



Canadian Boilermaker

A newsletter for Canadian members of the International Brotherhood of Boilermakers

Volume 3 Number 1 | September 2016

Protecting our wages and benefits



by Joseph Maloney
International Vice President
for Canada

In these times of economic stress, even the continuing strong demand for our trade

is not enough to shield us entirely from demands for rollbacks of our wages and benefits in some industries.

In the case of one industry, we're members of a bargaining council that includes unions from many other trades. The demand for the other trades has fallen, leaving employers an opening to press for wage and benefit cuts from everyone.

In another case, there's a threat that workers with questionable qualifications could be imported wholesale from low-wage countries to take our work. If the so-called Trans-Pacific Partnership (TPP) trade deal goes through, it's a real possibility.

Your union is working continuously to prevent these threats from becoming a reality.

Protecting ourselves

In the case of the bargaining council, we've studied the proposals and come to the decision that we can better serve our members by dealing one-on-one with the contractors who hire us. Concessions accepted by other trades in this case will simply have too great an effect on our members and their families.

On the issue of the TPP, we're working with our allies in the Canadian Labour Congress to make a strong effort to persuade the federal government to reject the deal. South of the border, the labour movement

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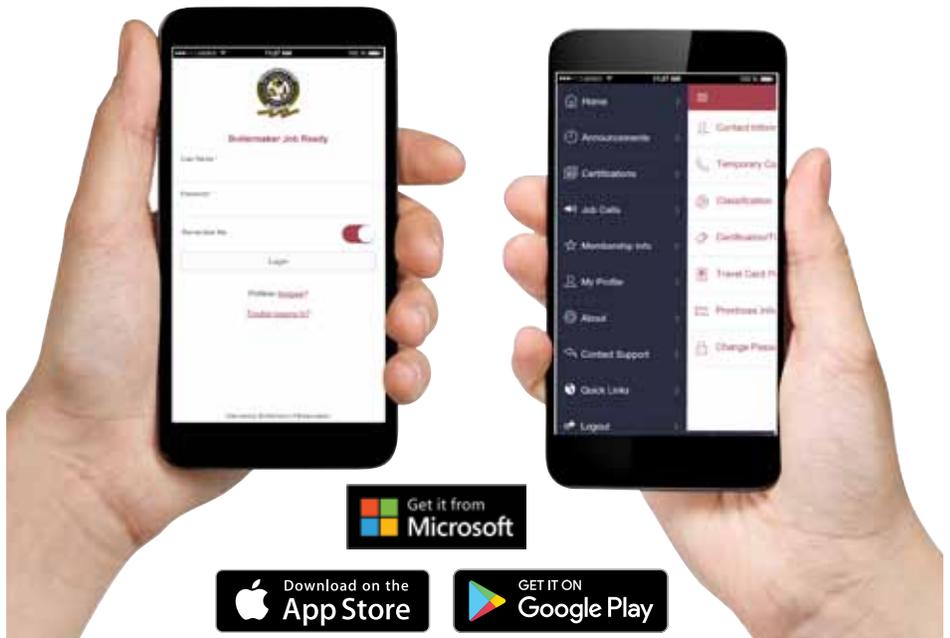
New app helps Boilermakers get work

A new smartphone app that works on Apple, Android and Windows 10 devices is helping Canadian Boilermakers make it easier to find work and check in at job sites.

The bilingual app, **Boilermaker Job Ready**, was launched in May and has just been updated to let members get notifications of new job calls, view and apply for open job calls and add themselves to the Travel Card pool.

Any Boilermaker who has a Members Only account on boilermaker.ca can also log in to update information for dispatchers, present their Core Safety Training information for jobsite check-in and view announcements, in addition to the job-call features.

The app is available free on Android, Apple and Microsoft app stores. For more information, please visit boilermaker.ca/app/.



Job picture still strong despite oil-price shock

The job outlook for Boilermakers in Canada remains strong, despite the drop in the price of oil.

The forecast shows a dip in demand of about 5% for 2017. But overall growth is expected to continue in 2018 and 2019.

See "Work Forecasts" chart on p. 2

Final projections are expected to show demand down about 10% in Alberta for

2016 and a further 6% for 2017 before picking up to 2016 levels in 2018.

After a very strong year in 2016, demand in Ontario is forecast to level out but will still be more than double the demand level of 2015.

Demand will fluctuate in Newfoundland and Labrador, but will increase in Quebec and British Columbia, according to the forecast.

We all have a role to play in defending our wages and benefits

...Continued from page 1

has already seen success in its efforts, with strong opposition to the TPP gaining the support of candidates and members of both parties. In fact, our recent 33rd Consolidated Convention spent a good deal of time reinforcing our efforts on both sides of the border. I am confident we will see success in Canada on this issue similar to what has been achieved in the US.

Perhaps the most important way of all to protect what we have is to maintain our market share — the percentage of Canadian Boilermakers who are members of our union. Over the past few years, a growing number in our trade have seen the sense of working union. The more these people join us, the easier it will be to defend our working and living conditions.

Roles to play

We all have a role to play in this effort. As members, it's important to let people know about our skills, our training and how crucial we are in both construction and industrial settings. It's no exaggeration to say that, without Boilermakers, our entire economy would be at risk.

If you know someone who is a qualified



Boilermakers heard several speakers talk about how the union was working against the so-called "Trans-Pacific Partnership" trade deal at our recent international convention. Photo: Richard MacIntosh

Boilermaker but not a member of our union, you can be a part of our recruiting efforts. Show them the advantages of working union, or contact your business representative.

It's also more crucial than ever to show our pride and professionalism in our work. Owners and contractors hire us because of this professionalism and we must all make

a commitment to support each other by maintaining and even improving our high standards.

Our local and international officers came out of our convention with a commitment and desire to overcome the economic challenges we face. If we maintain our solidarity, I have no doubt we will succeed.

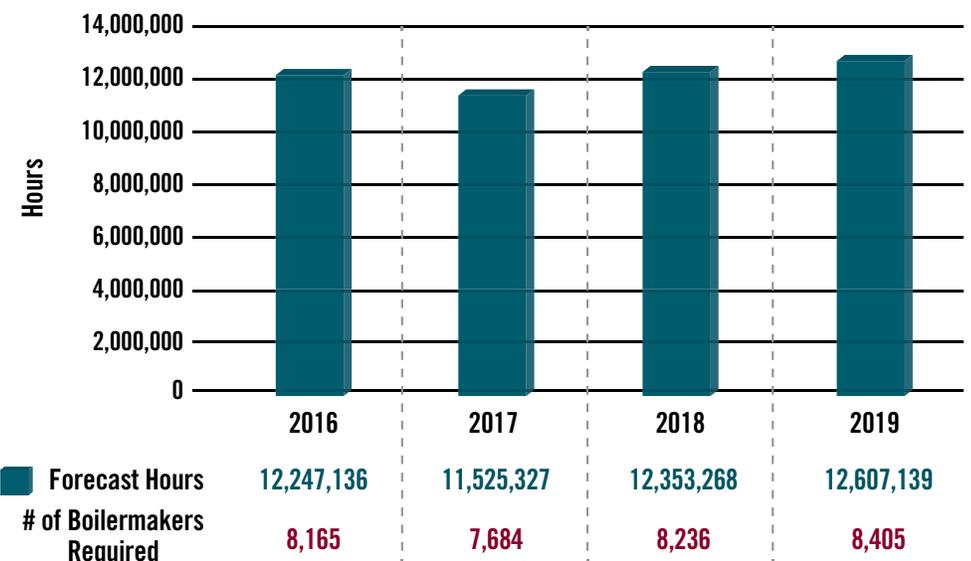
Local 271 elects new Business Manager

Bruno Guilmette is the new Business Manager of Lodge 271, replacing Michel Trepanier, who has been appointed as an International Representative.

The election took place Aug. 9 in Montreal, with every member having the right to vote. Guilmette was elected by acclamation.

Lodge 271 is a construction and contract shop lodge. Its members work in pulp mills, oil refineries, incinerators, mines, reduction plants and hydro-electric projects.

Work forecasts show a slight downward trend for next year, but overall growth until 2019



This chart shows the latest annual work forecasts for Canadian Boilermakers. While demand is down slightly for 2016 and 2017, growth is expected to resume in 2018.

Eastern industrial members get more representation



Industrial Boilermakers in Eastern Canada will soon have their own full-time business manager after the recent international convention approved a new industrial District. Photo: Richard MacIntosh

IBB industrial members in Eastern Canada will get more and better representation services thanks to a new District structure approved by the union's recent 33rd Consolidated Convention.

The 11 industrial locals in Ontario and Atlantic Canada will get a full-time business manager to help with negotiating new contracts, handling grievances and other issues. The locals will also be able to communicate more effectively with each other through regular District meetings.

"We've been working to get a District established in Eastern Canada, like the one members have in Western Canada,"

says Rob Lauzon, the union's Assistant Director of Industrial Sector Operations for Canada. "Our work paid off at the convention."

The new business manager will deal only with issues affecting the industrial locals and will not represent construction locals.

First meeting

The first meeting of all the locals in the new District is scheduled for Sept. 30 in Burlington, Ontario. That meeting will adopt bylaws and receive nominations for the election of the new Business Manager/ Secretary Treasurer of District Lodge D-10.

The new business manager will be elected at a further meeting in Moncton, NB, in late October.

"It will be a big advantage for the Eastern locals to have their own business manager," Lauzon said. "That representative will be elected rather than appointed."

The new District will be funded in part from the portion of union dues that goes to the international and in part by contributions from the locals.

Lauzon, who had been planning to retire at the end of the year, will stay on the job for an extra three months to train the new business manager.

Employers thanked at Contractor Appreciation Day

Boilermakers got a chance to explain our commitment to improving costs and efficiency at an Owner Appreciation Day in Edmonton Aug. 25.

National Health and Safety Representative Allan Belter explained that 60 – 70% of our members take duplicate courses in fall prevention, respirator use and working in confined spaces and that 70-80% of these courses are taken on employer time, at a total cost of up to \$500 in lost time and course fees. The annual cost of duplicate training (course fees plus paid time) ranges from \$1.8 million to a high of \$4.1 million depending on the province in which the course is taken.

Boilermakers made the owners familiar with other initiatives that make our workforce more efficient, including Job Ready Dispatch, the Boilermaker Job Ready App, workforce planning, Boilermaker Total Health and training programs provided by the National Training Trust Fund.

Further Owner Appreciation Days are also scheduled for Sarnia ON Sept. 8, St. John's NL Oct. 19, Saint John NB Nov. 9 and Regina SK Nov. 15.

Shipbuilders get training fund

Lodge 191 has started up a training fund to help members get qualifications required by employers and for travel card work.

The fund has supported CWB tests and BC pressure tickets for the shipyard, along with the BCP100 ticket for travel card work. The fund also helps Lodge 191 members prepare for the Welder and Boilermaker Red Seal test.

The Lodge also wants to start an online assessment tool for metal fabrication.

The fund's Board includes three Lodge 191 members and one international representative. The chair of the committee is Business Manager Gordon White. Members can contact the Lodge 191 office for more information.

Canadians take up



Delegates from Boilermakers locals across North America left the union's 33rd Consolidated Convention in July in a spirit of unity and determination, intent on promoting issues that make a difference to members and defending union wages and working conditions.

The convention theme — *Our Union. Our Future.* — echoed through the hall every day as nearly 600 delegates heard about our side of the environmental debate on energy production and the political challenges that affect us all in both Canada and the US.

Delegates re-elected International President Newton Jones and the rest of the executive team, including International Vice President for Canada Joe Maloney. Maloney was opposed by Ken Noga of Lodge 359. Following the vote, Maloney said he looked forward to continuing to work hard for the members of every local across Canada.

Locals submitted dozens of proposed constitutional changes, many of which resulted in roll-call votes. The one that caused the biggest debate was a motion to elect International Vice Presidents from within their own regions, rather than by the entire convention.

Canadian delegates played a big role in the Boilermakers' 33rd Consolidated Convention in July. Top left: International Rep Arnie Stadnick, Lodge 555 Business Manager/Secretary Treasurer Emile Gareau and Local 146 Business Manager/Secretary Treasurer Dean Milton compare notes.

Top right: Kevin Mathews and Randy Martin from Lodge D331.

Bottom right: Local D-385 delegates Ryan Bohonos, Phyllis Van Rhyn and Richard Smith. Photos: Richard MacIntosh

One team

Delegates voted to keep the present system, arguing that a small executive like the IBB's needs to work closely as a team on issues that affect the entire union.

"We're part of one team." Said International Representative Michel Trepanier. "We're members of an international labour movement. We make our decisions as one unit, not divided."

Delegates voted to increase strike pay by \$100 to \$250 per week. They spoke passionately about the need to support members who are on strike and need help.

A motion to require that International officer vacancies be filled by an election of

all the members was defeated, as delegates debated costs, delays in filling vacancies, and other issues.

Inspired

Delegates were inspired by a number of speakers from around the world, who urged them to never give up the fight for workers' rights.

International President Jones praised the contribution of Boilermakers to our industrial society.

"The work you do every day is not just a job," he said. We do not just serve our employers. We serve society, with every skill we have, with every hour we clock, with every bead of sweat that drips from our brows."

"Boilermakers changed the world. The modern age as we know it would not have been possible without the steam boilers our forefathers built: the boilers that powered the industries and the innovations of the industrial revolution."

Boilermakers' challenges



Top left: International Representative Michel Trepanier shares a moment with Canadian Labour Congress President Hassan Yussuff.

Top right: Local 203 delegates Shawn Flynn, Sherry Moore-Hickey and Lee Hickey.

Left: Delegates Geoff Schuck (Local 146) and Sean Rea (Local 128) pose before a cast-aluminum statue of a riveter, part of a Boilermakers' history exhibit at the convention.

Below: Rob Lauzon, Assistant Director of Industrial Sector Operations for Canada, stands with other Canadian delegates. Photos: Richard MacIntosh



Union victories

Canadian Labour Congress President Hassan Yussuff brought the delegates to their feet with his story of Canadian union victories in the last two years. The Supreme Court issued rulings that said Canadians had a Constitutional right to strike, the right to choose a union without intimidation or interference by employers and the right to free collective bargaining.

Another important victory, he said, was to “kick out one of the most right-wing, ideological governments we have ever had at the federal level.” The new government has given labour a voice and has promised to end restrictions on union organizing and ban asbestos in Canada.

He praised Canadian Boilermakers for supporting the CLC campaigns and urged Americans to reject right-wing politicians and their anti-union, anti-worker agenda in their November elections.

AFL-CIO President Richard Trumka said help from the Boilermakers was critical in turning opinion against the so-called Trans-Pacific Partnership trade deal. The deal could also harm Canadian workers by allowing the importation of large numbers of under-qualified workers from low-wage countries.

Challenge

Industrialist Ian MacGregor, chair of North West Upgrading and builder of the Sturgeon Refinery in northern Alberta, challenged Boilermakers to promote carbon capture technology to make Canadian oil the cleanest in the world and help us meet our international climate-change obligations.

“We’ve got to mobilize people. You guys are the logical leaders, because you’re on every project. You’ve got the most to lose. You know all the owners and you’re organized,” he said.

In his closing remarks, International President Jones said the union must adapt to the challenge of an accelerated pace of change.

“We Boilermakers must now be more nimble, more creative and more willing to think outside the box — and we are doing exactly that.”

More information

You can get more detailed information about the Boilermakers’ 33rd Consolidated Convention by visiting the news section of boilermaker.ca, or from the union’s special convention website at convention.boilermakers.org.

Boilermakers across Canada get union and craft training

More than 125 Boilermakers made a step up this year when they took courses in stewards' training at their local lodges.

The courses started in January, when members of Lodge 555 attended the basic and second levels of steward training at the East St. Paul MB and Regina SK union halls. Members of Local 128 joined yet more Local 555 members on the coldest days of last winter at the Thunder Bay office.

On the west coast, Lodge 359 hosted a class on January 5 – 6 at the union hall in Langley, BC, with 13 members attending.

Stewards' training came to the Rock in February, when 22 members of Lodge 203 took the course in St. John's NL.

The courses are ongoing and members who wish to serve as a steward are encourage to contact their local lodge training coordinator for more information

on the next class.

Training to improve skills in the trade also takes place year round. The Apprenticeship and Mechanical Training Centre in Edmonton hosted a Master Rigging course for six members of Lodge 555 in March. For more information on the course, which takes place year round, see the Lodge 146 website at boilermakers.ca.



Boilermakers training courses take place almost all the time at various locations across Canada.

Above: members of Lodge 203 were among many who took stewards' training courses across Canada this year.

At left: members of Lodge 146 pose at a course in Edmonton.

Below: members of industrial locals join members of Lodge 128 at the union hall in Burlington ON.

If you want to upgrade or improve your skills, or get more involved in the union as a shop steward, contact your local's training co-ordinator to see what courses are available in your area.

See p. 8 for more courses currently being offered by the National Training Trust Fund.

Photos by Richard MacIntosh, Kent Oliver



Pension plan moves to 90%-funded status



The Boilermakers' National Pension Plan (Canada) continues towards a full recovery from the financial meltdown of 2008. The latest actuarial results (as of December 31, 2015) show the plan has improved to the point where it is 90% funded.

The good news is part of the continuous, steady progress that Plan has made since the crisis, when many large Canadian pension plans suffered significant losses.

The actuarial report marks continued progress from the 88% funding level of 2014. If markets remain stable with good

rates of return, the actuary forecasts that the Plan will be fully funded by the end of 2018.

Keeping the Plan fully funded will remain an ongoing challenge. Risks from increasing average age and financial markets will continue. The Plan also faces new contribution risks that arise when there is a downturn in the economy or pressure on contributions in the collective agreements.

Full funding won't mean that the Plan can improve benefits right away. New laws will provide that the Plan must have a reserve of at least 19% before improvements

can be considered.

The trustees remain optimistic that promised target-benefit legislation, which is favourable for the National Plan, will become law in Alberta in 2016. Other jurisdictions, such as Ontario, are just getting underway with their reviews of pension legislation.

At the end of December, the Plan had \$1.4 billion in assets. The Plan covered almost 8,800 active members and 3,200 pensioners.

The Plan is one of Canada's largest construction sector pension plans.

New health options, better retiree coverage highlight benefit improvements

Improvements to the Health and Welfare Plan slated for September, 2016 and January, 2017 will offer new benefits to improve the health of both active members and retirees. The improvements will help the union deliver its workplace health and safety initiatives.

Audiometric testing

In September 2016, the Plan will provide a new audiometric testing benefit. In partnership with Connect Hearing, the Plan has arranged for testing of active members at Connect Hearing's retail locations. The company will perform the test and bill the Plan directly for both the test and custom fitted earplugs. Information will be passed seamlessly to the IBB's Job Ready app. Members will receive a separate mailing from the Plan giving more details about this benefit.

Annual medical

The IBB is an industry leader in job-ready dispatch. The Health and Welfare Plan is supporting this initiative through coverage for physician's fees for a member's annual



Free hearing tests will be offered for Boilermakers nationwide to boost a Boilermakers health and safety initiative (see article on p. 9).

medical exam. The Plan will reimburse the physician up to \$50 for the cost of certifying that the member has had an annual medical.

New retired member 65+ health plan

The Health and Welfare Plan has developed an important change in the coverage for retired members. Effective January 1 2017, retired members 65 and older will be able to access improved coverage and possibly pay less for their benefits. Retired members

who have at least 50,000 contributory hours to the health and welfare plan will be given free coverage in the Plan; members with fewer hours will pay a prorated amount. Members have already been sent personalized communications on the 65+ Plan.

Industrial safety glasses

In January 2017 the Plan's benefit for industrial safety glasses will be improved to cover prescription safety lenses and frames, including inserts for full facemasks.

Boilermakers honour Canada's top apprentices



Top Graduate apprentices receive recognition at this year's National Awards Banquet held in Edmonton, Alberta on Aug. 25. In the photo at left: Don McFarlane (right) accepts the 2015 Industry Award from L 146 BM-ST Dean Milton. Photo at right: Top graduate apprentices, from left to right: Ryan Stokes, L 128, Ontario; Calvin Verheyen, L 128, Ontario; Cameron MacInnis, L 73, Nova Scotia; Joshua Levenshulme, L 73, New Brunswick; Devon Tennison, L 146, Alberta; Ryan Jones, L 555 Thunder Bay, Ontario; Jayden Aldrich, L 555, Saskatchewan; Ned Josic, L 359, British Columbia; and Patryk Holowienko, L 146, Alberta.

Courses build Boilermaker skills

Want to build on your rigging skills? The Master Rigger course could be for you.

This four-day course is designed for participants that have had exposure to crane and rigging operations. In addition to classroom workshop activities, 50% of the time is spent in hands-on rigging training.

This program is an accredited course with the Lifting Equipment Engineers Association (LEEA). The LEEA is the leading representative body for all those involved in the lifting industry worldwide.

For course dates please refer to the Local 146 course calendar at boilermakers.ca.

National Training offers Field Supervisor Leadership training on an ongoing basis in addition to the annual Boilermaker Project Management program. To register for either program, please contact your hall for more information.

The Boilermaker Virtual Campus (BVC) hosts a series of general interest courses along with more formal technical programs such as Blueprint Reading and Tank Construction. Please take the time to visit the BVC and utilize these excellent easy to access resources.

National Training was once again proud to host the Canadian Boilermaker Apprenticeship Awards Banquet on Aug. 25. The annual event was held in Edmonton, Alberta to recognize graduate apprentices from both the Welder and Boilermaker trades who have demonstrated exceptional commitment to high standards of achievement in their apprenticeship program. In preparation for the event, local lodge apprenticeship committees were asked to select a graduate apprentice deserving of formal

recognition for their consistent hard work and achievement on-the-job and during in-school training.

In his acceptance speech, Industry Award winner Don McFarlane compared the top apprentices to Olympic medal winners.

"Think of yourself as an Olympian," he said. "Think of your assigned task as an event. You have trained and prepared for this. You are uniquely qualified for the job. And while there won't be any medals awarded at the end of the day, you can still put in a personal best every day."

Strengthen your skills. Strengthen our trade.

- National Training encourages all members to take full opportunity of the various training programs and upgrade opportunities provided to them through their local training trust fund as well as those offered through their National Training Trust Fund. Every time a member renews their safety certifications, enrolls in an instructor lead course, or logs into one of the programs hosted on the Boilermaker Virtual Campus (BVC), they have in fact strengthened the entire Brotherhood through their individual and seemingly inconsequential action. National Training commends those members that continually strengthen our organization through the upgrading of their own trade skills and knowledge.

Boilermakers project could save millions

Boilermakers in Canada travel —and travel often — to get to where their jobs are. Many live thousands of kilometres from the jobsite. But they can't just travel directly there.

Boilermakers travelling from Newfoundland to Fort McMurray, for example, often have to make two- or three-day pit stops in Edmonton to complete safety training, training they could easily have completed at home before they were even dispatched. It happens because they're employed by multiple contractors who generally do not communicate with one another about anything, let alone safety training.

It might not be too bad if Boilermakers only had to stop over once every two years or so. But when it happens repeatedly, it becomes a burden that they, their families, and their bank accounts all have to bear.

Our fair contractors and clients also share part of that burden in the form of millions of dollars in extra costs and lost productivity. This is why the Boilermakers National Safety Standardization Project

was conceived: to help our members, our contractors and clients get out from under all this redundancy.

The Boilermaker National Health and Safety department has been tasked with helping contractors and clients to stop wasting millions of dollars on repetitive safety training. Three areas were outlined to receive immediate attention: fall protection, respiratory-protection training and fit testing, and confined space awareness/entry monitor.

The respiratory-protection training and fit testing program has already been completed. Selection and training of Instructors and fit testers is well under way, and soon members will be reaching job sites with this valuable training in their tool chest.

The focus now is on the fall-arrest program, with instructor training expected to take place later this Fall, and member training immediately thereafter. The confined-space program will follow very soon after that.

All three of these programs will be tied to the Boilermaker Job Ready mobile app. Records of members' training certificates will be kept in the app. Copies can be retrieved by members right on the job-site, and shared immediately with employers if necessary.

The Boilermakers National Safety Standardization Project could potentially save millions of dollars for our contractors and increase efficiency and productivity in the workplace. It's one of the ways we can help our clients to remain competitive and give them yet another reason to hire union Boilermakers.



Building a Strong & Healthy Future.

New program protects members against job-related hearing loss



Boilermakers covered by the union's national health and welfare plan can now have their hearing tested every year and get custom molded hearing protection every five years.

The benefits are part of an innovative national audiometric testing program developed by the Boilermakers to raise awareness of noise hazards and protect members from job-related noise induced hearing loss (NIHL).

High exposure to noise, combined with a lack of hearing protection, knowledge and training, once resulted in widespread, significant hearing problems for Boilermakers. These hearing problems were accepted as part of the job. "Boilermaker's ear" was first identified as early as 1882.

Today, noise induced hearing loss (NIHL) is still one of the most common, permanent and preventable occupational illnesses in Canada. An estimated 50% of construction workers have some job-related hearing problems, including hearing loss or ringing/humming/buzzing in the

ears. Employers have a legal obligation to minimize potential NIHL by applying conventional hearing conservation program strategies such as assessment (e.g. noise surveys), training, noise control etc.

A key component of noise management is effective audiometric testing. Benefits of regular audiometric testing include:

- An opportunity to document the hearing acuity of Boilermakers;
- Creation of a baseline for future testing;
- Determination of pre-existing conditions;
- Early detection of NIHL;
- Help in determining the effectiveness of employer hearing conservation programs; and
- Identification of issues in safety communication about NIHL.

The challenge for hearing conservation programs is that audiometric testing is not required in every province. Where it is required, there are often legal loopholes or logistical barriers to industry testing. The new testing program will address this challenge.



When it comes to your health, play like a pro

The Boilermakers union is proud to partner with the Canadian Mens' Health Foundation to deliver a health check tool for men — 18 questions that can give men a snap shot of their current and future health.



- It takes less than 10 minutes to see your next 10 years
- It's 100% anonymous and confidential
- It delivers a customized report with health tips to improve your current and future health

Building a Strong & Healthy Future.

Stay tuned: a similar health screening tool is under development for women.

HealthArc Exercise/Nutrition Program

What do players from the NHL, NFL, MLB and NBA have in common with Boilermakers? Now we all have access to the same personal and customizable exercise and nutrition support program. This program is available to every member today — try it out and take it for a spin. Whether you're on the road or at home, have access to a full gym or just a pair of sneakers, a wizard in the kitchen or lost in a grocery store, this program can help.

To participate, visit the members' health and safety section of boilermaker.ca.

fseap Now we're talking.

Your Member Assistance Program

Caring and professional assistance for personal, family and work-related concerns. Services are free and confidential.

Contact FSEAP 24 / 7 / 365:

1-866-990-1113

or visit myfseap.com using the login below:

Group name: **TOboiler**

Password: **makers**



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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.