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WINNIPEG & BRANDON DISTRICT MEETINGS

Thursday, December 1, 2016 - 244 Cree Crescent at 7:00 p.m.
Thursday, December 8, 2016 - Colonial Inn, 1944 Queens Avenue, Brandon at 7:00 p.m.
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Trevor Yuriy

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Clarence Anderson

Operating Engineers of Manitoba Local 987
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Fax: (204) 786-6578
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For more information call us at 1-204-775-7059 or toll-free at 1-866-949-0333
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Meeting your current and future training needs!
Dear Brothers and Sisters:

The newly elected Provincial Government has already made some significant changes in its mandate. Most recently they turned over the East Side Road Authority to Manitoba Infrastructure and Transportation (MIT), and we are waiting to see what this will mean to the Project Labour Agreement that is currently in place. They are also aiming to push Bill 7 through the Legislature. This Bill would make every application for certification go to a vote, regardless of the level of support as long as it’s more than fifty percent. In the past workers seeking to become part of a union always had to attain agreement by way of the signing of membership cards, of 65% of the total workforce in order to get an automatic certification. Where is democracy when people are forced to vote, even after they have already voiced their opinion by means of signing a union card? This will only give owners the time to potentially intimidate their employees, forcing them to change their minds.

Right now we are closely monitoring public sector bargaining. For those facilities who are currently in negotiations and/or will be entering into negotiations with the government, you can expect a very lengthy process. We will work diligently to obtain the very best agreement; however, we have reason to believe that monetary obstacles might be an issue.

This government also went on record during the election that they would be eliminating Project Labour Agreements. It’s still too early to tell if that is the case; however, the fact still remains that our membership has always benefited by these agreements by providing steady, stable work.

In solidarity,

Marc Lafond
Business Manager
What’s new with your OE Local 987 Executive Board

We would like to welcome our new Executive Board member, James Spikula who was elected into office this August.

As well, we say goodbye to Tabitha Roper, who served on the Board as a Trustee for a number of years. We would like to thank her for her dedication & support throughout the time of her service.

- Local 987 made a contribution of $10.00/member to Local 955 for those who were affected by the Fort McMurray wildfires. There was an outpouring of support from across Canada by IUOE Locals, in addition to the International in Washington DC. Contributions topped over 1 million dollars from the IUOE. It has made a huge difference, and was well received. We should all be proud!

- IUOE Local 987 was very disappointed to hear that the Canadian Labour Congress cancelled the Solidarity Kids camp this year. For the past number of years, 5 of Local 987 members’ children attended the camp. We hope that it resumes next year, so that the kids can learn about organized labour, and have a great time.

- Merit Shop have sought leave giving them an opportunity to have their case heard at the Supreme Court of Canada, even though they lost two previous appeals. The basis of the case is they believe there’s a constitutional right to belong to a union, and also an equal right not to belong to a union. They also conclude that project labour agreements forces unionization. We will update you as we hear additional information.

- At a recent district meeting, a member suggested that Local 987 have a memorial wall to recognize our Brothers and Sisters who have passed away. Subsequently, it was brought to the Union Executive Board where it was unanimously approved. We are pleased to report that it is near completion, and once finished will be located in the foyer of Headquarters.
Toxic workplaces need ‘comprehensive approach’ not band-aid solutions

Former corrections officer Terri Aversa is all too familiar with the dysfunctions of toxic workplaces.

In her 12th year as a health and safety officer with OPSEU, Aversa has spent more than a decade working with union members, employers, health experts and industry stakeholders trying to improve mental health practises for workers.

A major focus for her has been to raise awareness around preventative systems that can help workers deal with trauma, particularly those on the frontlines of Ontario’s health and care industries.

“You can’t obviously prevent all trauma or get rid of it -- Children’s Aid work is always going to be traumatic, paramedic work is always going to be traumatic,” Aversa said.

However, ensuring the proper supports are available to workers when they need help can make a world of difference.

For example, workers dealing with traumatic situations may need a short period of time after an incident to regroup. For ambulance workers, this might mean being able to pull their vehicle off the road for 10 minutes. For those in emergency call centres, it could mean having access to a quiet room in the building after a bad phone call, Aversa said.

“Sometimes, it’s hard for organizations to think of things they might be able to do to prevent or minimize [the effects of traumatic incidents].... but even just listening and giving workers what they need to make it better is important,” she said.

One of the community nursing agencies Aversa deals with has managed to successfully overhaul some of its organizational structures after feedback from workers and managers.

“There weren’t enough staff, they were rushing around a city trying to do the calls by the end of the day [and] they were working forced overtime everyday,” she said of the agency.

“There was a lot of bullying and harassment within the workforce because the dispatchers were their own colleagues, and they were having to dispatch the [client] list out. It was a toxic workplace.”

In addition to this, worker absentee was quite common at the agency. Keeping new recruits, some of whom quit before completing training, had also become a problem.

“The workers got together and approached the employer with a collective strategy. The employer [then] sat down and negotiated a geographical model of dispatch which solved 90 per cent of the problems,” Aversa said.

Nurses were assigned a zone to cover, cutting down travel time dramatically.

“They were able to reduce the workload, spend longer with the patients, be less frazzled and there was no more forced overtime -- which lowered the bullying and harassment.”

More employers must understand how this type of comprehensive approach, which specifically considers how organizational structures impact workers’ mental health, can be beneficial to employees and businesses, Aversa said.

Furthermore, shifting away from a purely clinical approach -- where individuals are sent to clinicians to receive help once a problem is identified -- must be considered.

Health and safety initiatives like the nursing agency’s geographical model of dispatch work well when implemented at an organizational level.

Relying on “band-aid” approaches, which focus on individuals and individual instances, will only do so much, Aversa said.
Current Updates with OETIM

The last Heavy Equipment Operator course for the year is currently running and we will start up again January 9, 2017. To be accepted into this training program, it is mandatory to attend an assessment, which is at no cost. Assessments are held every month at the OETIM training facility. The next assessment dates are November 23 and December 14, 2016. Call to register at 204-775-7059, or email us at oetim@oetim.com.

We are in the process of adding Fall Protection and Rescue to our in-house course listings. STAY TUNED

A reminder that OETIM’s courses are not just available to you the members, but to employers who can customize the training for you. The general public is also invited to attend our courses.

We continue to offer the 3D GPS training on the Dozer and Excavator every few months at our field training site. You must be an experienced Dozer or Excavator operator to enroll in either of these courses.

Basic Rigging - This is a one day course that will give you a basic understanding on types of rigging, understanding rigging, their capacities for lift. This course provides hands on demonstrations of actual lifts and is recommended for anyone working directly with, or taking part in a lift.

Crane Awareness - This is also a one day course that is intended as a tool to assist owners, contractors, supervisors and workers in educating, and increasing awareness around cranes; consequently, preventing injury to themselves and to others. The benefits of this program will include a safer working environment, an increased attentiveness and alertness, and a far better educated workforce; especially with new workers.

Skid Steer - OETIM recently purchased a Caterpillar 252B Skid Steer, and this one day course provides new operators with a general understanding of the safe and efficient operation of the machinery. Participants will also be able to identify specific health and safety hazards associated with operating a skid steer, and the legislation that it applies to.

Zoom Boom - This two day certification course meets the requirements of CSA Safety Standards for Lift Trucks (B335), as well as Manitoba’s Code of Practice for the Safe Operation of Powered Lift Trucks. The course consists of one day of theory and one day of practical training.
REMINDER:

Check your ticket expiration dates!

The online safety courses are always available.

Call Cheryl to register: 204-775-7059

UPCOMING IN-CLASS COURSES ARE AS FOLLOWS:

Skid Steer - November 8, 2016
Basic Rigging - November 18, 2016
Crane Awareness - November 22, 2016
Zoom Boom - November 23 & 24, 2016
First Aid - December 28, 2016  Home for the holidays ??
We had a great time catching up with everyone at our 3rd annual Family Picnic! Thank you to everyone who dropped by for a burger and good company. Congratulations to all of our milestone recipients who were presented with IUOE watches as recognition for 30 years of continual membership with Local 987!

During the picnic we had the opportunity to film a video capturing what our members love about being a part of OE987.

Thank you to all of the OE987 staff and members who helped out during the picnic. We’re looking forward to seeing everyone again next year!
A new survey shows that Canadians may be struggling to reach their goal of boosting their savings. The sixth annual *National Payroll Week Research Survey* conducted by the Canadian Payroll Association showed that 68% of Canadians surveyed are trying to save more money than a year ago. But more Canadians are living paycheque to paycheque than in past years, and 51% said it would be difficult to meet their financial obligations if their paycheques were delayed for one week.

**Saving habits**
- Save 11% or more of paycheque
- Save 6-10% of paycheque
- Save less than 5% of paycheque

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<th>Year</th>
<th>Save 11% or more</th>
<th>Save 6-10%</th>
<th>Save less than 5%</th>
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<td>2014</td>
<td>24%</td>
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<td>2011-2013</td>
<td>27%</td>
<td>26%</td>
<td>47%</td>
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*Three-year average*

**Spending during typical pay period**
- More than net pay
- All of net pay
- Less than net pay

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<th>Year</th>
<th>More than net pay</th>
<th>All of net pay</th>
<th>Less than net pay</th>
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<tbody>
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<td>11%</td>
<td>33%</td>
<td>56%</td>
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<tr>
<td>2012-2013**</td>
<td>12%</td>
<td>28%</td>
<td>60%</td>
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**What is the single most important step you could take to improve your finances?**
- 22% Spend less
- 27% Earn more
- 12% Reduce credit card debt
- 10% Reduce mortgage
- 9% Make better investments
- 5% Increase contributions to tax-free savings account
- 9% Contribute more to registered retirement savings plan

*Source: Canadian Payroll Association National Payroll Week Research Survey.*
Tower Crane Ribbon Cutting Ceremony A Success

The ceremony for the Tower Crane took place on September 21, 2016. It turned out to be a beautiful fall day with approximately thirty people in attendance. To name a few of the attendees, Lesley McFarlane, Director of Apprenticeship Manitoba; Christine Watson, Vice President of Red River College, Nic Curry, MLA for North Kildonan; and Marc Lafond, Business Manager of OE987. A small ceremony was held with speeches from the key players. The overall consensus of the ceremony was that the Key to Success, has been working together with a mutual respect. OETIM has worked with Red River College and Apprenticeship Manitoba for many years and continues to have a good working relationship.

Having the first Tower Crane in our province really does put Manitoba on the map, allowing our tower crane apprentices to take their training here at home and not have to leave the province, something we have never had before. Our level one apprentices will now be given the opportunity to experience operating a Tower Crane while in school. All apprentices are now given the same opportunities as those apprentices in the larger provinces. OETIM is extremely proud of what we have accomplished under tight timelines. Since it was erected, twelve (12) apprentices have successfully completed the training, written their red seal and entered industry.
Please welcome one of our new administrative staff members, Denyse Lambert. Denyse has now been with OE987 for a little over a year. As an Administrative Assistant/Receptionist, she is often the voice greeting you when you phone the office, as well as the face you see at the front when you visit us in person. Previously, Denyse worked for over 37 years with the City of Winnipeg in various workplace roles. As well, she has an understanding and appreciation for the role Unions play in our workplaces, as she has been a long time active member of CUPE (Canadian Union of Public Employees).

Also welcome the newest member of our administrative staff, Lisa Winters. Lisa is very excited to join the team at OE987 and looks forward to meeting the membership. Lisa brings many years of administrative and customer service experience to her role, and is a perfect fit within the organization.

Please Join Us
For Our Annual
Christmas Open House
on Friday, November 25th, 2016
244 Cree Crescent At 5:00 – 8:00 P.M.

Also in Brandon
on Thursday, December 8th, 2016
Colonial Inn, 1944 Queens Avenue, Brandon
At 7:00 - 9:30 P.M.

We Look Forward To Seeing You There!!!
Congratulations to Cortney Quennelle, daughter of Tammy Quennelle who is employed at Winnipegosis District Health Centre. She is the winner of the Canadian Conference bursary & the 987A/987D bursary!

Also Congratulations to Michael McManus, son of Sherry McManus, employee of Misericordia Health Centre. He is the winner of one of the 987A/987D bursaries!

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In Memoriam
Eugene Bialkowski, Local 987B
deceased June 1, 2016
Albert LeBlanc, Local 987
deceased June 16, 2016
Walter Wazny, Local 987
deceased June 26, 2016
Trevor Greenhow, Local 987
deceased July 17, 2016

Local 987 wishes to honour and thank our members who have recently passed away

Return Undeliverable Addresses To:
OPERATING ENGINEERS OF MANITOBA LOCAL 987
244 CREE CRESCENT
WINNIPEG MB R3J 3W1