Dear members,

Since my last message in the August newsletter, the New Democratic Party of Manitoba went on to win their fourth straight majority government. While our province has always adopted an evenhanded approach to labour and trade unions, the same cannot be said for the governing party in Ottawa.

As of late, the Conservative Party of Canada seems to be less than sympathetic to the labour movement. This past summer, they tabled legislation that forced Canada Post employees back to work. Then, by maneuvering through the seldom-used Canada Industrial Relations Board, they effectively made a walkout by Air Canada employees illegal.

Most recently, a Conservative MP from British Columbia introduced “private members” Bill C-317. It would have eliminated the “tax deduction” that people get from paying union dues. More importantly, it would force unions to provide the government with enormously detailed financial reporting for all the unions operations and trusts including health & welfare and pensions. In addition, these records would be publicly disclosed for all to see.

Ultimately, Bill C-317 was dropped, but it wasn’t long before the same “private member” from B.C. introduced Bill C-377. The new Bill is almost identical, with one key difference: the bit about eliminating the tax deduction for dues-paying members was removed. What is alarming about both pieces of legislation is that they specifically target unions. Associations such as the Manitoba Heavy Construction Association, the CLRAM and others would be exempt.

Those in power would like us to believe C-377 is about transparency and accountability, but it feels more like an attack on unions. We already comply with Manitoba’s Labour Relations Act and disclose our expenditures. We make every effort to be as up front as we can about our overhead costs to you, our members (feel free to look over our financials on page 7 of this issue).

If the events of the past 18 months are any indication, things are only going to get harder for the labour movement. Since so many unions were established by generations past, it can be easy for today’s workers to believe we don’t have to fight any more. The reality is that if we don’t remain diligent, union members across Canada could be negatively affected.

In Solidarity,
Marc Lafond
If standing up for what you believe in is a human right, it’s one most of us choose to waive. When faced with situations where only strong numbers would affect change, most people tell themselves there’s nothing they can do, or contribute with some small, passive act like signing a petition.

Fred Tait, on the other hand, dives in head first. He gets involved with organizations whose causes he feels passionately about, and that he believes could use a strong voice. Membership Services Representative Adam Morin met Mr. Tait while petitioning to maintain the Canadian Wheat Board.

“He’s one of our more outspoken members, and it seems to be working for him,” comments Morin.

Tait first became involved with the Operating Engineers back in 1970 when he was working on Manitoba Hydro projects up North.

“I worked on the Kettle generating station at Gillam, Pipe Lake open pit mine near Thompson, and one of the biggest projects I was on was the South Bay mining project near Leaf Rapids,” says the seasoned bulldozer operator, who has worked in pipeline construction since 1976.

Tait has also been active politically, having run for the Manitoba NDP twice in the early 80s, and once for the Federal NDP in 1986.

Tait thinks unions are important because “If you don’t bargain collectively, you don’t bargain at all.”

Tait says he was moved to get involved with trying to save the Canadian Wheat Board because of his background in farming.
“From my perspective, the CWB plays the same role in the farm arena as the union plays in my employment because Farmers bargain collectively for the sale of their product [wheat and barley].”

Tait pulled no punches when talking about how he felt the Federal Government handled the situation

“The feds decided to destroy our ability to bargain collectively in the name of freedom. It seems you can only have freedom if you’re not compelled to bargain collectively.”

Local 987 Business Manager Marc Lafond says he applauds Tait’s commitment. “I appreciate Fred’s sense of community and the fact that he gets involved in a lot of things. Very few members actually do that. We need passionate people like him to assist the Local in organizing or become Shop Stewards.”

Other causes Tait has lent his voice to include the Occupy Winnipeg movement. He also holds elected positions with the National Farmers Union as Regional Director and National Vice President.
A Note About Local 987 Travel Cards

With the seasonal nature of construction, working outside the province is a common practice. If you plan to work outside Manitoba, and the job you get is with another union, you must notify Local 987 to obtain a travel card (also called a clearance card).

A travel card is essentially a means to direct your health & welfare and pension monies to the proper location (as stated in the International Constitution under ‘Travel Service Dues’ - Article XV, Section 3A).

It is the duty of the member to notify the union if they are planning to work in another province.

Once a travel card is issued to a union member, they are no longer eligible to be on the out of work list. Upon the members return they must notify the union so they can be put back on the list.

Travel cards can be obtained over the phone. There is no need for members to come in to the union office. Call 786-8658 and speak to Daria, Cheryl or Pat.
DID YOU REMEMBER / KNOW?
To inform us of your new address and phone number? It is important to keep us informed so that you can continue to receive the newsletters, meeting notices, tax receipts (if applicable), as well as to be reached for employment possibilities.

~The following is only applicable to members of Locals 987, 987 B, 987 C~

To do your monthly check-in? Check-ins can be done by phone, mail, in person, and also by email (local987@oe987.mb.ca). After 60 days your name is deleted from the out-of-work list(s). For the members that are collecting employment insurance, Human Resource Development has been checking on members to see if they have been calling in as per the Employment Insurance Registration guidelines.

To pay your out-of-work dues so that you do not become suspended or filed inactive? When you are suspended or filed inactive, your benefits with Coughlin & Associates are also suspended. In order for you to be eligible for benefits, you must be a member in good standing (paid for the current month or three months in advance)

Advise us that you have been recalled by your employer? There have been times that employers have missed your name from the monthly working dues remittance. If you have not advised your Union office that you have been recalled, we are not able to check with your employer for your dues.

Advise us, even if you have been name hired, that you are working out of province for another Operating Engineers Union? Penalties are as per the Dispatch Rules. If you are unclear about the Dispatch Rules or require a copy, please call the office at (204) 786-8658.

You are not required to speak to your Business Representative
Daria, Cheryl, or Pat can help you with any of the above.

Show Your Union Pride
Order your jacket today!

If you would like a Local 987 jacket, please call (204) 786-8658 to place your order
(minimum order 12 jackets)

Build Your Road to Success!

NOW OFFERING RIGGING TRAINING!

For more information call us toll-free at 1-866-949-0333 or visit us online at OETIM.COM
A Message from Business Representative
Patrick Campbell

Many of the collective agreements that I am responsible for administering have expired in late 2011 and many more will come to expire early in the new year of 2012. This will result in a busy time for many of our Union bargaining committees made up of members that volunteer their time and bring so much to the bargaining process.

In 2011 the bargaining committees and I sent notice to Badger Daylighting, Lohr Underground Utilities, R.M. of Lac Du Bonnet (Public Works), R.M. of Lac Du Bonnet (Office Staff), Lac Du Bonnet Planning District, Town of Lac du Bonnet, Agra Foundations, Zenith Paving Ltd and General Scrap.

With the help of the bargaining committee members, we managed to successfully negotiate renewed collective agreements with Badger Daylighting, Lohr Underground Utilities and the R.M. of Lac Du Bonnet (Public Works). The “agreed to” changes for these collective agreements have gone before the bargaining unit members and have been accepted.

Early 2012 saw tentative agreements that were reached with Zenith Paving Ltd. and the R.M. of Lac Du Bonnet (Office Staff) that have since gone before the bargaining units as a whole and were ratified by the majority of the members in attendance.

2012 may be the year of the Dragon in the Chinese calendar, but it’s shaping up to be the year of the negotiation for the Local 987 calendar. Collective bargaining still ongoing with Agra Foundations, General Scrap, Town of Lac Du Bonnet and the Lac Du Bonnet Planning District. Notice to commence collective bargaining has been sent in early 2012 to Borland Construction Inc., Brandon University “A” Trades Group and the Brandon University “D” Group. The bargaining calendar is filling up fast.

Members working for Borland Construction and the Brandon University “A” and “D” groups have since attended proposal meetings for these workplaces and have provided the bargaining committees with the framework for the Union’s initial proposal to be presented to these employers. Attendance at the proposal meeting is critical to getting concerns addressed through the bargaining process. If any member is interested in becoming part of the bargaining committee then attending the proposal meeting is the first step. Increased participation from the membership at the proposal meetings and ratification meetings will usually translate into increased results at the bargaining table. Your attendance and participation in the whole process is critical.

I look forward to working for you again in 2012.

In Solidarity,

Patrick Campbell
Business Representative
Operating Engineers of Manitoba, Local 987
OPERATING ENGINEERS OF MANITOBA, LOCAL 987

Statement of Revenues and Expenditures
For The Year Ended December 31, 2010

<table>
<thead>
<tr>
<th>Revenues</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$ 1,509,747</td>
</tr>
<tr>
<td>Investment income</td>
<td>145,234</td>
</tr>
<tr>
<td>Organization/promotional grant</td>
<td>129,521</td>
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<tr>
<td>Employer administration</td>
<td>54,825</td>
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<tr>
<td>Rental income and expense recoveries</td>
<td>14,578</td>
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<tr>
<td></td>
<td>$ 2,153,905</td>
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</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising and promotion</td>
<td>68,262</td>
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<tr>
<td>Amortization</td>
<td>76,771</td>
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<td>Audits</td>
<td>30,136</td>
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<tr>
<td>Computer programming, software and supplies</td>
<td>12,938</td>
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<tr>
<td>Executive board</td>
<td>2,500</td>
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<tr>
<td>Insurance</td>
<td>1,480</td>
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<td>Interest and bank charges</td>
<td>137,845</td>
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<tr>
<td>Legal fees</td>
<td>49,786</td>
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<tr>
<td>Office, supplies and postage</td>
<td>263,143</td>
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<tr>
<td>Per Capita assessment</td>
<td>35,683</td>
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<td>Property taxes</td>
<td>39,809</td>
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<td>Repairs and maintenance</td>
<td>32,720</td>
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<td>Telephone</td>
<td>415</td>
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<tr>
<td>Training</td>
<td>169,889</td>
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<tr>
<td>Travel, conventions and seminars</td>
<td>12,948</td>
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<td>Utilities</td>
<td>1,167,514</td>
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<tr>
<td>Wages and benefits</td>
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<tr>
<td></td>
<td>$ 2,032,309</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Excess of revenues over expenses</td>
<td>$ 121,596</td>
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</table>

Statement of Changes in Net Assets
Year Ended December 31, 2010

<table>
<thead>
<tr>
<th>General Fund</th>
<th>Severance Fund</th>
<th>Defence Fund</th>
<th>2010</th>
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</thead>
<tbody>
<tr>
<td>$ 3,395,862</td>
<td>$ 200,000</td>
<td>$ 500,000</td>
<td>$ 4,595,862</td>
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<tr>
<td>105,716</td>
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<td>15,880</td>
<td>121,596</td>
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<tr>
<td>56,162</td>
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<td>43,216</td>
<td>101,398</td>
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<tr>
<td>28,132</td>
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</table>

Net assets - end of year

<table>
<thead>
<tr>
<th>General Fund</th>
<th>Severance Fund</th>
<th>Defence Fund</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 4,087,892</td>
<td>$ 200,000</td>
<td>$ 530,084</td>
<td>$ 4,818,856</td>
</tr>
</tbody>
</table>

The above statement is a true and correct statement of the Union’s revenues and expenditures including net financial position for the year ending December 31, 2010.

Dated at Winnipeg, this 20th day of December, 2011.

Financial Secretary
Marc Lafond

Treasurer
Patrick Campbell
**Member’s Corner**

**Meeting Schedule**

**Winnipeg District Meeting:** Thursday, March 1, 2012 at 244 Cree Crescent, Murray Industrial Park, Winnipeg at 7pm  
**Brandon District Meeting:** Thursday, March 8th, 2012 at Lakeview Inn & Suites, 1880 – 18th Street North, Brandon starting at 7pm  
**Winnipeg General Membership Meeting:** Sunday April 15th, at 1:00pm, 244 Cree Crescent

Please be advised The **Keeyask Hydro Dam Project** is now accepting Pre-Registration at  
[www.gov.mb.ca/jrs](http://www.gov.mb.ca/jrs)

**Organizer Wanted**

Local 987 is seeking an Organizer  
Please submit your resumes to mla@oe987.mb.ca or drop them off at 244 Cree Cres. in a sealed envelope marked ATTENTION Marc Lafond

**Birth Announcement!**

Union member Neil G. Wood is pleased to announce the birth of his daughter  
**Melody Helen Marie Wood**  
Born October 20th, 9:33am at St. Boniface Hospital weighing 8 pounds, 6 ounces  
Congratulations from all of us at Local 987!

**New Business Hours**

Local 987 will now be open from 8:30am to 4:30pm  
Effective March 12, 2012  
Current hours: 8:30am - 5:00pm

**Coming Soon**

In an effort to serve you better, Local 987 will soon be accepting credit and debit cards for payment of union dues

**Instructors Wanted**

OETIM Inc. currently has openings for Crane and Heavy Equipment Instructors  
Please contact Eric at 775-7059 for more information

Return Undeliverable Addresses To:  
OPERATING ENGINEERS OF MANITOBA LOCAL 987  
244 CRESCENT  
WINNIPEG MB R3J 3W1  
PM# 40042037