A Message from Business Manager Marc Lafond

Dear Brothers and Sisters:

Representation of our members continues to be the main focus of our organization. This effort is achieved by negotiating collective agreements, settling grievances and job site problems, dispatching workers to job sites, sponsoring and maintaining benefit plans, and supporting and lobbying for fair labour legislation.

An often forgotten part of the current and future success of this organization is to organize the unorganized. Some people might say “how does this matter to us”? Well, I can say that expanding our organization has a multitude of benefits. It has the benefit of making our owner groups and contractors more competitive, since everyone is on a level playing field with wages, benefits, hours of work and overtime. It also allows your union to have a stronger voice with government because we would have a broader representation. As well, it allows us to increase our market share in certain sectors which over time, equates to higher wages and benefits since there isn’t an opposite group keeping it down.

In an effort to expand the IUOE Local 987, we need your help. I would ask that those members who have worked non-union in the recent past, or those who are currently working non-union (for a variety of reasons), or know of friends and family members who would benefit from having a union in their workplace, to contact our offices and speak to one of our organizers. This would provide them with much needed information such as number of employees, current job site problems and potentially a contact person along with their phone number. Your assistance will make a significant difference in the lives of those who are currently Local 987 members, as well as those who have yet to become part of our local.

Lastly, this is the time of year where things tend to slow down a little bit, allowing us to share some much needed time with family and friends, and enjoy the festive season. Let us give thanks for all that we have, and reflect on those less fortunate.

Have a safe and happy holiday season,

In solidarity,

Marc Lafond

Business Manager
A Message from Belinda Blanchard, 
President

Hope everyone had a wonderful summer and a very nice fall.

It has been a very busy year, negotiations in Health Care have just started to move again after over a year of delays.

The Rural Municipalities are just winding down for the season, as some of our members will be going on layoff.

In April I attended the International Conference and in August I attended the Canadian Conference. These conferences are always very informative on what is happening across Canada and the United States.

Welcome to our new members who have chosen to be represented by the Operating Engineers of Manitoba.

The Operating Engineers of Manitoba continues to provide good, solid representation to our members working in the manufacturing, municipalities, healthcare and housing units. We have been able to achieve fair negotiated settlements with decent wage increases that have helped our members and their families maintain or improve their standard of living.

Just a reminder to our members that if you are aware of one of our Brothers or Sisters that has been hospitalized, the local would like to continue our policy of sending flowers or a fruit basket to help them through the difficult time of recovery. And to show that we are thinking of them. Please call the office and let us know.

Also if you have a name change, address, phone, etc., please contact the office. If you fail to do so you may not receive the correspondence that is sent out.

In closing, I would like to extend my sincere wishes for a Safe and Happy Holiday season to all our members and their families.

All the best in the coming New Year,

Belinda Blanchard, 
President
Good Bye 2013!! Welcome 2014!!

Business Representative,
Janice Chase

Another busy year for my groups and another even busier New Year to come.
Throughout 2013 with the invaluable help of my Stewards and Negotiating Committees we successfully settled twelve (12) Collective Agreements with Healthcare and Rural Municipalities.

Currently myself and the Negotiating Committees are in contract negotiations for nine (9) other Rural Municipalities. We expect to have these negotiations concluded with ratification meetings taking place early in 2014.

Throughout 2014 an additional nine (9) Collective Agreements will expire and proposal meetings for my members will be set in preparation for negotiations. Notices will be sent to your Stewards informing you of your particular meeting date. Make sure you attend as I look forward to seeing you and receiving your input again.

I would like to welcome the membership of the RM of Strathclair, and the Village of Notre-Dame de Lourds who have put their trust in Operating Engineers and chose us as their Bargaining Agent. Meetings are taking place with these new Members in order to prepare for their first contract.

Additionally we welcome the new Members who have joined us due to the transferring of operations from the St. Adolphe Nursing Home to the new expanded facility at the Niverville Heritage Centre. I know it is with mixed emotions that our Members move from the St. Adolphe Home, (which is closing due to age and its location within the flood plain) and move to Niverville.

2014 will also see the amalgamation of some Rural Municipalities and Towns which we represent. Due to our presence within the majority of the Rural areas and the protection of our Collective Agreements there is no reason any of our members will be negatively impacted. Quite the opposite! With some amalgamations, employees who did not previously enjoy the benefits of Union Membership will now have the opportunity to join us, and together strengthen our ability to provide superior Collective Agreements for all of our Members.

As I look forward to 2014, I want to wish you and your family a Merry Christmas.

The very best in the New Year!!

Janice Chase,
Business representative
We would like to extend a gracious welcome to all of our new members for 2013. It was a successful year and we are extremely pleased to add the following new groups to our existing portfolio:

**Protective Services Officers at Seven Oaks General Hospital:**

It has been a long road to this certification and we would like to express our gratitude for the dedication to the cause of the members in this group. Although we are almost 16 months from the original application, we are in the process of negotiating their first Collective Agreement. This unit remained non-union in a heavily unionized healthcare environment for over 30 years. They have worked alongside our OE987 Maintenance and Trades members from day one of Seven Oaks General Hospital’s ribbon cutting. Even though they had been pressured to adopt the support contract administered by CUPE, they exercised their labour rights and choose OE987 as their bargaining agent. Hats off to all of our new members in this group, your determination and resolve is a lesson to us all. Welcome to OE987.

**Rural Municipality of Brokenhead, Clerical:**

Although your Public Works department has been represented by OE987 since 1974, we have just recently been granted the pleasure of representing you, the office staff. You will now enjoy similar rights and privileges of your fellow office staff in the neighboring municipalities of St. Andrews and St. Clements that OE987 proudly represents. We are delighted to embody the entire municipality of Brokenhead employees, thank you once again for choosing us.

**Rural Municipality of Morris:**

A prominent municipality located in the central district of Manitoba. Although organizing attempts have been made in the past, we were not able to win you over until now. This is an energetic and enthusiastic group that has embraced the process of participating in their first Collective Agreement. OE987 is particularly pleased to add your name to our growing list of municipalities we represent in Manitoba. We look forward to working for you in an effort to establish an honourable relationship, like we have with all the municipalities we represent.

**Rural Municipality of Strathclair:**

What more can we say. We admire your dedication and determination to make things right and are thrilled to finally represent you. OE987, along with your assistance is looking forward to establishing your first Collective Agreement. Your group, an intriguing one indeed, is a blast once you get to know them. Thank you once again for choosing OE987 as your bargaining agent.

**Town of Emerson:**

A beautiful community on the Canada/USA border, you are truly the gateway to Manitoba. OE987 has enjoyed representing the municipality...
of Montcalm for years, now we embrace the opportunity to add your town to our eastern district portfolio. The members here keep you on your toes, never knowing if they’re serious or just yanking your chain. You can’t help but smile as you enter this town, even the restaurant owners give you the gears – it’s great! We are in the process of establishing your first Collective Agreement, your participation has been greatly appreciated. Welcome aboard.

**Village of Notre Dame De Lourdes:**
A close knit community which embraces culture located in the central district of Manitoba. They are on the border of the already OE987 represented municipality of Lorne and the neighboring municipality of South Norfolk. The members here are as much of a pleasure to be acquainted with as their village is to be in. They go about their business with smiles and a friendly demeanor. You can go ahead and wave to the motorists, as there is nary a stop sign in this community. It has almost been a full year since we first met and we’ve cherished every moment in dealing with this group. They treat each other like family, something that is rare in the workplaces of today. From one family to another, welcome to OE987!

And for those of you whom we haven’t been able to convince just yet and may be reading this – we’d love to add your group’s name to this growing list. As sure as 2014 is to come, you can count on our organizing department to remain committed in pursuit of our quest to grow our membership by adding additional organizations and members such as yourselves to the OE987 family.

Thank you for 2013, here’s to 2014!

Trevor Antichow and Trevor Yuriy,

OE987 Organizing Department
Dear Brothers and Sisters,

The 2013 construction season was a busy one in Manitoba, and 2014 will get off to a brisk start with the commencement of work on the Bi-Pole III Project, and the continued work at the Pointe du Bois Spillway Replacement and the Keeyask Infrastructure Projects. Northern Manitoba will be booming in the coming years.

In 2013 our Union had a number of organizing successes. Many of those successes came from the organizing efforts of our existing membership. These members understand that if there is going to continue to be good paying jobs with pensions and benefits for our current and future OE 987 members we all need to do our part and help organize the unorganized workers. All too often we hear “we don’t need a Union because they’re paying the Union Rate”. But without the continued efforts of those individuals there would be no “Union Rate.” I would like to take this opportunity to thank everyone who assisted in the organizing drive in 2013, and look forward to their continued efforts. We all need to play a part in fighting for the rights of all workers, and creating more good jobs for all Canadians.

There are many middle class working people who are mistakenly envious of unionized workers wages benefits and pension plans. The working class people of this country need to quit being envious of others and look at the bigger picture. Over the past 30 years real wages have been declining and the gap between the rich and poor has been increasing at an alarming rate. The Elite have done a great job of attacking collective bargaining rights, and convincing the working class that they should be jealous of each other, while overlooking the fact that in 2013 the Richest 100 people in Canada have a collective worth of over $230 billion dollars. In

the coming year when you hear someone making derogatory comments about a union member’s wages, benefits or pension plans, take the time to explain to them that they too deserve higher wages together with better benefit plans, and that is why they should take an interest in organizing their workplace. The middle class needs to stop working against each other in the Race to the Bottom, and let’s work together to start a new Race to the Top.

Wishing you every happiness this holiday season and throughout the coming year

Adam Morin,
Business Representative
With more of our members opening and using accounts such as Facebook, Twitter and Linkedin, the Union office is having to deal with more and more disciplinary hearings as a result of what people are publishing online. There is a perception, wrongly, that you can put whatever you like on your private social media page and there can be no repercussions as a result. After all we live in a country where freedom of speech is allowed and if you speak “the truth” no one can touch you. Unfortunately that is not the case and some of our members have been disciplined and also terminated for what they have published online.

Fortunately I came across an article on the subject by one of the lawyers from the law firm of Thompson Dorfman Sweatman LLP who already addressed this issue and in a manner that does it greater justice than I ever could. After contacting Melissa Beaumont, the author, she kindly agreed to allow our Union to republish her article. If you have any questions about this topic please contact our office for further clarification.

BE CAREFUL WHO YOUR “FRIENDS” ARE: WHAT YOU POST ON FACEBOOK COULD LEAD TO DISCIPLINE AT WORK

By Melissa Beaumont
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I will admit it. Everyday, along with tens of millions of others, I log onto my Facebook account to peruse the status updates of my 100 or so “friends” - a group made up of family, close friends, co-workers, and a random assortment of people I went to high school with, sat beside on the bus, or met in an elevator once. Recently, I noticed the status of one “friend” who had had a bad day at work and was clearly ready to vent about it. “Wait,” I told him. “I wouldn’t be too quick to post anything about work if I were you.” “Why?” he asked. “My page is private, and what does it matter what I do on my own time anyway?”

From a legal perspective, these same questions have recently come into the limelight, as courts and labour arbitrators are now being called upon to decide whether employees can be disciplined - or even terminated - for making employment-related comments on social networking sites. The more that social networking becomes a part of everyday life - whether by way of Facebook, personal blogs, LinkedIn or Twitter (there may be others, but I suspect that even I am too old to keep up) - the more that these types of questions will need to be addressed. Freedom of Speech vs. Duty of Fidelity.

While employees do enjoy the same right to freedom of speech that every Canadian citizen does, that right must be balanced with the duty of fidelity an employee owes to his or her employer. As one Alberta arbitrator has recognized, employees do have a right to create social networking sites and are indeed entitled to post their opinions about the people they work with - but publicly displaying those opinions may have consequences within their employment relations. Where those publicly-made comments verge on expressing contempt for management, ridiculing co-workers or slamming administrative processes or management decisions, they may be cause for discipline, or even termination. The Public Nature of the Internet Courts and arbitrators have recently found that an individual can have no “reasonable expectation of privacy” on Facebook, even if they use special privacy settings. But even if your Facebook page is set to some air-tight privacy setting, employees should be mindful of who their “friends” are.
If your group of Facebook friends includes co-workers - or worse, your boss - employment-related comments that you post can likely be treated by your employer as if you made the comments at work. Not only is communication over Facebook considered not to be private, the unique and extraordinary nature of communication over the Internet compared to more traditional print media has been acknowledged by the courts: it is instantaneous, seamless, interactive, blunt, borderless, far-reaching, and accessible. It therefore has greater potential to damage the reputation of individuals and corporations.

Off-Duty Conduct Generally, employers do not have authority over their employees’ conduct outside of working hours, unless the off-duty conduct affects the employers’ legitimate business interests. In other words, employees may be held accountable to their employers in situations where their off-duty conduct:

- Harms the employer’s reputation or products;
- Prevents the employee from performing his or her duties satisfactorily;
- Makes other employees refuse, or become reluctant or unable to work with that employee; or
- Upsets the efficiency of the employer’s operations.

Therefore, if a posting on a social networking site could fall into one of those categories, the employee may not be immune to discipline from his or her employer.

Revealing or posting confidential information about your employer - or its customers - on a social networking site may also be grounds for discipline or termination. Not only might this result in a violation of the implicit trust relationship you share with your employer, it could amount to a violation of specific terms of the employment contract if, for example, you have signed a confidentiality agreement.

In one recent British Columbia case (2010), an employee of an auto detailing shop made a number of angry, work-related comments on his Facebook page, including predicting that there might be an “accident” at work in the near future, making derogatory comments about his supervisors, and generally referring to the company as “crooks” who were out to rip people off. The employee’s group of Facebook “friends” included some of his co-workers.

One co-worker, uncomfortable with the nature of the comments, reported them to the employer, who then terminated the employee. The arbitrator upheld the termination, determining that an individual can have no serious expectation of privacy when publishing comments on Facebook, that the comments made about his supervisors were offensive and egregious, and that the comments were damaging to the employer’s business.

In another recent case (2010), the employee was a pilot who posted a list of items on his Facebook page under the heading “you know you fly in the north, when ....” His employer was a company that flew up north and whose client base was made up mostly of clients who lived in the north. The comments showed a lack of respect for the company’s clients, besmirched their dignity, and did not reflect company values. The arbitrator noted that it was not unreasonable to assume that his comments would have broad exposure to the public domain, and that posting the comments on the Internet created potential harm to the company’s reputation. In the circumstances, the arbitrator imposed a 4 month suspension.

Conclusion:
From a legal perspective, one can have little to no expectation of privacy for comments posted on social networking sites. To make matters worse, if those comments are work-related, employers may have grounds for disciplining - or in egregious cases, terminating - the employee. Of course, each case will depend on the nature and content of the comments, whether they are damaging to the employer’s business, and the individual circumstances of the case. Employees who have a bad day at work might therefore be best to take a breather and think twice before taking to Facebook.
A Message from Patrick Campbell, Business Representative

I would like to take this opportunity to wish all of the membership of Local 987 all the best over the holidays.

May it be a safe and happy time for you and your family. 2014 is shaping up to be a prosperous new year with Robert B Somerville working in Cromer, Manitoba installing 20 km of 36” pipeline for Enbridge. A reminder to all pipeliners that the following will be required in order to get to work:

- Pre-Access Testing
- Pipeline Construction Safety Training (PCST)
- Ground Disturbance Level II (Excavators/Dozers/Graders/Oilers)

I look forward to working with you all in 2014.

Patrick Campbell
IUOE Local 987

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Free Recycling Bins

Recycle Everywhere is Canada’s first province-wide away from home beverage container recycling program. They have partnered with businesses, municipalities, communities, institutions, parks, festivals and events throughout Manitoba and have provided them with Recycle Everywhere bins for their spaces. Together with their partners, Recycle Everywhere is reducing greenhouse gas emissions, enabling new products to be made and reducing litter.

To extend this reach, Recycle Everywhere would like to offer all those affiliated with the Operating Engineers Training Institute of Manitoba Inc. (OETIM) the bins free of charge to give your facility the opportunity to increase recycling recovery rates. To order your free Recycle Everywhere bins simply visit www.RecycleEverywhere.ca. If you have immediate questions or would like to request a site visit to evaluate your needs please contact Melissa Dorota at 204.942.2284 x103 or mdorota@cbcra-acrcb.org.

We look forward to working with you!
As we’re winding down the year, we can reflect on the many courses we’ve completed in 2013. We’ve had a very busy year with more Heavy Equipment Operator courses being offered than in previous years, along with Crane Operator training. We’ve held a project based course out in SteepRock Manitoba, where we trained 10 enthusiastic students who expanded the existing harbour in SteepRock park. OETIM was also contracted by Manitoba Hydro to deliver three Heavy Equipment Operator courses in the communities of The Pas, Thompson and Winnipeg. In total 36 people were trained as Entry Level operators.

Crane Level One and Two course dates for 2014 are now available on Manitoba Apprenticeship’s website. If you haven’t already done so please register with Apprenticeship Manitoba. Website: www.gov.mb.ca/tce/apprent/

Friendly Reminder: check your expiration dates on your tickets. OETIM has the online courses: CSTS-09, WHMIS, TDG, Ground Disturbance, PCST, Load Securement. If there is a course you need that we currently do not offer, please call our office and we will try to accommodate you.

Thank you and Merry Christmas from all the staff at OETIM.
Cranberry Almond Bark

Ingredients:
8 (1 ounce) white chocolate baking squares
3 (1 ounce) semisweet baking chocolate squares
3/4 cup whole almond, blanched, toasted
3/4 cup dried cranberries

Directions:
1. In a microwaveable container, melt white chocolate at 70% power for 1 minute, then stir before microwaving at additional 10-to-20 second intervals, stirring until smooth, then repeat with the semisweet chocolate.
2. Stir the almonds & cranberries into the white chocolate, & thinly spread this mixture onto a waxed paper-lined baking sheet.
3. With a spoon, drizzle semisweet chocolate over the white chocolate, & then, with a knife, cut through the chocolate mixture to swirl the darker chocolate somewhat.
4. Chill until firm, then break into pieces before refrigerating in an airtight container.

Show Your Union Pride

If you would like to purchase a Local 987 shirt or hoodie please call (204) 786-8658 or come and see us at 244 Cree Crescent

Meeting your current and future training needs!

For more information call us toll-free at 1-866-949-0333 or visit us online at
OETIM.com

We offer:
- Heavy Equipment Training
- Crane Training
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NOW OFFERING GPS TRAINING!
Members’ Corner

Meeting Schedule

**Winnipeg District Meeting:** Thursday, March 6, 2014 at 244 Cree Crescent, Murray Industrial Park, Winnipeg at 7pm

**Brandon District Meeting:** Thursday, March 13, 2014 at Lakeview Inn & Suites, 1880 – 18th Street North, Brandon starting at 7pm

**Winnipeg General Membership Meeting:** Sunday April 13, 2014 at 1:00pm, 244 Cree Crescent

Reminder:

Local 987 have been advised the last year’s Federal Governments Employment Insurance changes will in all likelihood affect some of our members.

Under these new rules, our hiring hall agreement which has been in effect since May 24, 2000 will no longer be effective as the new regulations supersede them. However, union hiring halls remain a part of a reasonable job search effort.

Under the new regulations, EI regular claimants are able to restrict their job search efforts to membership in a union hiring hall only for those weeks where they are required to seek suitable employment opportunities within their “same occupation” for both long-tenured workers and occasional claimants. For example:

- **Long-tenured workers (paid at least 30% of the annual max. EI premiums of at least 7 out of the last 10 years and over the last 5 years received 35 or fewer weeks of EI),** may restrict their job search efforts for the first 18 weeks of their claim at 90% of the previous earnings.
- **Occasional claimants (includes all claimants not captured by the definitions of frequent and long-tenured workers),** may restrict their job search for the first 6 weeks of their claim at 90% of the previous earnings.

Unfortunately for frequent claimants (3 or more regular claims and more than 60 weeks of regular benefit in the past 5 years), part of their job search can be the hiring hall; however not exclusively since the new rules state that under this classification claimants have to look for a “similar occupation” for the first 6 weeks of their claim at 80% of the previous earnings.

NEW

**Membership Database Program**

To better serve our membership we are pleased to announce that we will be implementing a new membership database program. Not only will we be able to service you the member better, but this will allow us to better determine a person’s skill set and qualifications when referring members to projects. To help us facilitate this new program, for those using the hiring hall, a new skills questionnaire will be sent out for you to complete. Please return it asap as this is needed to ensure your spot on the out of work list.

From The Staff,
Operating Engineers Local 987
Direct Line: 204-282-9630
Fax: 204-786-6578

Dues Notice

Please be advised that Out-of Work Dues will be $27.00/month effective January 1, 2014

E-mail Addresses

We would ask that all members who haven’t provided us with an e-mail address please call the office to advise us of the same.

Thank You!

If you have any ideas or suggestions as to what you’d like to see in the upcoming editions of the OE987 Newsletter, please let us know by emailing them to pwright@oe987.mb.ca Thank you