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WINNIPEG & BRANDON DISTRICT MEETINGS

Thursday, December 4, 2014 - 244 Cree Crescent at 7:00 p.m.
Thursday, December 11, 2014 - Trails West Inn, 210-18th Street North at 7:00 p.m.
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A Message from Business Manager Marc Lafond

Dear Brothers and Sisters:

There’s been quite a lot going on within our local union as well as in the Province these days. For those who haven’t heard, Mr. Patrick Campbell has left IUOE Local 987 because he was offered a position with the International. We are extremely proud that “one of our own” was once again chosen to work for the International. I believe that it says a lot about the high quality of individuals we have as staffers. I’m also proud to announce that we’ve hired Ms. Suzanne Ducharme as one of our staff reps. I’m sure she will continue the high standard of professional service that you are all accustomed to.

As you probably all know, meetings, advocacy and lobbying is part of what we do at the Operating Engineers local 987. Every year, I personally purchase a table at the Premier’s dinner. This year it was held on October 17, 2014. I had a chance to talk to many Ministers and political advisors that evening, always putting a personal face to the Operating Engineers so that problems and challenges that we face as an organization/sector/facility that you all work in can have a platform for discussion. This year was no exception. I thought that the atmosphere was upbeat and positive. I had a chance to discuss many issues that touch our organization. I was shocked by the fallout by the cabinet and the Premier’s inner circle in the weeks following the event. I can say that I didn’t see that coming. There were no indications that evening what was about to come down the pipe as the mood that night was upbeat and generally positive. The Operating Engineers have a longstanding relationship with the government of the day, but are always ready for new challenges and relationships. However, for our sake we hope we don’t have to start over.

I wish everyone a very Merry Christmas and a Happy New Year. Wishing everyone a safe and joyous holiday with family and friends.

In solidarity,

Marc Lafond
Business Manager

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Every Year, the Union Executive Board supports and puts aside several registrations for those sons and daughters of union members interested in going to the Canadian Labour Congress Labour camp. For those people who have gone in the past, they say that the camp is very well run, and the educational content is exceptional. Young men and women understand basic rights in the workplace, collective agreements and discussions on what unions have done for all working class people. Unfortunately, we only had one OE Local’s child attend the camp this year. The union executive board hopes that we have a greater interest level from our members children next year.

The OE open house picnic was a huge success. The weather was great, and lots of members and their children attended. Because of the positive feedback, we are planning to have one next year, and depending on the level of interest, will be having one annually. We encourage all members to attend in 2015. For the future date, look in the next addition of the newsletter, or on our website.

Most recently, Brother Ron Stanley provided the Executive Board with his letter of resignation. Because of the vacancy associated with his unexpired term of office, the union table officers held a special meeting where they decided to appoint Brother Clarence Anderson to fill the unexpired term.

Brother Patrick Campbell also provided the Executive Board with his letter of resignation for the position of Treasurer and Vice-President since he took a position with the International, and would no longer be working for the Local. At that time, union table officers held a special meeting on October 21, 2014 where they appointed Brother Rob Middleton as the Vice-President of the Local Union, and Brother Adam Morin as the Treasurer. Both will fill the unexpired term of office, and are looking forward to serving all the membership in their new roles.

There has been an IUOE Charter change. Our old Charter read that IUOE Local 987’s territory would span to the North Pole. It’s contents are identical to the old one, with the exception that it now states that it no longer includes the territory of Nunavut. This came about because of an application that Local 793 presented to General President Callahan. They’ve been investing in the North for some time, and anecdotally CLAC had been sniffing around. Since Local 793 has around 18 organizers on staff, it only made sense for the betterment of the IUOE that they pursue it since they currently have the financial and personal resources to hopefully be successful.

In other news, our local union continues to help and support worthy causes. Once again this year, we will organize and put together “goody” bags for the children from two inner city schools for the Labour Christmas tree. We also decided to purchase a few winter coats, toques and mittens for some of these disadvantaged youths.
A Message from Business Representative Patrick Campbell

I would like to send out my sincere thanks to all members of Local 987 for allowing me the opportunity to work and learn with you since I started with the Local in May, 2003.

In my time with the Local I have had the unique experience of working with both the stationary and hoisting and portable membership. I have truly enjoyed the opportunity to get to know and represent such a diverse group of people.

As I begin my new role as an International Representative of the IUOE, I am confident that the lessons I have learned working with the men and women of Local 987 will serve me well.

I am also confident the local union is positioned to make great gains with a leadership equipped to take on the challenges that lay ahead.

I look forward to working with the entire IUOE membership, to ensure that the hard won advances we have made are preserved for future members and their families.

In Solidarity,

Patrick Campbell

OE987 Welcomes Suzanne Ducharme, Business Representative

Please welcome the newest member of our team, Suzanne Ducharme. Suzanne joins the Operating Engineers after a solid career in Labour Relations within the construction industry, and brings an attractive mix of knowledge and understanding to her role as Business Representative. Prior to her work with the OE’s, she worked for many large corporations within the construction industry, and has several years’ experience working closely with a multitude of Local Unions in which she has built solid relationships. She is looking forward to working with the members and providing a credible voice on a local level.
New registrations and reinstatements in apprenticeship training programs are on the rise, according to a report released this summer by Statistics Canada. The report showed that new registrations and reinstatements in 2012 reached their highest number since the beginning of the economic downturn in 2008.

Apprenticeship training programs received 104,280 new registrations and reinstatements in 2012, up 6.8% from 2011. New registrations in Red Seal trades* were up 6.8% in 2012 but remained below 2008 levels.

### Registrations

- **Total new registrations and reinstatements**
- **Total registrations**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total New Registrations</th>
<th>Total Registrations</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>444,672</td>
<td>104,280</td>
</tr>
<tr>
<td>2011</td>
<td>426,283</td>
<td>97,605</td>
</tr>
<tr>
<td>2010</td>
<td>430,452</td>
<td>92,568</td>
</tr>
<tr>
<td>2009</td>
<td>409,041</td>
<td>84,885</td>
</tr>
<tr>
<td>2008</td>
<td>390,705</td>
<td>98,553</td>
</tr>
</tbody>
</table>

### Red Seal Trades

- **New registrations in Red Seal trades**
- **Percentage increase from 2011**

<table>
<thead>
<tr>
<th>Trade</th>
<th>Registrations</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction electrician</td>
<td>9,714</td>
<td>11%</td>
</tr>
<tr>
<td>Carpenter</td>
<td>7,881</td>
<td>-13%</td>
</tr>
<tr>
<td>Welder</td>
<td>4,761</td>
<td>42%</td>
</tr>
<tr>
<td>Hairstylist</td>
<td>4,071</td>
<td>-5%</td>
</tr>
<tr>
<td>Automotive service technician</td>
<td>3,567</td>
<td>-1%</td>
</tr>
<tr>
<td>Steamfitter/pipeliner</td>
<td>3,435</td>
<td>46%</td>
</tr>
<tr>
<td>Plumber</td>
<td>3,423</td>
<td>12%</td>
</tr>
<tr>
<td>Cook</td>
<td>2,517</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Industrial mechanic (millwright)</td>
<td>2,196</td>
<td>13%</td>
</tr>
<tr>
<td>Industrial electrician</td>
<td>1,566</td>
<td>-6%</td>
</tr>
</tbody>
</table>

### Percentage of total registrations by women

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage of total registrations by women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>14%</td>
</tr>
<tr>
<td>2011</td>
<td>14%</td>
</tr>
<tr>
<td>2010</td>
<td>13%</td>
</tr>
<tr>
<td>2009</td>
<td>13%</td>
</tr>
<tr>
<td>2008</td>
<td>11%</td>
</tr>
</tbody>
</table>

*Those with a Red Seal endorsement on their certificates can work in any province or territory that recognizes the endorsement without having to rewrite the examination.

Source: Statistics Canada.
When we as the general public become sick or infirmed because of various reasons, it’s assuring to know that we have the ability to go to a health care facility of our choice at any time.

Because a hospital never closes, there must always be maintenance workers on staff just as there are health care providers.

OE987 member Marcel Johnson, who currently works as a Power Engineer at Seven Oaks Hospital, understands this aspect of the industry very well.

As a young man, he grew up in a small rural town and began working in this profession mostly by coincidence. After High School, he looked to Red River College to try to secure a future for himself. There were openings in Power Engineering, and for him, it seemed like the perfect career choice. He then completed his training, and ever since then has never looked back.

“This occupation is very rewarding in that I not only work with a wide variety of mechanical equipment, but also provide an essential service to the patients there.”

In his role at Seven Oaks, he’s involved himself in water treatment, and takes pride in that aspect of the industry. He explained that as the equipment gets more refined, the water treatment has to follow suit. It is his responsibility to ensure that all of these systems are operating not just correctly, but also efficiently and safely. Precision in temperature and other controls is particularly important.

“It’s one of the most important things that we can do. The representatives from the chemical supply companies we’ve dealt with over the years have been excellent. Water treatment standards have become much more stringent over the years, with low volume boilers that have zero tolerance for hardness in the feed water supply, and chillers that require cleaner water from the cooling towers.”

He says he very much enjoys training new employees in this area as well. His goal is to peak new member’s interests by indicating the essential nature of what he does, and the consequences of not doing it, and to him, it’s been working pretty well.

As technology changes, Power Engineers need a willingness to continually learn about new equipment, and also keep up with advances in technology.

“The more you know about something, the more interesting it becomes.”

Marcel has been a member of the Union now for over 34 years, and says that he’s never been unemployed.

“In large part, I have the Union to thank for that.”
The snow has arrived and that’s my queue that my submission for the fall newsletter is due. To summarize the past few months, we’ve been offering monthly courses on the Zoom Boom, Skid Steer and Basic Rigging with classes being generally full. The on-line computer based safety training courses continue to be busy, and once again I’m reminding everyone to check your ticket expiration dates as they normally expire in 3 years.

The interest in Heavy Equipment Operator training remained throughout the summer, and we continue to conduct assessments every month. In other news, starting on a probationary basis, the Institute will be offering a new training opportunity beginning November 24, 2014. We will be offering three - 1 week Advanced Heavy Equipment Operator courses. These courses will be 40 hrs in duration (8 hours theory and 32 hours practical), one machine of your choice. (Wheel or Track Loader, Dozer, Excavator, Grader). The pre-requisite to get into one of these courses will be: have previously taken our 6 week Entry Level Heavy Equipment Operator course, or have sufficient knowledge in the operation of heavy equipment. An assessment by OETIM may be required. Taking this course would be beneficial to those members who feel they need some training outside of their workplace. We would encourage you to approach your employer and let them know what we are offering.

OETIM also offers customized training to tailor an employer’s needs and courses are never limited to what we currently have to offer. In addition to our field training site, we have a computer lab for the online safety courses, a large classroom for First Aid/CPR, H2S Alive etc. with warehouse space for the Rigging and Crane Awareness courses.

Employers can now apply for the Canada-Manitoba Job Grant to assist with current employee training costs or training of prospective employees up to $10,000 per individual.

I am available to discuss your training needs at any time, and look forward to seeing you all at the OE987 Christmas Open House.

Best Wishes for the Holiday Season,

Betty Lou Doerksen
Executive Director
Minimum wage jobs pay a penny more than they did in 1975

A minimum wage job pays roughly the same now as it did in 1975, according to a study by Statistics Canada.

The average minimum wage in Canada in 2013 was $10.14 an hour while the 1975 minimum wage, expressed in today’s dollars, averaged out to $10.13. That’s a pathetic penny an hour increase over four decades.

At the same time, almost all major expenses, including childcare, rent, housing, food, and transport, have risen dramatically. Workers are stuck in the middle.

“We have had positive economic growth over the past four decades over and above the inflation rate. That’s why I say that all workers should share in the growth that they produce, including those who are earning minimum wage,” said Erin Weir, economist for the United Steelworkers union.

Of the 13 U.S. states that recently raised their minimum wage rate, 10 have experienced above-average job growth, said Armine Yalnizyan, senior economist at the Canadian Centre for Policy Alternatives. This fact undercuts the argument shared by big business that minimum wage increases hurt the economy.

The Statistics Canada report also found there is now a bigger portion of Canadians earning the minimum wage, with 6.7 per cent of all paid employees earning those wages in 2013, up from five per cent in 1997.

Young employees, less-educated employees, part-timers and people in service industries are most likely to be paid minimum wage.

On the positive side, campaigns across North America have been successfully advocating for an increase in the minimum wage to bring about more equality and fairness.

Fight to save home mail delivery escalates, as impacts begin to be felt

The Canadian Union of Postal Workers, along with groups representing seniors and the differently abled launched a charter challenge to save home mail delivery. The case argues that the elimination of mail delivery violates rights that guarantee equality to groups like disabled citizens and violated the Human Rights Act because its effects on employees without prior consultation. As Canada Post starts to phase out its home mail delivery, senior and differently abled people are starting to experience difficulties getting their mail from so-called community mail boxes. Just outside Montreal, more than 50 protesters from the Industrial Workers of the World briefly occupied a mail sorting centre in a solidarity action.
Conflict in the Workplace
Trevor Yuriy - Membership Services Representative

With so many workers of varying skills and occupations congregating in one location, coupled with the pressures of work/life balance, and the daily demands of the workplace, conflict is inevitable. Conflict can be between the public and the worker, patients and the worker, worker to worker within the same bargaining unit, worker to worker of different bargaining units or even workplaces, and of course worker and management. Conflict is the result of a difference of interpretation of an incident.

In order to resolve conflict in the workplace, we must understand we are all individuals and we possess varying levels of analyzing, or understanding a situation. This is what makes us grow and evolve as a species. To learn from our past we have to identify the issue or problem, investigate it by talking with all parties involved, and finally resolve the issue with an explanation to everyone involved.

Not all will be in agreement with the outcome; however, if everyone is open to resolving the situation, they must be willing to listen to another point of view. If one opens their mind to the interpretation of another, there is a real chance that the situation can be resolved in a manner that will put closure to the incident for both sides.

Without closure, the incident remains a burning issue, and becomes the first of many steps that will eventually lead to a dysfunctional workplace. By holding resentment or even anger as a result of not moving on and putting the past behind you, one carries the burden and it weighs on the individual.

Whether or not you’d like to admit it, this burden causes stress, anxiety, and further conflict. Slowly, the pressures mentioned above become too much to bear, and eventually affect your personal life and health.

I’m not naive and would never expect everybody to get along all the time, but we still must function and work together to accomplish the daily tasks at work. We don’t have to become friends and socialize outside of the workplace, but we must respect one another and the differences in opinions or points of view that will inevitably occur.

In speaking with members who have retired, they often reflect on the how petty some of the issues in their workplaces were, and how they regret not resolving them. They’ve come to realize that life has far greater challenges for us as we grow than an incident that occurred in 2008.

Without closure, the incident remains a burning issue, and becomes the first of many steps that will eventually lead to a dysfunctional workplace.

Personal situations in my life have taught me a very valuable lesson, our time here is limited and no one wants to leave with any regrets.
What’s the most charitable province in Canada? According to a recent study by the Fraser Institute, it’s Manitoba.

The study, *Generosity in Canada and the United States: The 2013 Generosity Index*, showed that Manitoba had the highest percentage of tax filers (25.9%) donating to registered charities in 2011, the most recent year of available data. Manitobans also gave the largest percentage of their combined income to charity at .69%.

Although it was not used to calculate the Generosity Index, Albertans had the highest average dollar value of donations at $2,321.

Here’s what the index shows:

<table>
<thead>
<tr>
<th>Province/territory</th>
<th>Percentage of tax filers donating to charity</th>
<th>Rank (out of 13)</th>
<th>Percentage of aggregate income donated to charity</th>
<th>Rank (out of 13)</th>
<th>Average charitable donations</th>
<th>Rank (out of 13)</th>
</tr>
</thead>
<tbody>
<tr>
<td>British Columbia</td>
<td>21.7%</td>
<td>7</td>
<td>.75%</td>
<td>3</td>
<td>$1,889</td>
<td>2</td>
</tr>
<tr>
<td>Alberta</td>
<td>23.9%</td>
<td>5</td>
<td>.78%</td>
<td>2</td>
<td>$2,321</td>
<td>1</td>
</tr>
<tr>
<td>Saskatchewan</td>
<td>24.9%</td>
<td>2</td>
<td>.72%</td>
<td>5</td>
<td>$1,636</td>
<td>5</td>
</tr>
<tr>
<td>Manitoba</td>
<td>25.9%</td>
<td>1</td>
<td>.89%</td>
<td>1</td>
<td>$1,698</td>
<td>4</td>
</tr>
<tr>
<td>Ontario</td>
<td>24.1%</td>
<td>4</td>
<td>.73%</td>
<td>4</td>
<td>$1,714</td>
<td>3</td>
</tr>
<tr>
<td>Quebec</td>
<td>21.2%</td>
<td>8</td>
<td>.30%</td>
<td>11</td>
<td>$655</td>
<td>13</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>20.7%</td>
<td>10</td>
<td>.57%</td>
<td>7</td>
<td>$1,233</td>
<td>8</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>22.2%</td>
<td>6</td>
<td>.53%</td>
<td>8</td>
<td>$1,169</td>
<td>9</td>
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<tr>
<td>Prince Edward Island</td>
<td>24.9%</td>
<td>2</td>
<td>.63%</td>
<td>6</td>
<td>$1,141</td>
<td>11</td>
</tr>
<tr>
<td>Newfoundland and Labrador</td>
<td>20.9%</td>
<td>9</td>
<td>.44%</td>
<td>9</td>
<td>$1,021</td>
<td>12</td>
</tr>
<tr>
<td>Yukon</td>
<td>20.5%</td>
<td>11</td>
<td>.32%</td>
<td>10</td>
<td>$1,164</td>
<td>10</td>
</tr>
<tr>
<td>Northwest Territories</td>
<td>15.5%</td>
<td>12</td>
<td>.27%</td>
<td>12</td>
<td>$1,348</td>
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</tr>
<tr>
<td>Nunavut</td>
<td>9.3%</td>
<td>13</td>
<td>.22%</td>
<td>13</td>
<td>$1,594</td>
<td>6</td>
</tr>
</tbody>
</table>

Source: Generosity in Canada and the United States: The 2013 Generosity Index.
Meeting Schedule

Winnipeg District Meeting: Thursday, December 4 at 244 Cree Crescent, Murray Industrial Park, Winnipeg at 7pm

Brandon District Meeting: Thursday, December 11, 2014 at the Trails West Inn, 210 - 18th Street North, Brandon starting at 7pm

Watch for our new Website coming online this December!

In Memoriam

Dave Doerksen,
Local 987A
born 1962, deceased October 5, 2014

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

TransCanada Pipeline is asking for our help

They are mobilizing as an organization to defend our work, our industry, our partners and our employees that provide an essential service to address our country’s energy needs in a safe and efficient manner. That’s why they’ve created a new website of our education and advocacy campaign for Energy East:

action.energyeastpipeline.com

The new site will allow them to identify, target and build advocates to help get the facts out about Energy East.

On this website you can show your support for Energy East by signing our pledge and sharing your reasons for wanting to see Energy East in service on time. By joining the Energy East Action Network, you and your teams can take a stand and show your support for a project that will create energy independence, a healthy economy and progress for all Canadians.