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WINNIPEG & BRANDON DISTRICT MEETINGS

Thursday, December 3, 2015 - 244 Cree Crescent at 7:00 p.m.
Thursday, December 10, 2015 - Trails West Motor Inn, 210 18th St. N. Brandon at 7:00 p.m.
Now Offering Class VII Powered Lift Truck Certification & Re-Certification Courses

For more information call us at 1-204-775-7059 or toll-free at 1-866-949-0333. Visit us online at OETIM.com
A Message from Business Manager Marc Lafond

Dear Brothers and Sisters:

On October 19, 2015 Canada voted for change, and I’m excited for our union’s future under the newly elected Liberal Party Federal Government. Their vision to spend 10 billion dollars on infrastructure in each of the next three years to stimulate the economy, and their promise to repeal Bill C-377 to end the attacks on the labour movement, should bring employment opportunities, as well as stability to our members and the local.

Manitoba, in comparison with other Canadian provinces, is fortunate to have our Labour Relations Act governed by the Manitoba Labour Board. Rights of employees and unions in Manitoba are unique. One example is automatic certification of a union. This occurs when 65% or more employees in favour of unionizing, sign a card giving them the ability to apply for and settle a first contract at the Board. These rights are not the norm for the rest of Canada. Other provinces require mandatory votes on every application for certification, regardless of support. This further restricts the rights of employees by not enforcing a mandatory first contract. Without first contract language, an employer can simply refuse to negotiate, which forces the employees into a strike.

The labour movement and the Provincial New Democratic Party Government of Manitoba, have worked together to ensure employee rights are well represented. These rights have been fought for by our brothers and sisters dating back to the infamous 1919 Winnipeg General Strike in which lives had been lost. We owe it to our predecessors to continue to fight to improve and maintain labour rights for the working class.

The Operating Engineers of Manitoba, Local 987 will continue to work with, and lobby governments, both federally and provincially, to ensure that apprenticeship programs, health and safety regulations, as well as training and employee rights, are all respected and improved.

In the New Year a Provincial election is expected to be called. The Operating Engineers of Manitoba, Local 987 will once again be calling on our members to respect and represent the labour movement and the working class at the polls.

May you all have a safe and festive holiday season, and a happy New Year.

In solidarity,

Marc Lafond
Business Manager
• On May 26, 2015 Madame Justice Greenberg threw out the Merit Lawsuit stating that the case should have gone to the Manitoba Labour Board instead. Shortly after the decision came down, Merit Contractors Association appealed.

• On a trial basis, the Executive purchased four (4) Manitoba Moose season tickets. These tickets are to be given away to all those who attend our General membership and district meetings.

• This year Operating Engineers Local 987 sponsored six (6) children to go to the Canadian Labour Congress Kids Camp. This is always a great opportunity for children of OE Local 987 members to participate in summer camp that teaches them rights in the workplace, collective bargaining and fairness for all. Because of the overwhelming positive feedback, the Executive Board intends to extend the offer again next year.

• The changes to the Bylaws and Working Rules were reviewed, voted on, and approved by all those in attendance at the September 20, 2015 General Membership meeting. They have now gone back to the General President for his approval. Once approved, we will be printing copies for distribution.
Bargaining News

By President Belinda Blanchard

It has been a very busy summer with bargaining, and preparing for bargaining. There have been numerous units with their collective agreements coming up for renewal. Betel Compass Group ratified their Collective Agreement in June, 2015.

Shelter Canadian Properties at 7 Evergreen, is still currently bargaining. As well, Manitoba Housing has been in bargaining for an extremely long time. The negotiations were put on hold for the summer, but we will be starting up again. We are optimistic that it will be completed shortly.

The Rural Municipality of Springfield gave the Negotiating Committee a strike mandate. These members took a stand, and were successful in achieving a fair settlement.

In the coming months, the Rural Municipalities of Tache, Brokenhead, and Beausejour will begin bargaining in the hopes of achieving successful gains.

Health Care has been relatively quiet with the normal issues and concerns arising.

With winter quickly approaching, I wish each and everyone a very safe Merry Christmas.

All the best in the coming New Year!
Dear Brothers and Sisters Of Operating Engineers Local 987

At the start of the Federal Election campaign who would have thought that Canadians would be waking up on October 20th to a Liberal majority government? I suppose it’s no surprise seeing as how 70% of people polled said they were looking for a change. I assume the change Canadians are looking for has to do with social justice. Over the past 30 years a gap has been growing between the middle class and the wealthy. Mr. Trudeau campaigned on a promise to help the middle class, and judging by the election results, middle class Canadians have reached the breaking point in regard to income inequality and the Canadian code of fairness. After nearly 10 years of attacks on workers’ rights and organized labour, the Operating Engineers looks forward to working with a Government that claims to share an interest in protecting the rights of workers and growing the middle class, and we will be there to remind them of those election promises.

For the groups that have contracts expiring in 2016, I would encourage all of you to start giving some thought to any changes to the collective agreement that you would like to put forward. It will make the proposal meetings more efficient if thoughtful consideration is given well in advance. For those who may be less comfortable speaking up in a crowd, please feel free to call me or email your proposals as they come to mind so I can bring them up for discussion at the proposal meeting.

I encourage everyone to check out our improved website which includes a calendar of events. Unfortunately “I didn’t know about the union meeting” is no longer an acceptable excuse for not attending. The next scheduled event is the Christmas open house on November 27th. I look forward to seeing you all there.

In Solidarity,

Adam Morin
Business Representative

Growing inequality in Canada has lethal consequences

A new study shows that income inequality is leading to the premature death of 40,000 Canadians a year. The study by Statistics Canada compared the life prospects of rich and poor, and found that if all Canadians were as healthy as the top 20 per cent of income earners, it would result in about 40,000 fewer deaths each year. The study followed 2.7 million Canadians for 16 years and compared the person’s income to their death rates from a range of illnesses and injuries. Two health professors in the Toronto Star called for better policy-making drawing on the connection between social inequality and health.
We are expecting the next couple of months to be fairly busy up north until the Christmas shut down. The HVDC contracts have been awarded to Mortenson who will not be self-performing the work, rather subcontracting out which will create many opportunities for our members.

There are a couple of items I would like to point out to all members working specifically on the Keeyask and Keewatinohk projects. Whenever in doubt, call a steward or the AHC representatives to be present in all disciplinary issues or terminations, especially when the contractor states it’s a meeting with HR. In addition to myself attending the site approximately every 8 weeks, your AHC reps Dustin Czmola (204) 679-0851, Dwayne Friesen (204) 679-6029, and Michael Keeper (204) 679-1226 are available for assistance to the members. Their offices are located right across from the kitchen in the main complex. Should you be denied representation, it’s your right to refuse the meeting till such time as a rep can be made available.

With both the projects ramping up not only with the OE’s, but all craft workers, so do the challenges. I kindly ask for your patience when bringing an issue to the Local or AHC’s attention, as we investigate all concerns so as to receive a resolve. Your concerns are being heard and documented, but they do take time especially when there are 26 Unions involved on the projects. Feel free to contact me for an update, and don’t believe they are falling on deaf ears, as the Local takes the safety and concerns of its members very seriously.
Greetings To All Our Members from Business Representative Trevor Antichow

Hello to all our members out there. For those of you that do not know me, or my role within the organization, I have taken on the responsibility of representing the majority of the units that Sister Janice Chase previously represented.

I would like to welcome into the Operating Engineers the members working with the Municipality of West Interlake, and the Municipality of Swan Valley West who chose to better their workplace by organizing.

I would also like to extend a warm welcome to all the new members that came over as a result of the Province wide forced amalgamations. It has been an extremely busy year as a result of these amalgamations. Although it has been busy, it has also been very exciting. I look forward to working with all our new members and incorporating them into the collective agreements.

Lastly, I would like to wish everyone a happy holiday season, and all the best in the New Year.

Talking Union

By Member Services Representative Vince Johnson

The IUOE Local 987 has many proud members all across the province. We’ve had much success in organizing many groups spanning through multiple industries including healthcare, rural municipalities, the construction industry and trades. Much of this success is attributed to you, the members. Without your help and insight, we would not be as strong as we are today.

In our continuous battle for human rights in the labour movement, our greatest enemy remains - silence. Fortunately, this enemy is easily overcome, by simply talking union. Talking union is the best way to educate non-union employees about the benefits of having a labour union in their workplace. And with help from you, the member, this silence is broken.

By speaking out and breaking the silence, you allow potential for increased membership among the ranks, and deeper saturation of unionized industries. This provides all members with greater bargaining power, and increased standards in equality for employees.

By breaking the silence, you take the first step into creating a more positive workplace for everyone. If you know of non-union employees who have interest in unionizing their workplace, please don’t hesitate to contact us.
About 85% of health plan members have one or more health or fitness goals, but does their workplace help or hinder their efforts to reach those goals?

According to the 2015 edition of The Sanofi Canada Healthcare Survey:

**What are your health or fitness goals?**
- 57% Eat healthier foods
- 43% Achieve a certain weight
- 41% Get more sleep
- 30% Reach a certain fitness level or goal
- 13% Reach a certain body fat percentage
- 11% Reach a certain BMI number

**Workplace supports**
- 23% Worksite programs/seminars/classes
- 20% On-site gym or gym membership discount
- 17% Availability of time due to flexible hours or adequate breaks
- 6% Encourages physical activity/fitness during the workday
- 5% Availability of healthier foods

**Workplace barriers**
- 46% No time/long or inflexible hours
- 26% Heavy or stressful workload
- 10% Desk job or too much sitting
- 8% Does not encourage/support physical activities
- 5% Irregular meal times/poor eating habits

Hope everyone had a great summer and were able to enjoy some time with family and friends. OETIM had a busy summer and delivered three crane courses at Red River College on behalf of Apprenticeship Manitoba. We now have four new 987 members entering the crane industry. We also congratulate our twelve members who are now Red Sealed Mobile Crane Operators. Crane training wrapped up in June and our instructor continued to offer: Crane Awareness, Skid Steer, Basic Rigging and Zoom Boom training. A current list of Course dates are available on our website at www.oetim.com.

Heavy Equipment Operator courses continue to be full and are delivered every couple months. The simulators are now being incorporated into every HEO course, and have been an excellent training aid. If anyone needs skills upgrading on either the excavator or the wheel loader, we can book you time to come into the training lab on either one. GPS training is also being offered between Heavy Equipment courses. Currently we only have the Dozer GPS ready, so you must have previous Dozer experience to take the course. If you are interested in this one day course we offer, please call the office and get registered.

OETIM just purchased a new Komatsu 210 Excavator that will be GPS ready within the next couple months, therefore GPS training on the excavator will be available in the near future.

Online safety courses are always available. If there is something you need and are not sure if we have it, call and ask. First Aid is available every second month. Check your tickets and make sure you are Always Ready for a call out.

Reminder: To be reimbursed by the Trade Improvement Trust Fund for training, you must receive prior approval, pay into the TITF and be a member in good standing.

www.oetim.com
204-775-7059 or 1-866-949-0333

I wish everyone a very safe and joyous holiday season!

Betty Lou Doerksen

Executive Director
Winter is fast approaching and I’d like to express my admiration for the hard work and dedication to those who maintain our municipal services, roadways, sidewalks, buildings and entrances. This is a challenging season, and people are so often fixated on their daily lives, they fail to understand the effort and resources that it takes to maintain our infrastructure. I hope that it will be a safe and manageable winter season.

This fall/winter season will see the following groups I represent entering into negotiations for renewal of their collective agreements:

**Bentall Kennedy (Canada) LP** -
Maintenance and Trades employees at Richardson Building, Winnipeg

**Brandon University 987A** -
Maintenance and Trades employees, Brandon

**Brandon University 987D** -
Building Service Worker employees, Brandon

**Parmalat Canada Inc.** -
Maintenance and Trades employees, Winnipeg

**Seven Oaks General Hospital** -
Protective Services Officers, Winnipeg

**Town of Emerson** -
Public Works employees, Emerson

My goal for all the groups I represent is to have a cohesive, functional, and respectful working environment. I understand that we are all individuals with different opinions and values, so what I ask of each of you is to be mindful of one another. There is no requirement for members to become friends, but there is a basic human right for individuals to be free from harassment. The Manitoba Human Rights Code defines harassment in a number of ways that include abusive or unwelcome conduct. For your convenience, the web page is: http://www.manitobahumanrights.ca/harassment.

Our complex lives, coupled with personal, financial and workload stress, make it inevitable that we all will incur a bad day on occasion. How we handle that day depends on the individual. Taking a moment to think about your actions or thoughts prior to expressing yourself is a method of ensuring appropriate behaviour in your environment.

Another challenge many members experience are working conditions. Those of you who have experienced going through a first contract or bargaining a renewal of a contract know the difficulty in acquiring language in a Collective Agreement. This language can take years of negotiations and sacrifices to attain. A Collective Agreement is a binding document that has been agreed upon by both parties, and therefore ought to be respected and followed by both parties. Making side deals with the employer not only violates the Collective Agreement, it also pits member against member. Following the Collective Agreement ensures all members are treated equally which in turn strengthens our bargaining position and our union.

Respecting one another and following the Collective Agreement are two easy steps towards achieving a healthy working environment. Once we achieve peace at work, we can relax and enjoy our personal time away from work.

May you have a safe and enjoyable holiday season.

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**Current Events & Challenges in 2016**

**Trevor Yuriy**
*Member Services Representative*

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Meeting Schedule

**Winnipeg District Meeting:** Thursday, December 3, 2015 at 244 Cree Crescent, Murray Industrial Park, Winnipeg at 7pm

**Brandon District Meeting & Christmas Open House:** Thursday, December 10, 2015 at the Trails West Motor Inn, 210 18th St N. Brandon starting at 7pm

Dues Notices

Please be advised that Out-of-Work dues will be $28.00/month effective January 1, 2016.

Out-Of-Work Dues for retirees and people who are sick are now $16.00/month. Please call our office at (204) 786-8658 to receive more information in order to advise us and to see if this would apply to you.

ATTENTION ALL CRANE OPERATORS!

If you’re approached or intend to go to work on the transmission line, please call our office first before going to the job. We want to ensure that the company you’re going to be working for is signatory to the crane collective agreement.

Congratulations To

Grant Sutherland on your retirement as a Clinical Engineering Technician at Health Sciences Centre!

OE 987 is pleased to showcase any retiring members in our newsletter. Please submit names and photos to: bdionne@oetim.com

***NEW***

You can now register at the JRS online via our website by clicking the Jobs tab, then Step 2 Job Referral Service

In Memoriam

- **John Lambert**, Local 987
  - born 1946, deceased May 19, 2015
- **Grant Little**, Local 987B
  - born 1958, deceased November 30, 2014
- **Gino J. Mazzei**, Local 987B
  - born 1958, deceased October 28, 2015
- **James Niven**, Local 987
  - born 1952, deceased July 29, 2015

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