedges, also on the housekeeping crew, said this is her first experience in a camp. "I've worked 14 days in a row. It's very physical work. It's very tough." She lives in Tumbler Ridge, 170 km away, so she stays at the site. "I had to get rid of our dogs, so it was a sacrifice."

Eleanor Pack, also from Tumbler Ridge, works in the janitorial section. It's a challenge. "We're trying to do it while there's construction around. It's a big workload. I work the 7 [a.m.] to 5:30 [p.m.] shift."



Julie McLellan, senior housekeeper

Continued on page 6

Northeast BC

Teamsters



Chris Vandeppear, 1st cook

Continued from page 7

She laughed and said, "I told my husband and son [who work in construction] 'It's my turn to work in the field.' And they said, 'You might not like it.'"

"But I'm gonna stick it out," she said. "I told them, 'I don't have to cook meals for you. I don't have to clean up after you, and I can put my feet up at the end of the day!'"

Pack said the crew have given her the name Speedy. "That's because I'm with the broom going zoom, zoom, zoom!"

Denise Harrison works at the front desk/help desk. It's a hectic high-pressure job but she said she tries always to be cheerful. She took the job at the suggestion of her Teamster driver husband.

Ralf Pare is also working on the front desk. Explaining the work he does, he said he feels like an encyclopedia. "Communications is huge." It's a demanding job. "In your off hours, after you've done a day's work, you just want to hide! When I'm home [in Cloverdale], I never talk about my work with my wife."

Deryk Spina, an assistant lodge manager who has since moved to another job, said, "It's exactly the same as running a hotel. The only difference is the length of stay and you have repeat guests. It's awesome getting to make connections."

There will be up to 50 Teamster members working in the kitchen. At full production, Roylance said it's amazing to watch the rhythm of people working around each other.

First cook **Chris Vandeppear** said running the kitchen is also "high pressure." He's been in the trade for 25 years and has worked in many different settings. "It's not rocket science," he said. "But getting qualified professional staff who can handle the fast pace is

a big issue." He said Roylance's understanding of this fact and his commitment to calling back within one or two days "is fantastic."

Enrique Capitulo, a kitchen helper, said he's worked in restaurants, pubs, and a casino, but working in a construction camp has been an adjustment. Still, he likes his work and is hoping to be promoted to second cook.

Mike Barry, maintenance coordinator for the company, said, "We're the backbone of the operation. Whenever anyone needs anything they call maintenance."

Larry Ram, a plumber for 17 years, has worked at the camp for a year. He said he likes the work and being a Teamster member. "I like how they stick up for employees, not the employer. I was working for a CLAC company. It was brutal. They were kicking people off the [job]site but they were good workers. There were a lot of negative traits but it's good to be part of the Teamsters."

Mike Johnston, an electrician since 2002, said the camp provides "everything you need. Everybody's top notch."



Enrique Capitulo, kitchen helper

On the Job INLAND CONCRETE

Teamster member Len Haugen

BY LESLIE DYSON

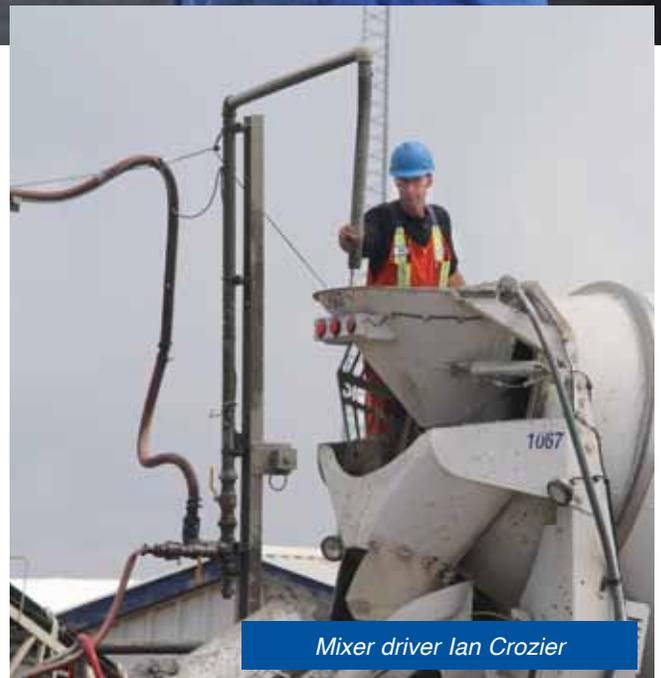
The concrete plants represented by Teamsters Local 213 in the Northeast of the province were busy last year thanks to the paving, road and bridge construction, and Site C Dam work, said Business Agent Justin Roylance.

Inland Concrete became a signatory company after a Teamsters Local 213 organizing drive in 1972. The company has plants in Fort St. John, Dawson Creek, and Prince George. Teamster members expect the company will be fairly busy this year too, but not as swamped as it's been in years past.

Temperatures drop to -40° in the winter but that doesn't stop concrete work. "It's not fun, but it can be done," said mixer/driver **Ryan Scott**.

He's helped build the Fort St. John hospital, sports complex, and BCGEU building. One of the most interesting jobs took place in the 1990s which required driving a concrete truck onto a flatbed rail car

Continued on page 8

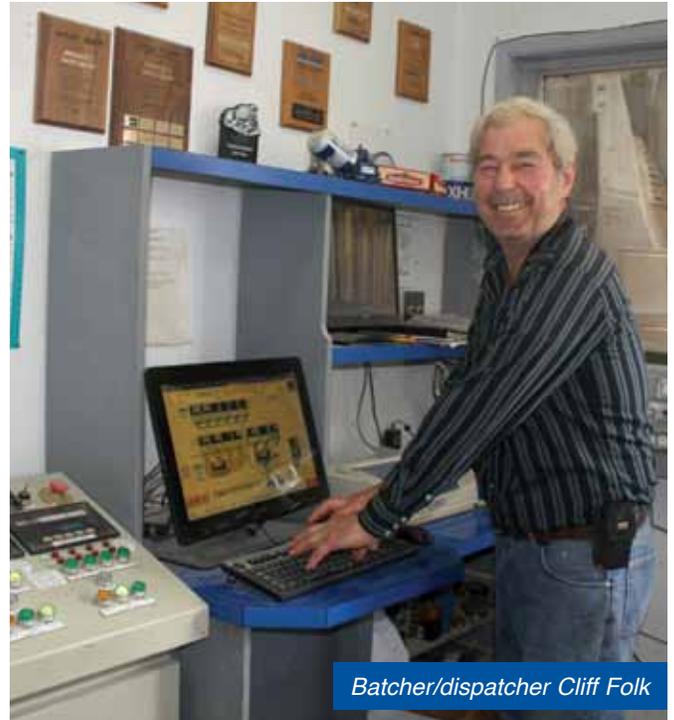


Mixer driver Ian Crozier

Northeast BC Teamsters



Mixer driver/spare batcherman Ryan Scott



Batcher/dispatcher Cliff Folk



Mechanic Greg Edwards

Continued from page 7

so that concrete could be pumped over an embankment for bridge footings.

Batcher/dispatcher **Cliff Folk**, a 25-year Teamster member with 50 years of experience, is keeping up with the technological changes in the industry. "Seventy-year-olds can do this job," he said.

He and his father arrived in Fort St. John in the 1960s when the town had mud streets, wooden sidewalks, and a hitching post outside the co-op. He was working at Inland Concrete when the Teamsters organized the site in 1972. "It was an old beater plant" at the time.

In some years, Folk said he's been able to make \$150,000. "Concrete is in demand. There are lots of [work] hours and pretty big bucks."

But it's tough to say how much work there will be in the years ahead, Folk said. "It's feast or famine. There's nothing going on and then everything hits the fan."

Business Agent **Justin Roylance** said there are about 200 Teamsters Local 213 members working in the Northeast.



Cause for optimism in the North

By Jason Conway, Business Agent

From paving projects wrapping up in the Northwest to pipeline work in the Northeast and a new project starting in the south, 2017 got off to a great start.

In Prince Rupert, YCS Adventure Paving finished off its 2016 season with two fair-sized jobs: paving the road from Tuck Inlet to Port Simpson and contracts with the Port of Prince Rupert and BC Ferries. Adventure Paving put quite a few members to work last season and the trend is expected to continue as they have begun call backs.

Other construction projects in the Northwest and the rest of the province are coming up and we continue to work hard to ensure that our members are working on these sites. We are confident that the North will soon see more LNG projects and remain optimistic

that we will be part of the pipeline and facility construction, whichever comes first.

In Dawson Creek and Chetwynd, Teamsters Local 213 members are involved in Spectra's Jackfish

Lake Expansion where Somerville Aecon was awarded two sections. This work will wrap up soon, but this has been a great job for our members employed by Somerville Aecon. Premay Pipe Hauling has also been a key player in the hauling and stringing of the pipe for this project which has brought work to Local 213 members.

Teamsters at Michels Canada recently completed the pre job for a pipeline in the Lower Mainland for the Fortis BC Coastal Transmission Connector Project. Work on the pipeline itself will also employ many Teamster members. The local union is providing



Shop steward Toni Lantini at Somerville Aecon Pipeline.

support for our members and the company in order to ensure success on this project and future ones.

Another focus in the Northwest is organizing. Teamsters Local 213 and Labourers Local 1611 recently organized and successfully ratified our first collective agreement with SLB Consultants in Kitimat. This company has 100 employees who work at Rio Tinto's recently modernized smelter in Kitimat. We are optimistic that this company will continue to grow and will employ many members in the area. I would like to thank our members and those in Local 1611 who supported and assisted with this successful organizing campaign. Again, I would also like to thank Teamsters Local 213's Project Coordinator Marcel Dion for all his help.

We are looking forward to another successful year. Thanks to our members in all industries, not just the construction and pipeline sectors. We appreciate your support and continued efforts in raising awareness of the benefits of membership in Teamsters Local 213.

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

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



Big Island projects keep Teamsters busy

By Paul Way, Business Agent

John Hart Dam in Campbell River



There are many signatory companies to Teamsters Local 213 on Vancouver Island, but two projects are providing significant amounts of work for members of the local union: the John Hart Generating Station Replacement Project in Campbell River and Concert Properties' Capital Park Development in downtown Victoria.

The John Hart Dam, constructed in 1947, is being replaced because of the damage that could be caused by even a moderate earthquake and to ensure long-term power reliability. The project is providing great jobs for people in the area thanks to a project labour agreement negotiated by the Allied Hydro Council (affiliated with the BC Building Trades) and Aecon SNC Lavelin Joint Venture. The project is a major economic generator for the region. Not only has the project been a boost to the local economy, it has been excellent for Teamsters as well. Currently, we have eight members working full time and doing a great job on the site. This project has also provided a significant amount of work for our local Teamster companies such as Upland Contracting, Island Ready-Mix, and Upland Ready-Mix.

Construction has commenced on Concert Properties' Capital Park Development in the James Bay neighborhood. Teamsters Local

The project is a major economic generator for the region. Not only has the project been a boost to the local economy, it has been excellent for Teamsters as well.

213 is taking on a more expanded role on this Concert development. We have always supplied the trucking needs for the contractor through our owner operators and Winroc has supplied the dry-wall. This time, the local union has the excavation portion for this development with our newest Island signatory company, J&J Grant Contracting Ltd.

Shortly before the first phase got under way, we were able to meet and negotiate the first collective agreement with the company. That brought our first excavation company into Teamsters Local 213 and three full-time operators. Welcome to the Teamsters Jeffrey, Johnathon, and Dwayne.

With the next phase set to commence later this summer, this development is sure to keep J&J Grant Contracting, Winroc Supplies, and 15 to 20 Teamster owner operators busy for quite some time.

Trudeau's budget receives cautious optimism

New measures to help Canadians keep their skills up to date are a good first step in dealing with the challenges posed by automation, according to Teamsters Canada. However, the government will need a more aggressive strategy as technological change is expected to eliminate jobs faster than people can retrain.

Though details are lacking, proposed changes to make the Canada Labour Code more “flexible” will need to be carefully analyzed. Teamsters will fight any attempt to go after labour rights and job security.

In an effort to put Canadians back to work, infrastructure spending should be expedited wherever possible, said François Laporte, the President of Teamsters Canada. “We recognize that investing billions of dollars quickly and intelligently is easier said than done. But the government also needs to recognize that fixing and building the nation’s infrastructure creates much needed jobs for tens of thousands of Canadians.”

Teamsters Canada supports the federal government’s investment of \$5 billion over 10 years on mental health. The union views mental health in the workplace as a pressing issue. According to the Mental Health Commission of Canada, mental illness costs the economy over \$51 billion each year.

The \$867 million investment in Via Rail was also welcome news, as it stands to directly benefit travellers and Teamster members employed at the Crown corporation.

The statement also supports the governments’ requirement that companies like Uber have to register and collect sales taxes.

“We’re glad that the government has started to tackle the issue of the sharing economy,” said Laporte.

Efforts to crack down on tax evasion were also welcome, as long as the government has the courage to target big banks and large accounting firms. According to the Conference Board of Canada, tax evasion could cost Canadians up to \$47.8 billion.

Teamsters urge the government to eliminate the tax credit on stock options in a future budget. The write-off disproportionately benefits Canada’s richest CEOs, who already earn over 193 times the average worker’s salary.

The national union is also pleased to see the budget begin to recognize the issues faced by women, Indigenous people, and the LGBTQ community.

“We’ll carefully monitor the implementation of this year’s federal budget,” said Laporte. “Overall, we’re satisfied and hope the Canadian economy will respond positively in the coming months.”

Teamsters represent 125,000 workers in Canada in all industries. The International Brotherhood of Teamsters, with which Teamsters Canada is affiliated, has 1.4 million members in North America.

Teamster couple enter retirement together



Canadian Linen said goodbye to long-time employees (centre) Wai Inn Hung and her husband Charlie Hung. Wai Inn started at the company in 1988, Charlie in 1979, but they both retired in November. Shop stewards LeLe Thai (left) and Donna Walker (right) were there to congratulate them.

Teamsters Union
Local 213
Unity, Pride and Strength

Shop Steward Seminars

Kelowna Seminar
Sept. 9 2017
Vancouver Seminar
Sept. 30 2017

Long-time members retire from Sun-Rype



Business Agent Kimm Davis congratulates Rodney Rath, 48-year member and Bill (William) Simmons with 36 years, both of whom recently retired from Sun-Rype.



Tough conditions for those behind the wheel

By Anthony Krueger, Business Agent

Weather and road conditions this fall and winter put all professional Teamster drivers to the test physically and mentally. But our members persevered and got the jobs done. Most trucking operations run on a 24-hour day and shift work applies to most members.

If the pressures are climbing, talk to other drivers and take control of the mental health challenges that prohibits our ability to find balance in our lives.

Road conditions, for the most part, are out of drivers' control and can create stressful trips. Our drivers also have to contend with federal and provincial requirements for up-to-date transport logs and new technology that tracks and reports all truck movements on the road and in the yards. This means that drivers don't just drive, they are data entry employees as well. Population growth through-

out the province has added a new level of mental fatigue as drivers try to move products along increasingly congested roads.

I have noticed changes in collective bargaining where union reps and employers are having open discussions at the table and away on the mental health challenges facing our members.

Technology came with the promise that it would make our lives easier but in a strange twist it has taken away time to reflect on the day.

If the pressures are climbing day after day, Teamster drivers should talk to other drivers and take control of the mental health challenges that prohibits our ability to find balance in our lives.

Southern interior update

The trucking industry has been on edge waiting to hear what the future has in store for us. The slow down in the oil patch, closure of lumber operations, and changes in mining operations have resulted in many changes but the industries are rebounding and responding with the times.

We are negotiating hard to maintain fair wages and keep our brothers and sisters in Teamsters Local 213 moving forward.

Teamsters Local 213 Golf Tournament Fri

Fri. Sept 15th

Tickets on sale July 4th

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, ½ 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 15th from 7:00 P.M. to 9:00 P.M.

MANAGING ANXIETY

By Leslie Dyson

Although there are different types of anxiety problems and specific strategies aimed at helping people cope with different types of fears, there are some general strategies that can help any person who is experiencing anxiety problems.

Listen! Make sure you take the time to listen to the person's thoughts and feelings. Feeling that they're being heard can be very helpful to your loved one.

Normalize! It is important to let people know that they are not alone. Lots of people have problems with **anxiety**.

Educate! Let the person know that anxiety is normal, harmless, and temporary.

Model it! Model facing fears and provide support and encouragement. Motivate your loved one through supportive coaching. However, be careful not to push them too far too fast. Let the person work at his or her own pace.

Avoid giving excessive reassurance! Instead encourage the person to use his or her coping strategies (for example, calm breathing or challenging scary thoughts).

Praise! Don't forget to praise the person for his or her efforts! Remember, facing your fears is not easy!

Anxious people prefer to have a sense of control in their lives. They do not cope well with a disorganized, "spontaneous" family style. They feel calmer when:

- life is predictable
- they know what is expected of them
- they know what the consequences will be

The Construction Industry Rehabilitation Plan, available to members of the BC Building Trades and their families, offers concurrent services to treat concurrent disorders (a combination of mental health and substance use problems).

You will find great resources about commonly abused drugs, common mental health conditions, harm reduction, and relapse prevention at www.constructionrehabplan.com

Understanding and finding help for addiction

Addiction is incredibly complex.

The 5 main groups of concurrent disorders

- substance use + mood and anxiety disorders, such as depression or panic disorder
- substance use + severe and persistent mental health disorders, such as schizophrenia or bipolar disorder
- substance use + personality disorders, such as borderline personality disorder, or problems related to anger, impulsivity, or aggression



- substance use + eating disorders, such as anorexia nervosa or bulimia
- other substance use + mental health disorders, such as gambling and sexual disorders

Some people with concurrent disorders have very severe problems making it hard for them to function day-to-day. Other people may have milder mental health and substance use problems, however the impact on their lives can still be difficult.

How does one problem affect the other?

- Substance use can make mental health problems worse.
- Substance use can mimic or hide the symptoms of mental health problems.
- Sometimes people turn to substance use to relieve or forget about the symptoms of mental health problems.
- Some substances can make mental health medications less effective.
- Using substances can make people forget to take their medications. If this happens, the mental health problems may come back or get worse.
- When a person relapses with one problem, it can trigger the symptoms of the other problem.

You will find great resources about commonly abused drugs, common mental health conditions, harm reduction, and relapse prevention at www.constructionrehabplan.com



**Are you ready to go to work?
Do you have the required certifications?**

Pipeline work is here!

By Ernie Borrelli, Dispatcher

Pipeline work in B.C. has been absent for close to five years and requirements have changed.

Pipeline Construction Safety Training (PCST) has been required for a while, but employers have started to require more certifications in recent years.

One employer asked for Teamster members who had certifications in H2s Awareness, Transportation of Dangerous Goods (TDG) and WHMIS 2015 in addition to PCST. Currently, we have an employer who is requiring the members with: Mass size and cargo securement, Hours of Service (Log book), Commercial Drivers Vehicle Inspection (CDVI) and Professional Drivers Improvement Course (PDIC).

All the certifications are available as Teamsters Local 213 online courses. Please contact Michael Evans at the Training School @ 604-874-3654 or email: jts213@shaw.ca.

Keeping your profile up-to-date is very important. If you upgrade your certifications or are proficient with new machinery, contact dispatch to update your profile. It is up to members to keep their profiles up to date. The consequences of not updating your profile is that you may miss out on the possibility of work when it becomes available.

A current driver's abstract is another important piece of information that we should have on hand. It is a requirement for dispatch as well as most pipeline employers. Registration forms will be sent out shortly and a new driver's abstract is required for 2017.

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

Local 213 Members

Teamster women in the spotlight at annual conference



Mollie Lane, Kimm Davis, Le Le Thai, Deb Chenier, and Jodi Chenier

Deb Chenier (Sun-Rype), Jodi Chenier, Business Agent Kimm Davis, Mollie Lane (Arrow Transportation), and Le Le Thai (Canadian Linen) represented Teamsters Local 213 at the International Brotherhood of Teamsters Women's Conference in Hollywood, CA last September.

The convention theme was Lights, Camera, Teamster Women in Action and brought together 1,000 delegates from across North America.

Laurie Antonin, national representative with the Canadian Labour Congress, urged younger Teamsters to get involved in the congress's human rights and anti-racism campaign and for other members to support and mentor the next generation.

"We need to reach out and start talking with younger workers about the value of the union," she said.

Canadian Teamsters with Local 855 in Newfoundland gave a compelling presentation on the pervasiveness of mental health issues, and their campaign to end the stigma. The Teamsters Canada Youth Committee and Teamsters Canada have launched a campaign for mental health awareness and education www.makeitmandatory.ca.

Becky Strzechowski, international vice president, said these conferences bring women members together to learn, grow, share ideas, and strengthen the international union.

The 2017 Teamsters Women's Conference will be held in San Antonio, Texas.



Training when it works for you

By Michael Evans, Training Coordinator

Online courses mean more convenient training for members.

Last May, the Joint Training School initiated a training portal through which we could manage the distribution of online training

programs.

When a member takes training for the first time through the portal an individual profile is created; to date we have 190 profiles in the system.

Members' access is via a system-generated user identity and a password known only to the member. Whenever members have to take new training or update their certifications they contact the school and the required course is loaded in their profiles. Then, at a time convenient to them, they can access the training.

Their profiles also contain an archive which has records of their training along with specific information including renewal dates. To date we have issued some 400 programs through this system.

There are a few programs, Pipeline Construction Safety Training for example, which are not integrated into the portal because the supplier has chosen not to participate. This makes accessing the training more awkward but we have no control in these cases.

The most recent development is in employment qualifications for work in the pipeline industry. Traditionally, members required

certification in five programs to do pipeline work: Pipeline Construction Safety Training (PCST); Professional Driver Improvement Course (PDIC); Size, Mass and Load Securement; Commercial Vehicle Inspection; and Hours of Service.

PCST and PDIC are available online but the other three have only been available in a classroom setting in Edmonton. Members were also required to do a refresher program every three years. This made it very awkward for our members to get and maintain their qualifications for pipeline work. Michels Canada Co., due to changes in the pipeline industry, now accepts four online courses, available through our portal system, as equivalent to the three classroom courses previously mentioned. Hopefully other employers will follow and create a better environment for the establishment of a standard in this industry.

REMINDERS

1) Members who finish or get laid off must book back into the local union hall if you wish to be called for more work.

2) Construction Division members and all members being dispatched to Class 1 to 4 positions must submit their driver's abstract annually. If you've not yet done so, please send it in right away.

Owner/Operators Report



Non-union companies reaping benefits at truckers' expense

By Greg Lacroix, Business Rep

It appears we will see a turnaround for some unionized construction companies because the Open Market Rate Agreement is helping them compete with non-union companies. Although some unionized truckers don't feel the agreement is working, the facts show that it is.

In an industry where competition between union and non-union grows every day, and the number of non-union trucks on the roads grows every day, it is disappointing that a lot of truckers are working both sides of the fence. They are not being loyal to the higher-paying union companies when they are working non-union.

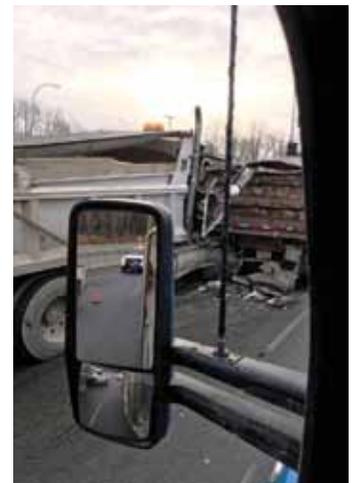
The rates would increase if we all got together and said NO to the lower paying work.

Many truckers go buy another truck to look impressive to others but they aren't making more money, just more payments.

Many truckers look at it in the context that they need to work regardless of what they get paid but this does not make good business sense. Trucks are expensive to run and truckers need to make a profit, not just enough money to cover the next payment.

The cost of repairs and diesel keeps increasing and if some truckers are working for less than they should it can turn into a safety issue. They put themselves and others at risk if they are racing to get the next load.

In 2016 there were too many injuries and deaths from serious accidents and rollovers, some due to speed and unprofessional driving habits. SLOW DOWN. THINK about your driving and your choices to work union or non-union.



The pressures of trucking

Strong national campaign results in government about-face

By Ingrid Ochodek, Administrator, CEBS

The benefits industry was very active early this year dealing with the possibility that the Ministry of Finance Canada was considering taxing health and dental benefits with the presentation of the Spring 2017 Federal Budget. As a result, the premiums that plan sponsors and trust funds pay to provide health benefits (including coverage for members' prescription drugs, dental care, vision care, paramedicals, and other related health benefits) would no longer be exempt from federal taxation, and so would become a taxable benefit to employees and plan members.

Letter writing campaigns were undertaken to express concern. The Canadian Life and Health Insurance Association set up a website to allow individual Canadians to easily be included in the petition to their MP and the Minister of Finance: donttaxmyhealthbenefits.ca.

The good news is that on Feb. 1, 2017, Prime Minister Justin Trudeau indicated in question period that this new tax will not be implemented. It is hoped this position does not change. In the meantime, the site donttaxmyhealthbenefits.ca remains active, and the link to it and further information is posted on the Teamsters Local 213 website.

In other news, the 2016 Annual Pension Statement will be sent to Active, and Terminated Vested or "Inactive" members of the

Teamsters Local 213 Members Benefit Plans

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

Office hours: 8:15 a.m. to 4:30 p.m., Monday to Friday
490 East Broadway, Vancouver, BC V5T 1X3

Tel: 604-879-8627

Toll Free in BC & the Yukon: 1-800-972-6241

Email: info@teamsters213benefits.com

Teamsters Local 213 Pension Plan before the end of June, so be on the lookout for it. It tells you what your earned pension will be at retirement and other plan information.

The 2016 annual information statement will be sent to retirees/beneficiaries before the end of June as well.

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

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



Remembering members who have passed away

William Clarke
 Arlene Dawson
 John V. Donaldson
 Leonard Ecker
 Harold Hillman
 John Hoare
 Randy Mangel
 Michael Mitzel
 Gregory E. Murdoch

Day of Mourning April 28th

Every year workers, families, employers, and others come together at ceremonies held around the province to remember those who have lost their lives to work-related incidents or occupational disease, and re-new our commitment to creating safe workplaces.



Unclaimed benefits

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

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

Teamsters Union Local 213

Unity, Pride and Strength

Prices include taxes!

Jacket black M, L & XL	\$56.65
Sumaggo Bomber Jacket black XXL	\$62.30
Baseball cap New Horses Head Logo or Embroidered 213 Logo	\$19.00
Watch—Ladies'	\$51.75
Watch—Men's	\$29.25
T-Shirts Black with white logo on front & back: M, L and XL \$17.05 , XXL \$19.25 , 3XL \$19.25	
Quilted Vests Black M, L & XL embroidered logo left chest	\$66.25
Quilted Vests Black XXL embroidered logo left chest	\$70.00
Belt Buckles Antique brass	\$19.00
Mugs Black with logo	\$14.00
Toques Black with logo	\$23.90
Ladies' Polo Shirts Navy blue or white; limited supply and sizes	\$45.00



Contact your local union business agent for more information



The legal side of union organizing

By Bryan Savage, Legal Counsel

Organizing new employees into the union is a vital means of ensuring the continued strength of the union. In addition to helping to increase membership, organizing the unorganized helps lessen the downward pressure on wages and benefits from union companies having to compete with non-union companies in the same sector.

Under Canadian labour law there are two main paths to organizing.

In the first, the union applies to the Labour Relations Board for certification of “an appropriate bargaining unit.” In these cases the union presents evidence that at least 45% of the bargaining unit has signed membership cards (these cards are kept secret by the board). If the board is satisfied that at least 45% of the employees have signed cards, a vote will be ordered. The vote will either be in person, in which case it must be held within 10 days of the application, or by mail ballot, which can go for a longer period.

The second path to organizing is called voluntary recognition. In this case, an employer will recognize the union as the bargaining agent for the employees without a board-ordered vote. In order for this “vol rec” to be recognized, a union has to show that it is actually representative of

the employees in the unit. This is typically shown by one of two ways depending on the nature of the employer. If the employer is involved in construction and signs a master collective agreement that includes a hiring hall, the board will assume the union is actually representing employees. The second way is done by showing that the employees have voted to accept the collective agreement.

Not surprisingly, the certification process is more common because employers typically do not wish to deal with unions. Recognizing this, the Labour Relations Code has a number of provisions—known as unfair labour practice (ULP)—complaints to cover such things as: terminations during an organizing drive, changes in terms and conditions of employment, threats, and various other actions an employer may take to avoid or evade unionization.

In addition, employers can object to the description of the bargaining unit, the number of employees within the unit, whether supervisors or others should be in or out of the unit, and a myriad of other protestations.

An interesting case arose in the fall of 2015. Teamsters Local 213 Business Agent Jason Conway was organizing the camp employees at Site C (camp attendants,

cooks, etc.). After the union had filed its application, the employer objected on the basis of what is known as the “build up” principle. This argument states that due to the fact the employer would very shortly more than double the number of employees in the bargaining unit an election before these employees have been hired would be unfair.

A factor that undercut the employer’s position was that prior to our organizing drive the employer had negotiated a vol rec with the Christian Labour Association of Canada. Just prior to our application a notice went up that a vote on the CLAC “collective agreement” would be held on October 5 and 7. Our application went to the Board on October 5. As a vol rec cannot be held as a bar to an application for certification unless the employees have voted to accept the agreement the CLAC agreement was not valid. The board did however accept the union’s argument that the fact that CLAC was about to have a vote on their agreement undercut the employer’s argument that a “build up” was imminent.

In the end, the Teamsters union was successful and the board ordered a representation vote which went in favour of Teamsters Local 213 representation.

Fernando Campos's story

A long career and clear economic insight

By Marco Procaccini

One pretty indisputable economic fact is that the more higher-paid steady union jobs there are, the better the economy and the better off people are. That's what recently retired food production worker Fernando Campos had to say, and he's living proof of it. He's weathered the ever-changing conditions in his industry.

Campos retired on his birthday last September from the SunRype production plant and warehouse in Kelowna where he worked as a forklift operator. Since then, he and his wife sold their home and relocated to Prince Edward Island.

"I worked for 43 years full time without any interruption," he said. His union wages and benefits allowed him to raise a family of four children, and these standards were achieved with only two strikes and one lockout in his four decades at the facility. "Now I have retired with my Teamsters' pension. It's a bit tight but I do pretty good."

But he noted that there is a new development surrounding his retirement and that of his colleagues. "We aren't being replaced by new hires," he said. The 125-worker plant appears to be under a gradual downsizing effort by the company. "They're starting to bring stuff in from across the line (the U.S.). A lot of the places (processing facilities and warehouses) are non-union and people get paid pretty low. They don't get the pensions and benefits. That's partly why their companies sell for cheaper."

Campos said that's what destroys economies over time. "The less people work, the less they buy," he said. "If people are paid less they can't afford to buy as much and so the economy slows. That hurts everyone, but the big guys (large-scale corporate bosses) don't get it."

According to Statistics Canada, his assessment is fairly correct. Repeated studies have shown an overall decline in working people's incomes relative to the cost of living in almost every sector, every age group, and every trade or profession over the past 30 years—all while the wealthiest 1% of the population has gotten richer than ever before in history. In B.C., and in particular the Lower Mainland, consumer prices, including for food and beverage products, remain among the highest in North America. That means that the alleged cost-savings of the supposedly cheaper products SunRype bosses are importing from the U.S. are not being passed on to B.C. consumers, who, as Campos pointed out, are mainly average working people.

"At one time we had guaranteed employment. Now that's gone," he said. "Now if they (the companies) don't get it all their way, they threaten to move somewhere else because they don't like unions. The B.C. government likes to talk about how many jobs they have created, but they never talk about how many jobs they've lost."

Campos also attributes the change in ownership and management styles over the years as being partly responsible for these developments.

SunRype was founded in 1946 as BC Fruit Processing Ltd.—a producer-shared cooperative, democratically run by local orchardists of the BC Fruit Growers' Association. The staff organized as a union with Local 213 shortly afterward.

The operation changed its name to SunRype in 1959. This structure remained intact until 1996, when Clearly Canadian Beverage Corporation, one of the largest bottled-water production firms in Canada, began a hostile takeover attempt by encouraging local orchardists to sell their shares. This pressured the company to issue public shares on the Toronto Stock Exchange.

The move was prompted by SunRype management's failed effort to enter the Chinese market in the early 1990s. The hostile takeover effort was blocked by the BC Securities Commission after it was discovered that Clearly Canadian bosses were using misinformation in documents they had distributed to fruit grower members to mislead them into giving up control of the firm.

Despite the defeat of the takeover attempt, the costs involved and the debt incurred by the failed China project put the company under pressure to sell out. In 2013, the Pattison Corporation bought all the shares. Campos said that's when the downsizing and production outsourcing began.

"Most of the warehouses and processing plants used to be owned by local growers," he said. "Now that's all changed. The big companies have taken over a lot of them. That's when things started to go down."

Despite all the changes and turmoil, Campos has clearly survived and triumphed over the challenges, and his retirement is well earned. "My wife is originally from here [PEI] so she has her relatives and friends," he said. "For me, I mostly just do my own thing, like my hobbies, my woodwork. I can hardly find the time to do them now. It makes me wonder how I did it before."



**Dollars
Against
Diabetes**

The BC Building Trades will be collecting donations for the UBC Centre for Research in Childhood Diabetes at liquor stores throughout BC on Father's Day weekend.

BC BUILDING TRADES
WE BUILD BC™

With your help, someday a pen will just be for writing



Driverless trucks

Prepare for the invasion

By Marco Procaccini

In the 10 months since Today's Teamsters reported the first use of automated driverless trucks at an open-pit mine in Alberta, the use of automated vehicles, including on open roads, has spread. And both labour and corporate sources are warning about mass job loss as a result. Michael Evans, Local 213 Training Plan coordinator, said unions need to prepare themselves to address this coming situation.

Experimental trials with "self-driving vehicles"—especially commercial haul trucks—on highways and roads have been going on for several years in the U.S., Europe and Asia. However, last October, the first successful commercial run was completed—190-km by a 16-meter trailer van loaded with beer pulled by an automated tractor in Colorado. Since then there has been an explosion in both interest in and use of such vehicles, and literally millions of driver and transport jobs are on the line. Meanwhile, in the Netherlands, an entire convoy of driverless trucks drove from across Europe to the port city of Rotterdam.

"Some states in the U.S. have allowed automated-drive trucks on their freeways," Evans said, "but not in their cities. (The technology) is still not developed enough for that."

Meanwhile, China recently announced that it will invest billions of dollars in implementing automated driving technology for commercial transport fleets.

What the corporate world says

The technology for automated vehicles was developed by technicians at the U.S.-based Otto Corporation, currently owned by Uber, which controls the largest digital ride request service in the world. Most of its business is in the U.S., although it has begun operations in Canada—causing negative reactions and protests from taxi drivers, experiencing a loss of clients and jobs as a result.

The automated driver technology is adaptable to any vehicle. But while it was initially designed for personal automobiles, the enthusiastic response from transportation bosses looking to downsize their work forces has shifted the focus to commercial vehicles.

"We'll see a major impact on industry before we see it on personal vehicles," Evans said. "It's the money factor that's motivating interest in this."

In a news release, Otto CEO Anthony Levandowski said the technology is not intended to replace drivers, but to make their jobs easier and safer. He said he sees a future with drivers using the technology in a similar way that airline pilots use automated flying technology to assist them. Other corporate sources are optimistic about new jobs being created to service and update the new automated systems, and point to the need for similar servicing and repairs of the new trucks as is required for vehicles today.

"With an Otto-equipped vehicle, truck drivers will have the opportunity to rest during long stretches of highway while the truck continues to drive and make money for them," Levandowski said. "When you see a truck driving down the road with nobody in the front seat, you'll know that it's highly unlikely to get into a collision, drive aggressively, or waste a single drop of fuel."

What unions say

However, many corporations and employers see the new systems as an opportunity to automate and lay off staff. At the Suncor mine in Ft. McMurray, Alberta, where six driverless trucks are being used in a year-long trial—the first such use of this technology in Canada—drivers are concerned.

"Trucks don't get pensions, they don't take vacations, it's purely dollars and cents," Ken Smith, president of 3,400-member UNIFOR 707A local in Fort McMurray, told the CBC. "The second wave of layoffs due to technology will be crippling to Fort McMurray, for sure. It's one of our biggest fears: that these autonomous-haul trucks will replace one-third of our workforce."

Suncor bosses have said there are no current plans to lay off any more staff, and that the use of what they call an automated haulage system is still only experimental. But Smith said the initial layoffs are evidence of what's to come.



“Getting clear and accurate collective agreement language over the next few years is vital to ensuring this massive change does not seriously harm workers.”

– Michael Evans, Training Coordinator

Teamsters Local 213’s Michael Evans agrees.

“It’s a great idea (to make drivers’ jobs easier). But that’s not the reality we see in most cases when automation takes the place of human beings’ jobs.” Displacement of workers due to automation technology most often results in a net increase in unemployment—and even among those who find other work, it’s usually in the service sector at much lower pay and benefit rates than before.

“It’s a lovely theory, but what’s the outcome? The outcome is that people don’t have the access to employment like before. There’s often this underlying assumption that there will be equal opportunity (following technological displacement). But there isn’t.”

What about the ripple effect?

Evans added that despite some industry hopes that implementation of automated driving technology will not cause serious loss of jobs and income, that situation will be inevitable over time.

It’s bad enough to lay off drivers, but think of the ripple effect in service and maintenance? What about truck driver training schools? They will be out of business. Then there is all the infrastructure built around the support for drivers around vehicles: things like insurance, or servicing the rail sector. If this becomes the norm, you can see it having impacts there as well. This is what a lot of these economic forecasts don’t include: this ripple effect of job loss.”

Are driverless vehicles safer?

Evans said he also disputes the claims of better safety as a result of eliminating the “human factor” in the operation of commercial vehicles.

“When I was working as a deckhand on ships, we always had someone at the wheel to respond to an unforeseen change in con-

ditions,” he said, adding that even the most advanced automated driving technology still can’t respond as quickly to unfamiliar or emergency situations as a well-trained experienced driver.

“Even if someone is just sitting there waiting, it will take more response time than someone who is actively engaged in the driving. Part of the safety factor is engagement.”

Evans says that getting clear and accurate collective agreement language over the next few years is vital to ensuring this massive change does not seriously harm workers.

“What we need is to craft proper language in our collective agreements that address tech change first,” he said. “We’re still about a decade away from the major impact of these changes. So it’s time to develop new contract language that ensures people’s rights are met and that requires consultation with the workers. It needs to require not only retraining for employment, but retraining for employment at previous levels.”

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.

Welcome to the 952 new and returning members

ERNESTO	ABOBO	JAYSON	BENSON	BRENDAN	CHARRON
ADAM ALEM	ABRAHAM	SARA	BENTLEY	PRABHJIT	CHAUHAN
ALEXANDER	ABUZO	SUEN	BERGER	ANNA MARIE	CHAUHAN
MOHAMMED	ACI	GURPREET	BHATTAL	KINGSLEY	CHAULK
WILLIAM	ACOSTA	SYLVIA	BIBAULT	ROBERT	CHAULK
JOSEPH	AEBIG	JANICE L	BIERMAN	JOHN PETER	CHEA SENG
BRADLEY	AEBIG	TALVINDER	BIRING	JIM	CHEN
AL KAISI	AHMED	BRENNON	BJORN	JESSICA	CHEN
SAGHIR	AHMED	MATTHEW	BLACKABY	BO	CHENG
JAMES	AHN	DANIEL	BLACKWELL	CHRISTOPHER	CHENIER
MILAD	AJAM	EDWIN	BLASCHUK	KHALID	CHOHAN
STEPHEN	ALEXANDER	MATTHEW	BLUM	SURAJ	CHOPRA
ALISON	ALEXANDER	GARNET	BOBB	ANGIE	CHOW
KEVIN	ALEXANDER	NICHOLAS	BODNARUK	JOHNNY	CHOY
WAYNE	ALLAN	WILLIAM	BOHME	LIN CHING	CHUAN
DARCY	ALLIN	THOMAS	BOLINGER	LINDA	CHUI
BRANDON	ALMOND	RAYMOND	BONNETROUGE	SAM	CIULLA
VIVENCIO	ALUPAY	LUDYLYN	BOOC	NISHAN	CLAIRE
JOHN	ALVEZ	BRYAN	BOOTH	ANDRIA	CLARK
SORAYA	ANDERSEN	GENEVIERE	BOQUIREN	TAMMY	COHOON
KRYSTAL	ANDERSON	CARLO	BORROMEO	SONNIE	COLE
SHANE	ANDERSON	DEREK F	BOUDREAU	GRAEME	COLLINS
EDWIN	ANDREWS	WADE	BOWERMAN	WAYNE	COLLINS
DIMITRIOS	ANGELPOULOS	RIK	BOWES	PETER	COOK
FRANCIS	ANTOBRE	BRENT	BOYKO	KAYLA	COOKE
GERWIN	AQUILO	THOMAS	BRANSON	KRYSTYN	COOK-PROVAN
STEFAN	ARLOTTI	IQBAL	BRAR	ANDREW	CORBET
REIMOND	ARRIETA	HARINDERPAL	BRAR	JARED R	CORNISH
BRANDON	ARRUBIO	IQJOT	BRAR	KENNETH	CORTADO
ANTHONY	ASSALONE	SUSAN	BREWSTER	BRUCE	COTTON
WAYNE	ATAMANCHUK	RANDY	BRODEUR	LUIS	COUTO
TAMARA	ATKINSON	TAMMY	BROOKS	CURTIS	COWX
AMBER	ATTACHIE	AMY	BROWN	ZACHARY	COX
GURINDER	ATWAL	DEREK	BRUNNER	BRUCE	CRANCH
CHRISTINA	AULL REALE	JASON	BUCHANAN	RICHARD	CRANK
ROBERT	AUSTIN	KELVIN	BUCK	CHARDAY	CRAWFORD
SHAIENDRA	AUTAR	JASON	BUDARICK	MICHAEL	CRICHTON
DANILO	AVILA	JADE	BUENSUCESO	TAMARA	CROZIER
MARGARET	AYOTTE	GERALDINE	BUHLER	SAMUEL	CRYSTAL
RODIE	BACANI	WAYNE	BUHLER	HENRY	CUMPIO
JOSE	BADONG	RYLEY	BUHRIG	GRACE	CUNNINGHAM
AMRITPAL	BADYAL	BRENDON	BUKVA	SHELDAN	CUNNINGHAM
RALPH	BAGGUATAN	MATTHIAS	BULLERT	LARS	DAHLBERG
ALFREDO	BAGTILAY	JULANKA	BULLEY	WAYNE	DALKEITH
RAJDEEP	BAHAT	KERRA LYNN	BURNS	DALE	DALKEITH
STEPHEN	BAILEY	MICHAEL	BURSEY	GLENN	DALLAS
GARY LYNN	BAILEY	BRENDAN	BUSCH-JESSIMAN	PETER	DALY
RAYMOND	BAILEY	MARK	BUSSANICH	CORY	DANIEL
DALJIT	BAINS	JASON	BUTTAR	BRYCE	DANYLUK
GURNEET	BAJWA	JONATHAN	BUTTERWORTH	SUBHENDU	DAS
ROBBY	BAKER	CURTIS	BUYVER	TRISTAN	DAVEY
SURINDER	BAL	WESLEY	BYRE	LARRY	DAVIDOFF
PETER	BALCKE	GUNNAR	BYRON	JOHN LW	DAVIES
ADRIANNE	BANDERADO	RONALDO	CABUNGAL	PHILIP	DAVIS
REGINALD	BANN	HERNANDO	CADORNIGA	ROBERT	DAVIS
STUART	BANNER	BEATA	CAHA	TREVOR	DAVISON
JOHN	BARD	MELANIE	CALERONE	KIETH	DAY
STEVE	BARKS	JERRY	CAMARILLO	SHAUN	DAY
YVONNE	BARRIE	CARMINE	CAMPAGNA	MARK	DE GUZMAN
SIMRANJEET	BARYAR	ROSS	CANDOW	BLAIR	DEAN
ANTHONY	BATTISTA	ENRIQUE	CAPITULO	DEXEE	DECORAN
JAIMIE	BAUSMAN	WRENZEL	CAPITULO	MICHAEL	DECOSTE
HANNA	BAUTISTA	VINCE	CAPORALE	JANET	DEL ROSARIO
SHIRLEY	BAXTER	JESSICA	CARINO	MARK	DELA CRUZ
JEAN-CLAUDE	BAZINET	CHAD	CARLSON	ALLAN	DELA LUNA
HUBTER	BEATON	EMILLA	CARNEGIE	NICOLAS	DELUCA
DAVID	BEATTIE	DAVID	CAROTENUTO	BYRON	DESJARDINE
NEIL	BEAULAC	TRACY ANN	CARRIE	HAILEY	DESROCHES
JAMES	BECKETT	GINA	CARSON	JAMES	DEVANADERA
STEWART	BELANGER	MARC	CARUTH	ANTHONY	DEVELLANO
LYNNE	BELANGER	GIL	CARVALHO	KAPIL	DEWAN
BRAEDEN	BELCOURT	PAUL	CAVALHEIRO	JAGJIT	DHALIWAL
ALAN	BELISON	TARNINDERJIT	CHAG	JASHAN	DHALIWAL
RICHARD	BELL	FELIX	CHAN	PIRTPAL	DHALIWAL
AGNES	BELL	MICHAEL	CHAN	AMANDEEP	DHALIWAL
JASON	BELL	JULIAN	CHAN	JAGDEEP	DHALIWAL
MICHAEL	BELL	SHELLAN	CHANAY	SIMRANJIT	DHANO
CETIN	BELLI	YONG	CHANG	AMRITPAL	DHILLON
KEVIN	BENBERT	PEPSI	CHARLIE	KAMALJIT	DHOOT

Local 213 New Members

New and returning members cont.

PARAMJIT	KAUR	HOWARD	VAN LUVEN	JAMES	NELSON
PARAMJOT	KAUR	JAMES	MACDONALD	REBECCA	NERGARD
JAMIE	KEAY	STEVE	MACGILLIURAY	MICHAEL	NESBITT
JONATHAN	KEIG	JULIE	MACINTOSH	JERRY	NEUFELD
DANIEL	KELDER	DAVID	MACKEAN	MATTEO	NEUFELD
MARTHA	KELSO	PATRICK	MACKLIN	TREVOR	NEUFELD
DOUGLAS	KENNEDY	ERWINSON	MACMAC	JOEL	NEUFELD
TAYLOR	KERN	DAN	MACQUEEN	TIMOTHY	NEUSTAETER
ADAM	KHAN	ROQUE	MACUTAY	PHILIP	NGO
GURSHARN	KHAROTH	ERIN	MADDEN	HOA (TINA)	NGUYEN
BALWINDER	KHEHRA	ENRIQUE	MAGLANQUE	LONG	NGUYEN
CHARANJIT	KHERA	SHUBHAM	MAHAJAN	DANIEL	NICKOLAS
DOUGLAS	KIDNEY	AJESH	MAHARAJ	DEREK	NICOLAS
SEANN	KILBORN	JASWANT	MAHIL	JAMES	NICOLL
MARGARET	KIMBER	RAVIEN	MAHIL	TYLER	NIELSEN
ODEMENA	KINGS	KEVIN	MAK	GURPREET	NIJJAR
MATTHEW	KIPPER	ERIC	MAKI	CARRIE	NORMAN
RODERICK	KISUN	RUEL	MALIGAYA	BRETT	NORTHEY
STEVEN	KLEIN	AKHI	MANAS	MARIA	NYUL-SAUVE
YERGENY	KLESCHESKY	KENT	MANINGO	KELVIN	OBENG
NEGIN	KOKABI	NIRJIT	MANN	SPENCER	OBERST
MICHAEL	KOLENSKI	GURBAX	MANN	DYLAN	O'BRIEN
ZACHARY	KOMPHUIS	JACQUELINE	MANUEL	JACQUELINE	O'CONNOR
ALEXANDER	KOSTUR	TREVOR	MANWEILER	PATRICK	O'HANLEY
PAUL	KOZEVNIKOV	RICHARD	MARKS	DALLAS	OKER
ZACHARY	KRAUSS	EDNA	MARKSTROM	WILLIAM	O'LAUGHLIN
JUDE MITHUN	KRISHNAKUMAR	AARON	MARSHALL	JORDAN	O'LEXYN
KEVIN	KRISPIN	DARYL	MARSHALL	GENESIS	OLOKPA
HENRY	KROESEN	ALEXANDER	MASLIN	JOSEPH	OLSEN
FANNY	KUFFERT	DAVID	MATTHEWS	JAMIE	O'MALLEY
NAVEEN	KUMAR	PETER	MAY	YOUSUF	OMER
MARY EASTER	LABONETE	ROBERT	MAY	SALEM	ORDIZ
JAY	LAGADIA	LYNNE	MAZURENKO	LUCIEN	ORIEL
TIMOTHY	LAGORE	JOSHUA	MCARTHUR	CATALINO	ORILLANEDA
LEAH	LAKHANI	JAKE	MCBRIDE	ANTONIO	ORTEGA
SHEREE	LAL	JULIE	MCBRIDE	LUIS	ORTEGA
SHELDON	LALONDE	ALEXANDER	MCCROSSIN	OSARETIN	OSIFO
CATHERINE	LAMB	CALLUM	MCDONALD	ELINOR	PACK
TOM	LAMB	KARLI	MCGUIGAN	JOANNE	PAGE
RAJINDER	LANDHRE	MICHAEL	MCHUGH	WHAMEN	PAGUIRIGAN
MATHIEU	LANDRY	HUGH	MCINTYRE	AMAN	PAL
BERNARD	LAPITAN	SAMANTHA	MCKAY-HAYDEN	EDMUND	PALAROAN
GERRY	LAROSE	JULIE	MCLELLAN	CODY	PALLIN
BRIAN	LARSEN	BRADLEY	MCLEOD	BREANNA	PALMER
MARIA	LASTICA	CONRAD	MCMILLAN	MANAS	PANDA
ROSAURO	LAURON	MATTHEW	MCRAE	KARAN	PANESAR
LEXTERN	LAVADO	MICHAEL	MEDINA	RALF	PARE
ROBIN	LAWRENCE	BRENDA	MELCER	DAVID	PARKER
LIGAYA	LAZARO	CHRISTOPHER	MELNICK	GRAHAM	PARRY
DAVID	LE	BLAIR	MENZIES	SCOTT	PARSON
TAMMY	LE	WAYNE	MENZIES	DAVID	PARSONS
ANH	LE	RODSEN	MERCADO	J DAVID	PARTON
TIM	LEACH	SHAWN	MEREDITH	ROMEO	PASCUAL
AIAH	LEBBIE	STEVEN	MESSERVIER	DANIEL	PASQUINI
LEO	LEBLANC	TREVOR	METZ	JACQUELINE	PATRICK
GREG	LEBLANK	EDWARD	MICHELLOW	JOSHUA	PATTIE
JOHN	LEDDY	KIRSTEN	MIDDLETON	LADISLAV	PAUKOV
BRIAN	LEE	WESLEY	MILLER	IAN	PEEK PHILPOTT
LAN	LEE	VANCE	MILLS	MITHUNA	PERERA
ADAM	LEE	ROGER	MINEAULT	BRIAN	PERRAULT
SIRIUS	LEE	HAWA	MOHAMED	LAWRENCE	PETERS
MICHAEL	LEES	JATINDER	MOKHA	STEPHANIE	PETERSON
KRISTIAN	LEIGHMAN	GURWINDER	MOME	GERARDO	PETINES
AHMED	LEMINE	DENNIS	MOODIE	NICOLE	PEYTON
TROY	LEPINE	SHAUN	MOORE	LIANNA	PEYTON
IGOR	LEPORIS	LUKE	MOORE	DAVID	PHILION
TAI	LI	MIKAYLA	MORAN	MICHELLE	PHILLIPS
ZHI	LIANG	MARK	MORRIS	ROBIN	PICHE
FENG	LIANG	JASON	MORRISON	TUFF	PIERRO-ZABOTEL
MELISSA	LILLEY	CHAD	MORRISON	GORDON	PIVA
LAVONNE	LINDSTROM	ROSEANNE	MUNRO	DON A	PIZARRO
JUN YU	LIU	BARBARA	MURDOCH	NICKOLAS	POCE
ALYANA ROLYN	LLAMADO	TIMOTHY	MYSLICKI	SIMON	POLUSHKIN
DAVID RICHARD	LONG	VISHWA	NADAN	RHYS	POOLE
ROLAND LEWIS	LORENSEN	UMER	NAGGASH	DEREK GEORGE	POPOWICH
MIKE	LOSHUK	JESSRIEL	NAMIT	LESLIE W	PORTER
NORMAN	LOVELY	AUDREY	NARCISSE	SONNY	PORTUGAL
JAMES	LUKER	LINAFE	NARVASA	LARRY ELLIS	PRAZMA
VINH LINH	LUU	DAVID	NATHAN	MACKY	PRESTON
ANDY	LUU	MIKE	NEJAD	ROBERT	PRIESTMAN

JESSICA
PRASHAR
LISA MARIE
ALEXANDER
MANVIR
JASBIR
JEAN
AAMIR
QUINN
MICHELLE
NORMAN
TALDEEP
SAMUEL
LARRY
ALVIN
SHIVDEEP
GRAYDON
ANDREW ERIC
GURVIR
CODY
CHERYL
DAVID
CHRISTIAN
DANIEL
NOLAN
DOREENA
JESSICA
MAXIM
MARK
MOHAMMED
MICHAEL
SARA
CLARENCE
ANITA
BRIAN
JOSHUA
PAUL
ALLISON
JACK
PAOLO
BRENDAN
LINDSEY
SALUACION
HANNAH
VALERIE
AMAN
CONNOR
DENNIS
MIKE
CESARDO
ROSE
GURPREET
SALAM
JASON
FERNANDO
GURTAJ
TEJINDER
INDERVIR
BALDEESH
SAKANDAR
COLTON
SATPAL
HARMAN
SANDRA
KARIE
BRADLEY
MAXINE
SANDRA
ANDREW
MASON
BILL
EDWARD
KHUSHDEEP
RACHHPAL
AMAN
CARLO
LEVI MICHAEL
ROBERTO
SARAH
ABDULLAH

PRINCE
PRIYANKA
PROKOP
PROZOROV
PUNIA
PUREWAL
PURJUE
QADEER
QUINNELL
QUINTAL
RABEL
RAI
RAINER
RAM
RAM
RANDHAWA
RASMUSSEN
RATTRAY
REHAL
REID
REISWIG
REITER
RENAUD
RESTREPO
REYNOLDS
RHODES
RHODES
RIBAKOV
RICHARD
RIDNAN
RIEVELEY
ROBB
ROBERTS
ROBERTSON
ROBERTSON
ROBINSON
ROBINSON
ROFF
ROPE
ROSATI
ROSE
ROSS
ROSS-SMITH
ROULSTON
ROY
RUPRELL
RUSSELL
RUSSELL
RYANE
SADIAN
SAGDAHL
SAHOTA
SAKARYA
SAM
SAMPANG
SANDHAR
SANDHU
SANDHU
SANDHU
SANDHUR
SANDVE
SANGHA
SANGHERA
SAWATZKY
SCHEFFER
SCHENTAG
SCHLECHT
SCHLIEF
SCHMIDT
SCOWN
SEABROOK
SEIFERT
SEKHON
SEKHON
SEN
SENECA
SERGEANT
SERNANDE
SETCHFIELD
SHAFIQ

ZEYAD
RAMANDEEP
VIKLESH
ARAS
HSIANG
DUSHANT
GURINDER
SARBJEET
RANJODH
PARMJIT
GURPREET
RICHARD
AVERY
TIMOTHY
GURJEET
NAVTEJ PAL
SARBJIT
AVINASH
HARMEET
LAKHBIR
DANNY
DESHVIR SINGH
ALBERT
LORA
MICHAEL
JEAN
NICOLA
RENANTE
HYUN SEOK
STEPHANE
SHARON
RONALD
RAYMOND
SEANNA
TOMAS
JAMES
MALCOLM
DAVID
JESSE
SHEEN
BARRY
DHEERAJ
SHARON
BRIANNA
DONNA
IGOR
ALBERT
ATTILA
VICKI
IAN
ONOFRE
ALEXANDER
SIT SUK
YUICHIRO
BORIS
BRANDON
DARREN
MANDEEP
MURALI
TOMMY
NGUYEN
DUNCAN
LUCAS
PAMELA
BRUCE
JOSEPH
ETHAN
AILEEN
JODY
JULIA
CLIFFORD
KEVIN
MICHAEL
MILLIE
HUE MAI
MOSHE
TSOGAS
BRIAN
ENRICO
GEORGE

SHAMOUN
SHARMA
SHARMA
SHEETO
SHIH
SIDHU
SIDHU
SIDHU
SIDHU
SIDHU
SIDHU
SIE
SIEBEN
SIMPSON
SINGH
SINGH
SINGH
SINGH
SINGH
SIU
SIVIA
SMITH
SMITH
SMITH
SMITH
SMURTHWAITE
SOMOLLO
SON
SONIER
SOUTHWARD
ST LAURENT
ST. AUBIN
STEELE
STEPAN
STEVENS
STINSON
STOCK
STONE PLESTER
STROMQUIST
STUBER
SUDULA
SUPERNAULT
SWAIN
SWEEZEY
SWORIN
SYKES
SZIGETI
SZIGETI
TABUG
TACLA
TAIT
TAK
TAKATA
TAMCON
TANNER
TAROC
TATLA
TEDLA
THAI
THANH
THATCHER
TINNEY
TOM
TOMS
TONG
TOOM
TORCUATOR
TORRANCE
TOWNSEND
TRACEY
TRAN
TRAN
TRAN
TRINH
TSIKINOVSKY
TSOGAS
TSOU
TUAZOM
TUFMAIL

TAMMY DEE
KONRAD
JAVIER
ROCKY
MARJORIE
RUNDOLPH
THOMAS
CHRIS
RYAN
BENJAMIN
JAIRO
BENJAMIN
NICHOLAS
ALLAN
ROBERTO
COREY
RAMANDEEP
SISONGKHAM
DEVIN
ENRICO
BRIAN
COLIN
DAWN
KATHLEEN
CLIFFORD
CLINTON
BRADLEY
LAURIE
DARREN
SERGIO
QIANG
BENJAMIN
ALAN
SARA
LINDA
TYLER
LEEANN
KEVIN
QUINN
CHAD
GORDON
LONZELL
NICHOLAS
MICKEY
CHARLES
RITA
DEREK
DARRYL
KRISTA
GEOFFREY
MURRAY
MITCHELL
GERALD
LEE
AUNG
LYLE
RANDY
DAVID CW
ANTHONY
JONATHAN
SPENCER
RONALD
MARY JANE
CHRIS
ALEXANDER
GREIG
KAYLA
MITCHELL
MARYNA
KRISTOFFA
CINDY
LINGFEI
CALVIN
SIMON
JIN XIA
LARRY

TURNER
UNSINN
VALDES ROMERO
VALDEZ
VALENCIA
VALENTIN
VALOUCHE
VANDEPEEAR
VANJOFF
VARTY
VASQUEZ
VELIU
VERGA
VERGARA
VERRELLI
VINEY
VIRDI
VIYAVONG
VOGEL
WAISSE
WALDMAN
WALKER
WALKER
WALKER
WALKER
WALL
WALLACE
WALLACE
WALSHE
WAN
WANG
WARD
WARKENTIN
WATKINS
WATSON
WATSON
WATTS
WAYMENT
WEBER
WEBERG
WEBSTER
WEBSTER
WEIR
WELCH
WELLINGS
WEST
WHITTAKER
WHYATT
WHYTE
WILL
WILLIAMSON
WILMOT
WILSON
WILWAND
WIN
WIPP
WOLFF
WONG
WONG
WONG
WOO
WOOD
WOODILL
WOODS
WOODS
WOODSIDE
WORLEY
WURM
YOUPAK
YOURCHIK
YU
YUAN
YUEN
ZHEN
ZHOU
ZIMMER



Business Agent Kimm Davis congratulates Jordan Griffiths, son of Ken Griffiths (a 40-year member in our Construction Division). Jordan was one of the winners of the James R. Hoffa Scholarship Fund Essay Contest and is studying chemical engineering.

Haley Eburne, winner of a Joseph Whiteford Scholarship, congratulated by father Doug Eburne from Tree Island Steel and Vice President Tony Santavanere.



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

Pipe Line Contractors' Association of Canada Student Bursary Program

A bursary, or bursaries, not exceeding \$10,000 in total is awarded, in the fall of each year, by the Pipe Line Contractors' Association of Canada to a son, daughter or legal ward of persons who derive their principal income from pipeline construction.

To qualify, the parent or guardian of the applicant must be employed by, or have a history of employment with a firm that is a member of the Pipe Line Contractors' Association of Canada.



The applicant must be enrolled in a full-time program leading to a diploma or degree in any field at a recognized Canadian college or university. The 2017-2018 PLCAC Student Award Program Application form will be available on-line in the fall of 2017.

PIPE LINE CONTRACTORS' ASSOCIATION of CANADA

www.pipeline.ca



Kayla Fazio, one of the winners of the James R. Hoffa Scholarship Fund is congratulated by her father Vince Fazio from Tree Island Steel and Vice President Tony Santavanere.



Nerisse Canmore, congratulated by Business Agent Anita Dawson and her mother Leiane Anderson who works at the BC Egg Marketing Board.



James R. Hoffa Memorial Scholarship Fund Essay Contest

2015 ESSAY TOPIC: "What impact would an increase in union membership have on the economy and the middle class?"

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. All applicants must fill out the application page and send it along with their essay (500 words or less) to the Scholarship Fund office.

For an application, contact your Local union office or visit www.teamster.org

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

Congratulations Teamsters 213 retirees

April 1 to Dec. 31, 2016

Alano, Lydio	Cloverdale Paints	McLeod, Kenneth	Arrow Transportation—Quesnel
Anderson, Dave	Coca Cola	McLeod, Steve	Cloverdale Paints
Andres, John	Steve's Excavating	McNeil, Dale	Air Liquide
Baker, Roderick	Ocean Concrete-Lehigh Hanson	Merry, Ivan	Arrow Transportation—Ashcroft
Boniface, William	Unknown	Miller, Barry	Bobell Trucking
Bor, Nicolaas	BCP Concrete Roof Tile	Moran, Dan	Versa Cold
Bray, Thomas	Van-Kam Freightways	Morgan, Delbert	Arrow Transportation —Houston
Bruno, Mario	Coca Cola	Muldoon, Dale	Unknown
Campos, Fernando	Sun-Rype Products	Muir, Kent	Arrow Transportation
Chenier, Edward	Lafarge Construction/Kent St	Nielsen, Bruno	Haisla Shuttle
Chisham, Douglas	Lafarge Construction/Kent St	Nitsch, Hans	Unknown
Chursky, Terry	Arrow Transportation—Kamloops Chip	North, Ray	Reynold's Consumer Products
Conelley, Robert	Clark Reefer Lines	Papp, Alexander	Van-Kam Freightways
Coster, Angus	DCM Transport	Peterson, David	Ocean Concrete-Lehigh Hanson Material
Danilo, Oliver	Yellow Cabs	Porohowski, Michael	Unknown
Degelman, Daniel	Unknown	Posnikoff, Bill	Columbia Hydro Constructors
Dekens, Peter	Dolan's Concrete	Regier, Heinz	DCM Transport (Metro Aggregates Ltd)
Dharmend, Prasad	WWL	Reilly, David	Icg Propane
Do, Quan	Reynold's Consumer Products	Rickards, Trevor	Coca Cola
Doan, Tam	Reynold's Consumer Products	Ries, Anita	WWL
Drummond, France	Sun-Rype Products	Roath, Mitchell	Arrow Transportation Systems—Ashcroft
Dryhurst, David	Unknown	Sandhu, Guravtar	Unknown
Duffy, John	Swanson's Ready-Mix	Santos, Wilfred	Yellow Cabs
Eglen, Terry	Cloverdale Paints	Schnell, Larry	Purolator
Folk, Clifford	Inland Concrete Fort St. John/Dawson Creek	Schryvers, John	Unknown
Formo, Gordon	OK Ready Mix	Sherbinin, Fred	Unknown
Fulton, Harry	Litchfield Bulldozing & Demltn.	Simmons, William	Sun-Rype Products Ltd.
Gaudet, Marie	Haisla Shuttle	Sittler, Barry	Columbia Hydro Constructors Ltd.
Giesinger, Douglas	Rolling Mix Concrete	Sledge, Kerry	Highway Constructors Ltd.
Gill, Gurdeep	Basalite Concrete Products	Stagg, MarkMark	Hub Fire Engines
Giraud, John	Target Products	Stanley, Donald	Salvador Ready Mix Concrete Ltd.
Gomes, Manuel	Coca Cola	Strachan, Ian	Sun-Rype Products Ltd.
Greene, Kenneth	Hub City Paving	Swamy, Kris	WWL
Gregory, Gene	Unknown	Swanson, Brian	OK Ready Mix Ltd
Gurney, Victor	Unknown	Thomas, Kirk	Unknown
Hallady, Rick	White Pass & Yukon Rail	Thompson, Dale	Arrow Transportation Systems—Ashcroft
Hawkins, Garry	Van-Kam Freightways	Toker, Jean	Unknown
Hawkins, Paul	A Division	Totino, Terence	Cardinal Concrete
Hill, Douglas	Valley Rite Mix	Tran, Linh	Reynold's Consumer Products
Hoffner, Barry	Salvador Ready Mix Concrete	Traviss, Ronald	Unknown
Hoggard, Dennis	Ludeman Trucking	Truong, Dong	Reynold's Consumer Products
Howell, Edward (Ted)	OK Builders Supplies Masonry Div	Uri, Lyle	Cullen Diesel
Hung, Charlie	Canadian Linen	Vanhaaster, Peter	Unknown
Hung, Winnie	Canadian Linen	Walske, Paul	Lafarge Construction—Kent St
Ingram, Michael	Norgaard Ready-Mix	Walton, Robert	Cullen Diesel
Inkster, James	Van-Kam Freightways	Waterhouse, Diane	Teamsters Local 155 - COPE Employees
Jessop, Marilyn	Sun-Rype Products	Weir, Thomas	Upland Contracting
Johal, Balwinder	Canadian Linen	Wells, William	Elphinstone Aggregates
Johnson, Randy	Superior Propane	Wheatley, Patrick	Unknown
Johnson, Richard	Arnie & Sons Trucking	White, Stephen	Coca-Cola
Johnston, Edward	Highway Constructors.	Williams, Leon	Arrow Transportation—Kamloops
Jones, Norman	Norm Jones Holdings	Wipf, Jim	Lafarge Metro
Kaila, Malkiat	Reynold's Consumer Products	Zier, Werner	Byers Transport
Kearns, William	Ocean Concrete—LehighHanson		
Kirton, Raymond	Kirton Bros Trucking		
Kishineff, Mitchell	Ocean Concrete-LehighHanson Materials		
LePage, Mark	Van-Kam Freightways		
Lesy, Maurice	Rocky Mountain Energy—Castlegar		
Letskeman, Kenneth	Valley Rite (Aggregate)		
Loftus, Terrance	Unknown		
Logan, Larry	Gat Leem Logistics		
Long, Gary	Bobell Express		
Lundstrum, Kirk	Ocean Concrete-Lehigh Hanson Materials		
Mackay, Kaye	Unknown		
Mackie, Michael	Arrow Reload Systems		
Martin, John	Coca Cola		
Masteron, Doug	Heavy Construction		
McAloney, James	RSK Excavating		

Notice to Local 213 retirees

As a retired member of Local 213, you are eligible to join the Retiree's Club. Local 213 pays the \$20 annual dues for the first two years. Meetings are held on the 3rd Wednesday of each month (except June, July and August) from 10 a.m. to 1 p.m. in the auditorium of the Teamsters Building in Vancouver.

For more information please call
604-875-6636.

An injury at work

Do you have to take light duties?

It used to be that WorkSafe B.C. could not send you back to work unless your doctor agreed that it was safe. **That is no longer the case.** It can send you back even if your doctor disagrees.

In most workplaces, the employer will tell you that they have light duties and that you should come in and do them. Employers do this because they don't want to have a time-loss injury on their record. They believe that it is cheaper for them to bring workers back earlier. But that isn't the case if workers reinjure themselves or make their conditions worse. What might have been a temporary injury may become permanent.

When you injure yourself or when you develop an occupational disease (like tendonitis or epicondylitis), your employer will tell you it has light duties and have you sign a form agreeing that you have been told about this. Once WorkSafe B.C. has this form, it will terminate your wage loss benefits even if you haven't gone back. Of course you can appeal that decision but that's going to take time and you will probably already have returned to work by the time you get a decision.

What can you do?

If you disagree that the light duties are appropriate for you, make sure to tell the WorkSafe B.C. case manager.

And go to your doctor! You have to be clear with your doctor about the nature of the light duties and why you can't do them. If your doctor feels that these duties are not safe, get him or her to send in a doctor's report (Form 11) to WorkSafe B.C. saying **WHY** the light duties are not appropriate.

If your doctor just fills out a report saying, "Mary can't do those light duties," the note will be useless. The doctor must explain why.

If your case manager knows that you and your doctor disagree with a return to the light duties, he or she is legally obligated to investigate.

If WorkSafeBC thinks that the doctor does not understand the nature of the job duties, they will not accept the doctor's opinion.

After that, see your doctor regularly so that he or she will be able to offer an informed opinion about your condition and if WorkSafe B.C. tries to send you back too early, your doctor will be in a better position to disagree and explain why. Also, if you end up having an appeal about the long-term effects of your injury, the doctor will be able to offer good evidence about that too.

So remember, with every injury:

- See your doctor as soon as possible!
- Continue to see your doctor regularly.
- Be prepared to explain if the light duties the employer offers you are not appropriate, and
- If the employer is harassing you to go back to work too soon, contact your union!

Above all, don't let anyone make you do work that will hurt you further.

—Sarah O'Leary, *Rush Crane Guenther Barristers and Solicitors*

Teamsters Local 213 Offices

Head Office

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

Area Offices

Northern B.C.

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

South Central B.C.

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

Vancouver Island

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

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

Terrace Phone: 250-635-6563
Whitehorse Phone: 1-888-876-5213

Membership meetings in 2017

B.C. Interior

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

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

Metro Vancouver

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

Northern Region

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

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

Vancouver Island

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

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

start with the right training

Class 3 Warehousing Program



**Higher wages
Greater respect**



Teamsters Local 213
604-876-5213 teamsters213.org

Joint Training School
604-874-3654 jts213@shaw.ca