



Canadian Boilermaker

A newsletter for Canadian members of the International Brotherhood of Boilermakers

Volume 4 Number 1 | April 2017

CETA and the TPP:

Bad deals threaten Boilermaker jobs

The scariest thing about CETA — the deal with Europe that the federal government is punching through Parliament — is that people don't know what it is. They think it stands for "Canada-Europe Trade Agreement." But it doesn't. It stands for "Comprehensive Economic and Trade Agreement."

CETA is not only about trade. In fact, its goal is to integrate our economy with that of the European Union and its component states. Do we really want that? Does our government even know what it means?

For Boilermakers, the biggest danger is that the agreement allows European companies to bid on construction and maintenance projects on the same basis as Canadian companies. If they win the bid, it also allows them to import their

entire labour force, if they so desire, to replace Canadian workers.

Think of this scenario: it's shutdown season, normally a busy time of year. But you're out of work because one of the oil sands plants you've worked at no longer requires your services. Thanks to CETA, they've been able to bring in people to do your work at a much lower cost.

That, in a nutshell, is the problem with CETA and it's cousin, the so-called Trans-Pacific Partnership (TPP). Agreements like it go beyond trade and into the realm of economic integration.

Beyond trade

The entire point of agreements like CETA and the TPP is to make things easier

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Contractors try to take advantage



by Joseph Maloney
International Vice President
for Canada

Most of the contractors we work for are good employers. Some of them are former

Boilermakers themselves and know what it's like to work on the tools. The vast majority of them know how valuable we are on a site.

Many contractors have been feeling the pinch because of the drop in oil prices. The people who hire them are demanding lower prices due to the uncertain outlook. We've already had to make some concessions in the maintenance industry as a result.

But occasionally, someone tries to disrupt a good working relationship to get an advantage that they hope will result in extra profit for themselves.

They try to use members of another trade to do our work, or they threaten to not hire us and use non-union workers instead. They exaggerate the costs of using union Boilermakers and spread falsehoods through the owner and contractor community.

Playing with fire

The people who try this can be literally playing with fire. Boilermakers possess a unique skill set. When we go out to a worksite, there's a reason we're there. And that reason is that only Boilermakers are qualified to do certain types of work.

Our work has to be done right and it has to be done by Boilermakers. There are safety implications for the other workers on the site and for the public at large.

Does a contractor really want to see what can happen when an unqualified welder

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Training: Boilermakers step up



These Boilermakers from Lodge 146 in Alberta are among the many who have taken the Field Supervision course from National Training over the past few months. For much more information on our training programs, please see pages 4–6.

Most contractors play fair. What about the rest?

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works on a pressure vessel? There are trades whose work is similar to ours, and sometimes a contractor will threaten to give our work to one of those trades. But similar is not the same. At some point, a non-Boilermaker will be confronted with work that they just can't handle. At that point, jurisdiction becomes a safety issue.

Other employers can simply refuse to follow the provisions of the collective agreement. If they don't agree with something in our contract, they won't follow it. Besides being potentially dangerous, this approach is against the law.

Pushback

How do we push back against employers who try stunts like that?

Fortunately, the union has excellent legal help that we won't hesitate to use.

Through legal channels, there are a number of avenues we can pursue, from unfair labour practice charges to applications to the courts for injunctions. In one case in eastern Canada, we're doing just that.

Of course, we don't like to take that route. We'd rather demonstrate to our employers that it's in their interests to hire union Boilermakers. The fact that more than eight out of 10 Boilermakers hired in Canada are members of our union is a testament to the effectiveness of that approach.

Our efforts include Owner Appreciation Days, where we visit major work centres and sit down for face-to-face meetings with the owner and contractor community. At our most recent series of such meetings, owners were impressed with our Job Ready dispatch system and app. They were on board with Boilermaker Total Health, our holistic approach to ensuring they get Boilermakers

who are fit for their jobs. They appreciated our efforts to predict demand and the ways we dealt with recent labour shortages.

We also advertise and run articles in trade publications that highlight the difference union Boilermakers make to their projects. There's no shortage of examples of how we help ensure their work gets done on time and to a standard of excellence.

Sit down and talk

When we run into a situation where falsehoods are being spread, our first reaction is to sit down and talk with the people who are spreading them.

If that doesn't work, we will not hesitate to go the legal route.

We have a well-deserved reputation as an elite craft. And we won't let it be sullied by false information and rumours.

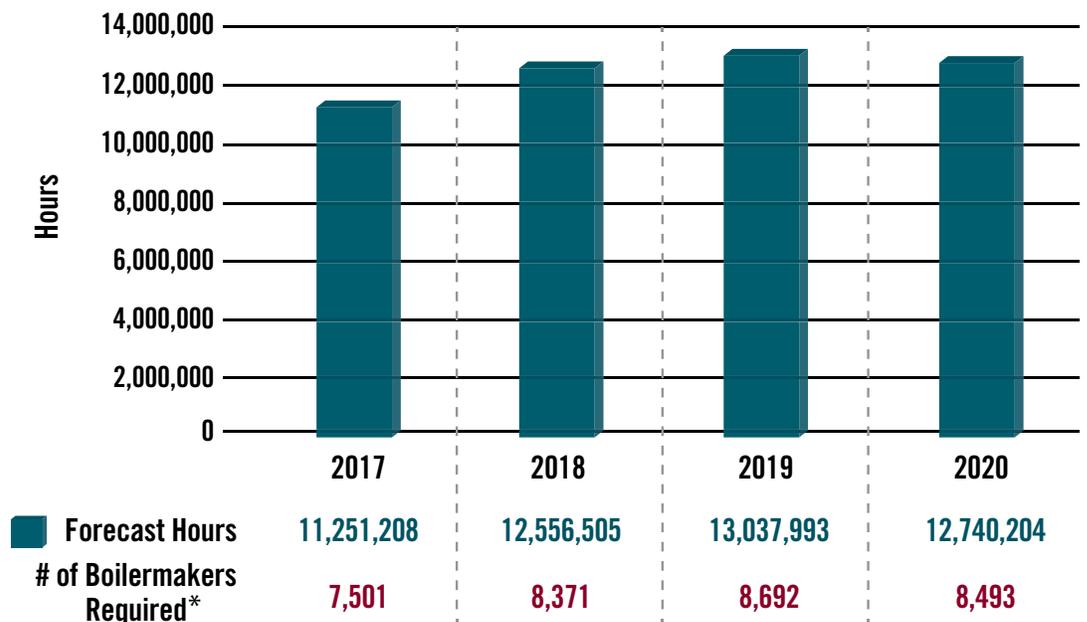
After a soft 2016, the work outlook brightens

The Boilermaker Work Outlook: 2017–2020

	Forecast Hours*			
	2017	2018	2019	2020
TOTAL	11,251,208	12,556,505	13,037,993	12,740,204
Prior Forecast (Q3)	11,192,723	11,761,159	12,230,639	12,967,296
Difference	58,484	795,347	807,355	(227,093)
% Change	0.52%	6.76%	6.60%	(1.75%)

*Reduced by 25% for margin of error

The work outlook for Boilermakers has softened over the last two years, but it's set to pick up again, according to our forecasts. The forecast work-hours are up by more than six percent for both 2018 and 2019 before settling back a bit in 2020. A massive program of nuclear work in Ontario, combined with an improving situation in the oil industry, will make the difference over the next few years.



*Forecast hours adjusted by 25% for margin of error

No guarantees, no regulations to protect workers or consumers under new economic deals with Europe, Asia

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for corporations to operate anywhere and everywhere in the world.

CETA provides that Canadian governments down to the municipal level must give European and Canadian companies the same treatment when it comes to procurement of goods and services. The same treatment goes as far as business is concerned. Canadian governments will not be able to regulate the extent to which European companies can operate in Canada.

Those are measures that will affect Boilermakers directly. But there are many more that will affect our families indirectly. As a result of CETA, our prescription-drug prices will almost certainly climb. And there are concerns that companies will be able to manipulate CETA's arbitration system to change public policy, like environmental or medicare laws.

No guarantees

CETA contains plenty of provisions to provide binding settlements to investors who think they've been wronged in their dealings with Canada. But there's nothing to guarantee labour standards like wages and working conditions. The agreement is full of high-sounding principles but there is no enforcement mechanism or even a dispute-settlement body with any teeth for workers.

Unlike our Temporary Foreign Workers program, there are no regulations to ensure foreign workers are paid the same wage as Canadians. And measures like Labour Market Impact Assessments, which prohibit foreign workers if enough Canadians are available to do the work, will no longer be allowed.

“The agreement is full of high-sounding principles but there is no enforcement mechanism or even a dispute-settlement body with any teeth for workers.”



Despite a provision in the agreement calling for public consultation, there has been virtually none. At the time of writing, the federal Liberal government was railroading CETA through parliament while limiting the number of groups and people that can make presentations to the committee studying the bill.

Liberals determined

As for the TPP, the election of Donald Trump as US President seems to have killed it. But the federal Liberals are determined to reach agreements with the other signatory nations that will accomplish the same things. And the TPP holds the same dangers for Boilermakers as does CETA: the wholesale importation of a workforce to handle

large construction or maintenance projects.

The big question with CETA and the TPP is “Why?” There are very few European goods we can't already buy. In most cases, tariffs have already been reduced to nearly zero. The economic benefits of CETA and the TPP add up, at most, to a drop in the bucket for the Canadian economy.

Once you eliminate all the other possible rationales for these bad deals, only one answer remains. The CETA and TPP deals were made to provide corporations with more international mobility that will allow them to make more money. For Boilermakers and all Canadian workers, though, the consequences could be disastrous.

Is your security clearance up to date?

Local 128 has sent a letter to Canadian locals in a search for security-cleared Boilermakers to fill the demand in Ontario's nuclear sector. But to work on a nuclear project, you need a valid security clearance. Processing these clearances can take three to six months, so it is crucial to get your paperwork filed as soon as possible.

With its letter, Local 128 included a copy of the security clearance application for members who may consider

taking a travel card and working in Ontario.

Local 128 has received a great response from across Canada. Interested members should pick up the security clearance application and submit the completed forms at their earliest opportunity.

Members with any questions on obtaining or submitting their Nuclear Security Clearance can contact Patty at Local 128 at (905) 315-1065.

Nearly 150 ace project-management course

by Grant Jacobs
Director of National Training

Sixteen of our finest finished National Training's seventh annual Project Management course in January, joining the 148 members who have completed the six-day program.

This program is designed to meet the needs for upper-level supervision training and we restrict enrollment to the superintendent and project-management level.

Field Supervisor Training

This two-day program is a must for anyone at a foreperson or general foreperson level, or for any member who wants to try their hand at supervision. Since November, National Training has delivered this program for Local 203 in St. John's,

NL, Local 128 in Burlington, ON, Local 555 in Regina, SK and for Local 146 in both Edmonton and Calgary, AB. Our next course is scheduled for Local 555 in Winnipeg, MB. Over 500 of our members have completed this important training.

Master Rigger

This course continues to be in high demand and for good reason. One of our major contractors strongly approved the course, instructors, and facility in a recent detailed audit conducted by their engineering staff.

Visit Local 146's website, boilermakers.ca, for more information. Members must contact their local union Training Coordinator to enroll.

Apprentice Awards Banquet

This year's banquet to recognize the

achievements of our Welder and Boilermaker apprentices across Canada will be held August 23, in conjunction with our Canadian Tripartite Conference. This is always an exciting and rewarding time for the apprentices who have been chosen to represent their local at this event.

Boilermaker Virtual Campus™

Since the first courses were offered on the Boilermaker Virtual Campus in 2007, there have been over 8,500 views, which means most members have checked them out.

Visit boilermaker.ca to check out the new programs. Blueprint Reading, Tank Construction and Layout are all interactive, self-paced courses you can complete online. Many general-interest courses are also available.

Training from Coast to Coast

Here is a partial list of courses offered by Boilermaker locals in 2017. Check with your local Business Manager or Training Coordinator to confirm exact dates, or for other training opportunities.

Local 73

Core Health and Safety	Ongoing throughout the year
Fit Testing	Ongoing throughout the year
Welder Upgrade Training	Contact the Saint John office

Local 128

Field Supervision Leadership Training	Burlington (Advanced class)	Feb 10, 17 Feb 14, 15
Steward Training		March – April (dates TBD)
Core Training	Burlington	Ongoing throughout the year
Working at Heights, Confined Space	Sarnia	Ongoing throughout the year
Respiratory Fit Testing and WHMIS	Sudbury	Ongoing throughout the year
Respiratory Fit Testing and WHMIS	Thunder Bay	Ongoing throughout the year
Respiratory Fit Testing and WHMIS	Specific job sites where required	Ongoing throughout the year
CWB testing	Burlington	Jan 20, Feb 3, Mar 17, Apr 12, May 19, Jun 16, July 14, Aug 25, Sept 15, Oct 13, Nov 24, Dec 15
CWB testing	Sarnia	Ongoing, as required
CWB testing	Sudbury	Jan 20, Feb 3, 15, 17, Mar 3, 24
CWB testing	Thunder Bay	Jan 27, Feb 23
Pre-Apprentice Orientation*	PSW Intake	Jan 16 – 30
Pre-Apprentice Orientation*	Red Seal Intake	Mar 6 – 31
Pre-Apprentice Orientation*	PSW Intake	May 22 – Jun 2

Local 555

Field supervisor	Regina	Jan 31 & Feb 1
Field supervisor	Winnipeg	Feb 21 & 22
Steward training	Regina	Feb 23 & 24
Steward training	Winnipeg	TBD
Pre-Apprentice Orientation*	Winnipeg	Jan 9 – 20
Pre-Apprentice Orientation*	Regina	Jan 30 – Feb 10
H2S Alive	Regina	Jan 16, Jan 27, Feb 10, Feb 15, more dates TBD as required
H2S Alive	Winnipeg	Jan 20, Feb 2, Feb 27, more TBD
CWB Testing	Regina	Jan 18 & 19,
CWB Testing	Winnipeg	Jan 25, Feb 22, March TBD
Fall Protection	Regina	Feb 7, 14, 15, 16, 21, 22, 23, more TBD
Fall Protection	Winnipeg	Feb 28, Mar 1, 2, 7, 8, 9, more TBD

Local 146

Better Supervision	Edmonton, Calgary	Feb 3 & 17, 2017
Rope Access	Edmonton, Calgary	Feb 12 to 17, 2017
Overhead Crane	Edmonton, Calgary	Dates not available
Torque and Tensioning	Edmonton, Calgary	Dates not available
Job Steward	Edmonton, Calgary	Feb 16 & 17, 2017
Field Supervision Leadership Training	Edmonton, Calgary	Feb 2 & 3, 2017
Master Rigger	Edmonton, Calgary	Feb 6 – 9, 2017
Master Rigger	Edmonton, Calgary	Feb 27 – Mar 2, 2017
Master Rigger	Edmonton, Calgary	Mar 13 – 16, 2017
Master Rigger	Edmonton, Calgary	July 10 – 13, 2017
Master Rigger	Edmonton, Calgary	July 24 – 27, 2017
Master Rigger	Edmonton, Calgary	Aug 14 – 17, 2017
Master Rigger	Edmonton, Calgary	Oct 23 – 26, 2017
Master Rigger	Edmonton, Calgary	Nov 6 – 9, 2017
Master Rigger	Edmonton, Calgary	Nov 20 – 23, 2017
Master Rigger	Edmonton, Calgary	Dec 4 – 7, 2017
Master Rigger	Edmonton, Calgary	Dec 18 – 21, 2017
ARIS	Edmonton, Calgary	Feb 6, 2017
WorkSmart	Edmonton, Calgary	April 3 – 13, 2017
Initial B day course	Edmonton, Calgary	Feb 6 – 24, 2017
CWB	Edmonton, Calgary	Feb 6, 9, 23
CWB	Edmonton, Calgary	Mar 6, 9, 23
CWB	Edmonton, Calgary	Apr 10, 13, 27

Local 359

Boilermaker Foundation	BCIT	Feb – Aug
Boilermaker Level 04	Boilermaker Training Centre	Jan 3, 13
Boilermaker Level 02	Boilermaker Training Centre	Jan 16, Feb 16
Boilermaker Level 02	BCIT	Jan 9, Feb 10
Boilermaker Level 03	BCIT	Feb 14, Mar 17
Forklift Certification	Boilermaker Training Centre	Feb 22
Aerial Platform	Boilermaker Training Centre	Mar
Boilermaker Level 02	BCIT	Oct 17, Nov 17
Forklift Certification	Boilermaker Training Centre	Nov
Aerial Platform	Boilermaker Training Centre	Dec
Welder Upgrade Training		Ongoing throughout the year

*Courses include but not limited to WAH, CSE, Fit Test, Basic Construction, Genie Boom, Fork Lift, Asbestos, Lock out tag out, Propane, Basic rigging, WHMIS, worker awareness, First aid, Torque techniques, simulations on rigging structure, oxy-acetylene, gouging, pulling/stabbing bundles

Members benefit from continual training

Boilermakers across Canada benefit from the continuous skills-upgrading courses they take under the auspices of National Training. These photos show members who completed some of the courses.

Photo on page 1: Members of Local 146 who completed the Field Supervisor course in December. Left to right: Jonathan White (National Training Coordinator), Sam Bruso, Martin Cote, Tanner Lee, Glenn Cosby, Basile Babineau, Janny Gonzalez, Taylor Horn, Jessey Enjeneski, Jeffrey Clarke, Joshua Evans, Grant Jacobs (Director of National Training).



Right: Local 128 hosted the popular Field Supervisors course last December. Back row (standing), left to right: Jonathan White (National Training Coordinator), Alex MacLeod, Josh Turcotte, Lloyd Taylor, Scott Millette, Mike Bosanac, Brandon Charbonneau, Chris Craft, Doug Harkness, Ken Barber, Benny Groulx. Front row (seated) left to right: Blair Allin (Local 128 Health & Safety Instructor), Chris McIntosh, Justin Elrick, Don Logan, Al Dempster, Ward Barrett, Fran Guilherme.



Above: Members of Local 146 took the Field Supervisors course in February. Back row, left to right: Charles Ngoo, Trevor Cappis, Michael Livingston Loney, Keith MacEachern, Clark Reed, Bradley J Minty, Felix Antoine DesLauriers, Jiten Singh. Front row, left to right: Jonathan White, Robert Afonso, Brandon McKinnon, Peter Stephenson, Chad McKinnon, Mike Keil, Matt Friess, Tedman Parkinson, Grant Jacobs (Director of National Training).



Above: Staff and Local 203 members at the Field Supervisors course last December. Back row, left to right: Grant Jacobs, Kenneth Simms, Sam Whelan, Trevor Ennis, Clem Smith, Riley Snow, Tom Cantwell, Raymond Flaherty, Jonathan White (National Training Coordinator). Front row, left to right: Bob Lewis, Dave F Wade, Jeff Wall, Kenneth Delaney, Corina Skanes, Bradley Wade, George Mercer.

Below: National staff and members of Local 555 at the Field Supervisors course in February. Back row, left to right: Jonathan White, Chris Brandt, Will Paton, David Lee, Colin Weber, Chris McLean, Domenico Fiacco, Tim Stratton, Grant Jacobs. Front row, left to right: Sheldon Kreiser, Todd Jakubowski, David Nahuliak, Chad Osask.



Above: Attendees at the 2017 Project Management course. Back row, left to right: Fred Cox (Instructor), Gerry Klimo (Instructor), David Wade L 203, Noel Peach L 73, Barry Noseworthy L 146, Riley Snow L 203, Darren Dillabough L 555, Chris Begin L 146, Ryan Johnson L 555, Randy Fenez L 146, Jeff Fontaine L 146, Joseph Maloney (International Vice President), Greg Blender (Instructor). Front row, left to right: Jonathan White, David A. Lewis L 128, Kelly Mayor L 146, Kevin Petronski L 128, Brad Peters L 146, Grant Jacobs (Director of National Training), Eric Bibeau L 128, Scott Howard L 146, Andrew Dolan L 73.

Lodge 271 members play key role in \$1-billion cement project

A ready supply of high-quality limestone, a deepwater port and 325 Boilermakers: how could the McInnis Cement project in Port-Daniel-Gascons be anything but a success?

Members of Lodge 271 have played a key role in building the \$1-billion facility, one of the most important industrial projects currently under development in Canada. The plant and network of terminals is on track to be completed by this Spring.

The plant's site is beside a quarry that contains extremely high quality limestone. The deepwater marine terminal, now under construction, will dramatically reduce transportation costs, making shipping both cost-effective and highly competitive.

Access to maritime transport will mean a substantial reduction in the ecological footprint generally associated with cement transportation. In fact, just one ship can carry the equivalent of 1,500 truckloads of cement.

With these unique features, this project will be an economic driver for the Gaspé region and the entire province of Quebec. The plant will provide a reliable source of consistently high-quality cements to North America's eastern seaboard, served by a network of strategically located modern terminals.



Lodge 271 members are key in building the McInnis Cement project. Clockwise from top left: rotary kiln, distribution operations for silo, dust collector, the skip, installing the duct, welder in a steel rod.



Hearing loss: It can happen to you

by Jason McInness

National Director of Health and Safety

Hearing loss is painless, progressive and permanent. According to the Hearing Foundation of Canada, hearing loss is one of the fastest growing and most common chronic health conditions facing Canadians today. In the US, the Centers for Disease Control estimates one in four adults have noise induced hearing loss (NIHL).

While hearing loss has many causes, age and workplace exposure are the most common.

One of the best things you can do for your hearing health is to get it tested regularly. Regular testing allows for the early detection of hearing loss before it moves into the speech-frequency range or impacts your quality of life. Testing gives you critical information to make changes to prevent further hearing loss.

Under our health and welfare plan, members are able to access annual hearing testing and custom-fitted earplugs (every five years).

The IBB has a preferred-provider arrangement with Connect Hearing. Testing locations can be found on the benefit plan's web site at www.boilermakersbenefits.ca under Job Ready Dispatch. **Note:** members may use other providers if there is no local Connect Hearing clinic with permission from the plan's administration office.

Did you know? Wearing your hearing protection on the job is key. Not wearing your hearing protection for as little as 15 minutes can cut the noise reduction rating of your ear plugs by 50%.

Did you know? A small increase in the sound pressure level (e.g. 3 decibels) will double the risk and require the allowable exposure time to be cut in half.

A new champion steps up for Canada — with help from the Boilermakers



14-year-old Adicus (Adi) Bird will represent Canada this summer at the World BMX Championships in South Carolina, helped by a donation from Boilermakers Lodge 359. Going to the Worlds alone will cost more than \$5,000, in addition to thousands more in costs for Canadian races and a customized bike.

When she was four years old, Adicus (Adi) Bird hopped on a child's bike at Zellers and delighted her parents by riding around the aisles of the store.

Ten years later, Adi is preparing to represent Canada at the World BMX Championships in South Carolina, a vital step towards riding for her country in the Olympics.

She earned the honour by winning last year's Canadian national championship in Calgary.

"To most people, BMX is just another sport like all the others. But to me, it's a lifestyle," she says. "From when I wake up until I fall asleep, BMX is the first and last thought on my mind. I fall asleep with a smile on my face because I am doing what I love."

Membership chips in

Thanks to Boilermakers Lodge 359, Adi is a step closer to realizing her dream. When Business Manager Martin Nicholson learned about her efforts, he enlisted the help of IVP Joe Maloney in asking for support from the international executive. The international union agreed to donate \$5,000 towards her expenses, and the members of the Lodge voted to match it.

"I asked my Lodge to match it, and they were quite happy to," says Nicholson. "When it comes to kids, the membership always chips in."

The donation is crucial to Adi's effort, which will cost more than \$20,000,

including equipment, travel and entry fees for races on both the Canadian and international circuits.

It's a tough road. Living on a farm in Royston, BC, it's difficult to find training facilities. BMX bikes are not designed for rain or mud, and Royston is in the middle of a rain forest. Most of the tracks in BC close in October and the only indoor track is in Abbotsford.

Motivation

"It's hard to motivate myself to ride my bike when the weather is miserable outside, so I often remind myself of what the dictionary says 'commitment' and 'dedication' stand for," Adi says.

Another big boost was a sponsorship by StrongHearts Fitness School of Movement in Courtenay. Adam Morden, owner of the studio, has offered his facilities and services free of charge. Adi trains there two or three times a week.

At age 17, Adi will move up to the junior class in her

sport. She'll ride on professional tracks with eight-metre hills. After graduating from the junior ranks, she'll become an elite-level professional.

Since she won the national championship last summer, Adi has been "training relentlessly," say her parents, Julie and Kerry Bird.

"BMX riding is evolving so much that now, when someone says you ride like a girl, you can thank them," they say. "If you rode like our girl, your competitors would be amazed and a little frightened."



Lodge 359 Business Manager Martin Nicholson presents Adi with a cheque for \$10,000 to help cover expenses. Adi's trainer and fitness coach, Adam Morden, looks on.

Boilermaker Dollar \$ense™ helps with your finances

Did you know that 15% of people leaving the Boilermaker trade do so for financial reasons? Many new Boilermakers can't cope with the on-and-off employment cycles of our trade.

Other Boilermakers get into trouble by piling on debt when times are good.

Boilermaker Dollar \$ense™ teaches the fundamentals of good financial awareness and planning. Since its rollout, the program has been well received and used by members. The goal is to have every apprentice complete this program in the first year of their apprenticeship.

We know that good financial practices and planning ease or eliminate the stress of the on-off employment cycles typical of our trade.

The Dollar \$ense™ course is available to all members and their families through the members' area of boilermaker.ca. You can complete the course online at your own pace.

Try it. You won't be disappointed.

Tradition continues for Mississauga retirees



Pierre Pommainville, a retired member of Local D366 (Mississauga ON), hosts his 14th semi-annual retirees' coffee get-together in the food court at a local shopping mall. Several Local D366 retirees had expressed an interest in getting together to talk about the good old days, so Pierre decided to arrange a get-together twice a year for his retiree friends. Pierre arranged his first reunion in June, 2010. The retirees have reunited twice a year ever since and now 30–40 retired Boilermakers gather twice a year to reminisce about days gone by.

A big “Thank You!” to our stewards

Thank you to all Boilermakers who have stepped forward and served as stewards.

In the Boilermakers, the steward is recognized in the International Constitution, local bylaws and collective agreements. Stewards safeguard the interest of the members and help members and employers with the agreement.

In 2016, nearly 200 Boilermakers across Canada took the steward training program, a one- or two-day course that helps stewards understand their role as a workplace leaders.

Please contact your local lodge if you're interested in taking the steward training course.



Members of Local 555 took stewards' training in January, 2016 in Regina.

Our benefit plan: head and shoulders above

by **Susan Bird**
Benefit Plan Administrator

Recently, our benefit plan announced that the drawdown of your dollar bank would increase to \$350 per month. But that doesn't mean \$350 per month out of your own pocket. Since our employers contribute \$2.25 per hour to your dollar bank, it means you pay nothing for coverage if you work about 25 hours per week. Any extra hours accumulate in your bank for times like vacation, when you're not working.

\$350 per month is not a lot to pay for a benefit plan like ours. Our health and welfare plan provides benefits that people in other jobs — including government jobs — can only dream about. And they pay more for their plans than Boilermakers do.

I personally know people who pay \$500 per month for their benefit plans. They get limited prescription drug coverage, limited coverage for physical therapy like massage or chiropractic, limited dental coverage, especially for major work, no out-of-country travel insurance, no Special Disability Benefit and no employee assistance plan at all.

Go to the website of a major insurer and find out what it would cost you for one of their coverage plans. I tried it myself. Their coverage was so limited — there was a \$500

yearly maximum for dental — that a family could end up shelling out thousands of dollars per year for things like major dental work, drugs, eyeglasses, physical therapy and all the other things that weren't covered.

Healthy retirement

Do you want to pay hundreds of dollars per month for health coverage when you retire? With the Boilermakers plan, you don't have to. If your employers contributed for 50,000 hours to the health and welfare plan (about 25 years of full-time work) on your behalf, your retirement health coverage is free. If you've worked less than that, your premiums are based on a sliding scale that lowers your cost for every year you've worked.

It's one of the benefits of our new 65-plus coverage for retirees. This new plan, announced just a few months ago, received an enthusiastic response when we explained it through webcasts, telephone calls to the benefit office and at membership meetings in Atlantic Canada.

Stellar pension returns

The good news continues for our pension plan. Last year, the plan made a return of 10% on its investments, far ahead of the actuarial target of 6%. The plan is now more than 90% funded. This doesn't mean we

can start improving benefits, however. New legislation says a plan like ours has to have a funding ratio of 119% before we can do so. Not every year will feature great returns like last year. The important thing to keep in mind is that our plan will reach its goals over the long term.

A tax break

Boilermakers can pat themselves on the back for their successful efforts to stop the federal government from taxing employer contributions to our health and welfare plan. The government had floated the idea, but a successful initiative by our benefit plan members to protest the idea helped to nix it.

Members were asked through our website and Facebook page to send messages to the government in opposition to the idea. You responded in spades. We can all take a lesson from this issue: getting involved pays off!

Termination benefit

Members should keep in mind that they will lose their membership in the IBB if they take a termination benefit.

Info 24/7

Finally, a reminder that you can get information on your benefit and pension plans 24/7 at boilermakersbenefits.ca.

Photo call: Get your mugshot in our 2018 calendar!

Planning for the 2018 Boilermakers calendar is underway! The call for photos of Boilermakers at work is open to all Canadian members. The photos must be at least one megabyte in size for use in print. Please send your entries to rmacintosh@boilermakers.org.



Boilermakers from Lodge 451 in Flin Flon, MB.

The Boilermaker Code: it's what we're all about

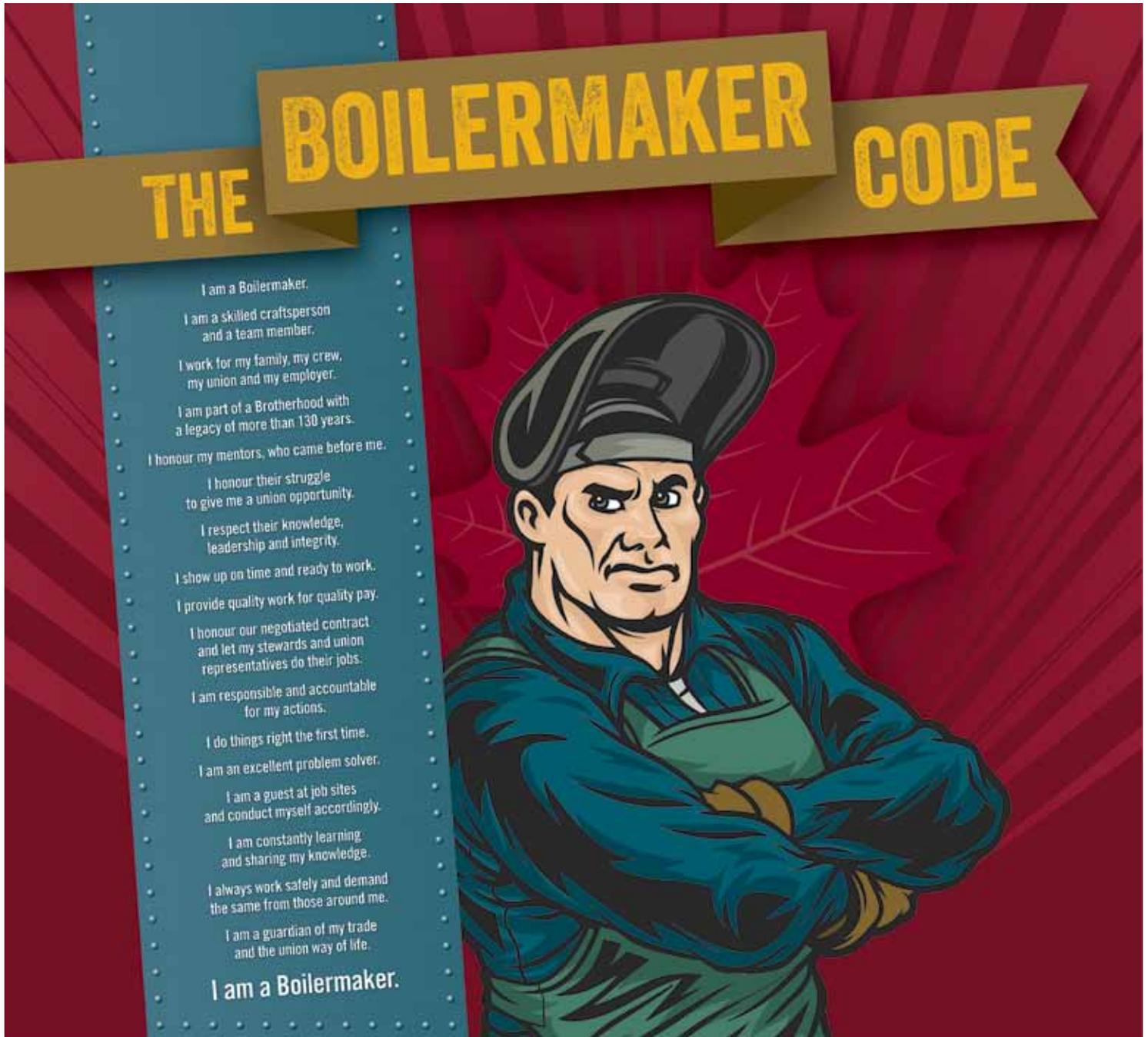
It's the code that governs our trade and our work; a code that embodies the values we bring to our jobsites; the code that governs how we work with each other and with our

employers. It's the Boilermaker Code, and it's come to Canada.

The poster you see below will soon be displayed on union bulletin boards and in

Boilermakers union halls across the country.

It reminds us that Boilermakers are part of a trade which built this country; a trade that lives by its Code.



Canadian Boilermaker

The *Canadian Boilermaker* is published by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers

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Need more info? Check our web site

Much more information for Boilermakers and the public is available on our web site, www.boilermaker.ca.

Members can sign up to be part of the members-only section of the site, with the latest news on the trade and the union.

The site also contains a great deal of information for the public on the Boilermaker Advantage and how to become a Boilermaker.

