



2017-2018  
**ANNUAL  
REVIEW**

.....◆◆.....  
*Strength  
in Unity*

**LOCAL LODGE 146**

.....◆◆.....



**UNITY, PROGRESS &  
PROTECTION**

## **LETTER FROM THE PRESIDENT**

It is my pleasure to welcome you to the inaugural issue of the Annual Boilermakers Lodge 146 Review. This Review is meant to bring together the accomplishments of the Lodge over the past year (February 1, 2017 – March 1, 2018) in one comprehensive document. The aim of this endeavour is not only to provide information to you, the membership, but also to create a measure for evaluating our growth and development. Without such a measure, we cannot hope to progress and remain a strong voice in Canada's Labour Movement.

As we know, the role of the Board is not limited to holding vigil over the Constitution and the Lodge By-Laws. There is a tremendous amount of work done by the Board in other areas, such as providing industry leadership and moving the Lodge forward as a progressive union. For example, we initiated a \$20,000 per year Scholarship Fund for Boilermakers' children pursuing post-secondary education. The exact parameters of this program will be developed over the next few months, and it is anticipated that scholarships will be available for the 2018-2019 school year. In this small but important way, we are helping secure the future of our Lodge and our communities.

Another activity the Executive Board undertook was to invite the President of the Alberta Federation of Labour (AFL), Gil McGowan, to become a member of the Boilermakers. Due to the UNIFOR split with the Canadian Labour Congress (CLC), Mr. McGowan was left in the position of being in a union that does not have an affiliation with the CLC. His acceptance of our invitation will allow him to continue his important work, lobbying the government for positive labour legislation changes.

The Executive Board also held its annual Charitable Donations meeting in early 2018 and allocated \$20,000 to deserving local charities (*a list of these charities can be found in Appendix A*). It is important that the Board continue to reach out to charities, offering them support and demonstrating the compassion of this membership. This type of outreach not only benefits those seeking services from the charities, but also benefits the membership because it contributes to our goal of equality and equal access to basic services.

We look forward to continuing our service to the membership.

In solidarity,

Brother Hugh Price

## ***LETTER FROM BUSINESS MANAGER/SECRETARY TREASURER***

At the core of this union are hard working men and women standing strong for fair wages, health benefits, safe work environments and retirement with dignity. We can be proud of the contributions we make to the strength and progress of social movement unionism. We keep our societal values just. We keep the economy moving forward. We watch out for our brothers and sisters.

My role as the Business Manager/Secretary Treasurer has always been to facilitate those efforts and the only way to do that is through communication and transparency. Communicate with our membership. Communicate with the government. Communicate with the public. From this active communication comes knowledge, transparency and trust. These are the foundations upon which a successful organization is built, and this union is no exception. In fact, more than ever, unions are facing anti-union pressures and we need to excel in communication and transparency to survive and grow.

It is my hope that the Boilermaker Lodge 146, 2017-2018 Annual Review will provide you with information and tools to help promote and encourage active participation in our union and in the trade union movement as a whole. Help solidify our resolve to stand strong for our union values.

Brothers and sisters, we come from diverse backgrounds and cultures but united we share a vision of democratic and reasonable societies. Together we can guard and continue to grow just societies for the many, not just the few.

In Solidarity,

A handwritten signature in cursive script that reads "Dean Milton". The ink is a light grey color.

Brother Dean Milton

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# INTRODUCTION

It is a well-known fact, with plenty of academic research to back it up, that unions play an important role in society. That role has often been defined in relation to monetary gains. However, new studies are proving, without a doubt, that the true value unions bring is much more diverse. The International Labour Organization (ILO) refers to the fight for social justice as a “quest for well-being: physical, moral, and intellectual”<sup>1</sup>. What this means is that **UNIONS STAND FOR MUCH MORE THAN FAIR WAGES**. Unions stand for equality; stand against discrimination and relentless corporate gains; and are often standing as the lone protectors of democracy.

The forefathers of the labour movement recognized what renowned Canadian labour relations expert, Desmond Morton, refers to as ‘the benevolent principle’<sup>2</sup>.

Morton describes ‘the benevolent principle’ as the fundamental belief that coming together in groups or societies (pre-cursor to unions) provided quality of life benefits for families in case of sickness, injury or death. Using the strength of many to improve the lives of workers and their families, has always been the heart of the labour movement. This view of just societies has changed little over the years, thus pointing to its validity and the strength of those pushing the movement forward.

The Boilermakers Lodge 146 (the Lodge) is part of this labour movement and the following pages outline not only our achievements over the past year, but also the way that our membership is preserving and protecting ‘the benevolent principle.’



1. ILO Inception Report for the Global Commission on the Future of Work, 5

2. Working People, 15

## EXECUTIVE SUMMARY

The purpose of an Annual Review is not restricted to simply summarizing and listing achievements. It also provides a measurable framework upon which to gauge future directions and strategies. With this in mind, the first section of the report provides a brief review of the Lodge by numbers. It offers quick facts and statistics regarding the activities of the Lodge. The next section discusses the different levels of governance that come together to keep the Lodge progressing toward its mission and its civic duties.

The third section, entitled Accomplishments, discusses the achievements of the Lodge and links them to the Strategic Directions. Given that membership functions as the engine driving the machine, it is no surprise that each of

**Strategic Directions set out by the Lodge and this review are centered around and dependent upon our membership.**

the Strategic Directions set out by the Lodge (and this review) are centered around and dependent upon our membership.

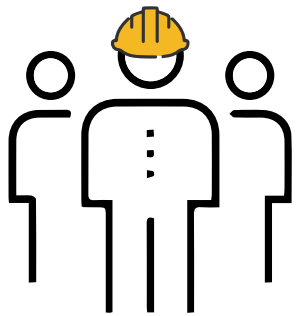
The first pillar of the Boilermakers moto, *Unity*, implies strength in the collective voice and forms the core of the Lodge's Strategic Direction #1 entitled: **Supporting Membership Strength by Redefining Engagement.** Our collective voice gives us the power to make changes and continue to push to improve our workplaces under the protection of legislation and labour laws. A united voice means a strong union. This section discusses activities that promote membership engagement to ensure we have a say in our future.

The second pillar, *Progress*, implies removing barriers that prevent members from accessing educational tools to preserve and improve equality and inclusion. This is the theme of Strategic Direction #2 entitled: **Supporting Membership Engagement by Providing Greater Access to Educational Opportunities to Develop Future Leadership, Broaden Inclusivity and Increase Equality.** Activities reported in this section highlight educational opportunities that lead to a strong and empowered membership.

The third pillar is *Protection*, which implies safeguarding against those who seek to undermine union values. This section discusses activities that exemplify Strategic Direction #3 entitled: **Supporting Membership Engagement by Strengthening the Lodge's Ability to Secure the Future of Boilermakers.** For example, activities that strengthen our ability to function as a unified membership to protect the terms and conditions of our own employment. We must keep our rights and trade union values front and centre in the political and public spheres.

Because it is impossible for a progressive union, such as ours, not to have a positive effect on the welfare of all society, the activities carried out by the Lodge should be viewed with both internal and external lenses. Therefore, in addition to the internal achievements, each section also touches briefly on the external impacts the Lodge has on industry leadership and our contributions to the betterment of society.

# BOILERMAKERS *by* NUMBERS



2018

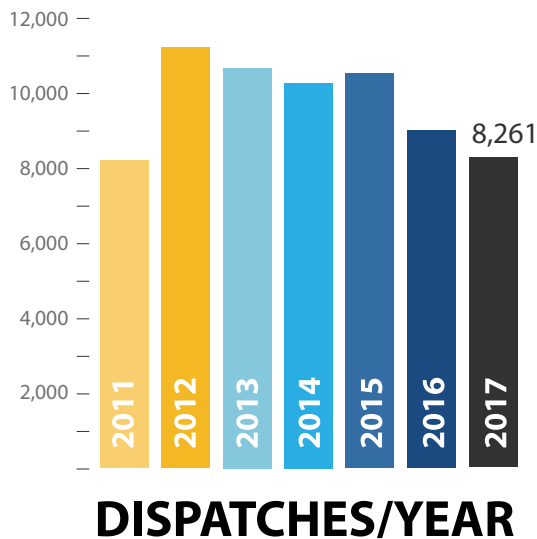
5,343 MEMBERS

2017

5,325 MEMBERS

2016

5,370 MEMBERS



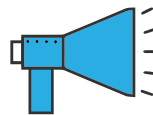
6,695

MEMBER DISPATCHES IN 2017



813

TRAVEL CARD  
DISPATCHES IN 2017



1,630

MANPOWER  
REQUESTS IN 2017

## P&P NUMBERS

**ONLY 2%**

of workers dispatched were not able to affirm compliance with the Canadian Model. That's approximately 150 inactive status letters sent to us under BCABEAP coverage (Boilermaker Contractors Association Boilermaker Employee Assistance Program) through Homewood Health.



110 Drug and Alcohol (D&A)  
assessments in 2017

OVER

5,000,000

MANHOURS IN 2017



# GOVERNANCE

**MEMBERS ARE THE HEART AND SOUL OF THE UNION.** The International Brotherhood of Boilermakers depends on engaged members to grow and survive. Leadership roles are therefore filled from within the membership.

At the international level, Article 1.3 of the Boilermakers' Constitution affirms that the "International Brotherhood, when assembled in Convention, shall be the highest tribunal of this International Brotherhood and shall have full jurisdiction over the International Brotherhood and all District and Local Lodges and other subordinate bodies." Further, Article 1.5 states that "when the International Brotherhood is not in Convention session, its executive and judicial powers

only shall be vested in [the] International Executive Council." The Lodge is therefore under the full jurisdiction of the International Brotherhood.

At the Local level, the Lodge is governed by the Constitution and the Local Lodge By-laws. The Officer positions of this Lodge are elected from the membership and include: Business Manager/Secretary Treasurer, President, Vice-President, Recording Secretary, Inspector, and three (3) Trustees. These duly elected officers form the Lodge Executive Board and are responsible for ensuring compliance with above noted regulations, and are governed strictly by the International Brotherhood Constitution and the Local Lodge By-laws.

## EXECUTIVE BOARD OFFICERS:

President:	Hugh Price, Elected in 2016, member since 1987.
Vice-President:	Stuart McGrandle, Elected in 2013, member since 1998.
Business Manager/ Secretary Treasurer:	Dean Milton, Elected in 2015, member since 1985.
Recording Secretary:	Trevor Loren, Elected in 2013, member since 2002.
Inspector:	Blair Savoie, Elected in 2013, member since 2000.
Trustees:	Andrew Adair, Appointed in 2018, member since 1984.
	Ron Ruth, Elected in 2013, member since 1981.
	Ed Sharpe, Elected in 2013, member since 1989.



## BOARD OF TRUSTEES, PROMOTIONAL FUND

The Business Manager, while holding office, is a Trustee of this Fund (Article 3:02). Two (2) members, who are also Lodge officers of the Executive Board, were appointed by the Business Manager, as per the trust document (Article 3.04), to sit on the Board of Trustees for the Lodge 146 Promotional Fund. This fund was established in 1993 and is directed to be used for the purpose of assisting the Lodge to offset costs relating to jurisdictional disputes, certification, organizing, organizing expenses, union promotion and advertising, charitable donations, supporting exceptional hardship cases and holding union social functions.

The three (3) Trustees meet once a month during the Executive Board meetings to review requests for funding, and attend to oth-

er matters as required. Minutes from these meetings are found within the Monthly Executive Board minutes.

As a result of the economy this past year, there was an increase in the number of membership loans given out by the Lodge. In 2016-2017 the Lodge responded to 28 requests for assistance from members, whereas, in 2017-2018, there were 46 requests.

The work done by this Committee is essential to the Lodge not only because it supports members in need, but also because it provides funding for charities that serve those less fortunate. This altruistic purpose does much to reduce financial burdens, and is an effective tool toward equalizing societies. Over the past year, the fund has supported the following charities:

NAME OF CHARITY	MISSION
ATB Stollery Fund	Supports the work of the Stollery Hospital (Edmonton).
Canadian Cancer Society	In honour and in lieu of flowers for Henry Gusse (Canada).
Edmonton Girls Hockey Assoc.	Sponsorship in support of girls hockey.
Gideon Foundation	In honour and in lieu of flowers for Henry Gusse (Canada).
Hope Mission	In support of building a new shelter. (Edmonton)
Hope Mission	In support of their Thanksgiving Hot Meal program. (Edmonton)
Hurricane Harvey Relief Fund	In support of those members and their families who suffered during the hurricane.
Joshua Hibbert	Sponsorship is support of body building competitions.
Memorial Fund	In support of those affected by the First Energy tragedy and the death of two boilermakers.
Memorial Hockey Tournament	In support of MADD (Paul First Nation)
Noah Wing	Sponsorship in support of Indian Nation Rodeo Finals
Westlawn School	In support of their hot lunch program. (Edmonton)

*A list of the Promotional Fund Trustees can be found in Appendix B.*

## **BENEVOLENT SOCIETY**

The Lodge is also responsible for the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local Lodge 146 Building and Benevolent Society. This Society was incorporated in 2003 due to legal requirements under land titles system in the Province of Alberta. The object and purpose of the Society are to purchase and otherwise acquire for the Society any real estate, property, rights or privileges which the Society is authorized to acquire as a trustee of such property for

Local Lodge 146. This Society is registered on an annual basis and is governed by the Board of Directors. The President of the Board of Directors is the Business Manager/Secretary Treasurer; the members of the Executive Board serve as the Officers; and the Business Representatives are duly appointed as Directors. In 2018, it was decided that an Annual General meeting for the Society will be included as part of the Lodge Annual General Meeting from this point forward.

## **LODGE REPRESENTATIVES**

The Business Representatives of the Lodge represent the interests of the members. They organize, support and provide advice to members, with regard to, collective agree-

ments, grievances, drug and alcohol concerns, and safety concerns. (*See Appendix C for Job Description for the Business Representatives.*)

### **BUSINESS REPRESENTATIVES:**

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Tim Ford	Fort McMurray. Member since 1988.
Terry Defrietas	Calgary Shops. Member since 1979.
Myste Loewen	Eastern Alberta. Member since 2004.
Chad Morrissey	Southern Alberta. Member since 2007.
Myles Morgensen	Edmonton & Lloydminster Shops. Member since 1978.
Dale Werner	Fort McMurray. Member since 1991.
Blair Savoie	Western Alberta. Member since 2000.
Ed Sharpe	Organizer. Member since 1989.

### **ASSISTANT BUSINESS MANAGER AND PRIDE & PROGRESS:**

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Robert Key	Member since 2005.
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**DISPATCHERS:**

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Robin Cameron	Member since 1998.
Mike Cartwright	Members since 1989.
Dwight Metheral	Member since 1978.

**EDUCATION DEPARTMENT:**

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Robert James	Director of the Boilermaker Apprenticeship Administration Agency and Department of Education. Member since 2002.
Ron Jacobs	Welding Apprentice Administrator. Member since 1998.
Russell Reid	Mechanical Instructor. Member since 1998.
Ron Schulz	Pre-Apprentice Coordinator and Instructor. Member since 1985.
Ward Wagner	Pre-Apprentice Instructor. Member since 1981.
John Fletcher	Welding Examiner and Instructor. Member since 1989.
John Gras	Facility Coordinator and Welding Examiner. Member since 1980.
Shawn Ouellette	Facility Coordinator and Welding Examiner, Calgary. Member since 1993.

*A list of Education and Apprenticeship Fund Trustees can be found in Appendix D.*

**ADMINISTRATIVE SUPPORT TEAM**

The Administrative Support Team is led by the Office Manager. The role of this team is to offer administrative and clerical support to the membership, the Business Manager/Secretary Treasurer, the Assistant Business

Manager, the Dispatchers, the Business Representatives, the Executive Board, and Committees. This team ensures the smooth operation of all administrative activities undertaken at the union offices on a daily basis.

**OFFICE MANAGER**

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Lenise Anderson	Years of Service: 5
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**OPERATIONS**

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Rose Bouffard	Administrative Assistant, Calgary. Years of Service: 4
Kyla Hawco	Assistant to the Business Representatives and the Executive Board. Years of Service: 1
Linda Minty	Executive Assistant, Calgary. Years of Service: 29
Kim Munro	Administrative Assistant, Calgary. Years of Service: 10
Candace Nixon	Member Services Assistant. Years of Service: 10
Anne Pouru	Membership Coordinator. Years of Service: 2
Annette Purych	Executive Assistant to the Business Manager/Secretary Treasurer and the Office Manager. Years of Service: 13

**ACCOUNTING DEPARTMENT**

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Monica Syms	Accounting Manager. Years of Service: 1
Marianne Hallett	Data Entry Assistant. Years of Service: 6
Susan Gillis	Accounts Payable and Payroll Assistant. Years of Service: 4
Sharon McConnell	Accounts Receivable Assistant. Years of Service: 18

**EVENTS AND MARKETING DEPARTMENT**

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Gillian De Costa	Administrative Assistant. Years of Service: 2
Melissa Oliver	Executive Assistant. Years of Service: 9

**DISPATCH DEPARTMENT**

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Amanda Herman	Dispatch Assistant. Years of Service: 2
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**EDUCATION DEPARTMENT**

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Jennifer Board	Member Services Assistant. Years of Service: 1
Sarah Conklin	Apprenticeship Assistant. Years of Service: 4
Jody Hawke	Executive Assistant. Years of Service: 18
Lisa Howard	Member Services Assistant. Years of Service: 4
Bailey Koroluk	Administrative Assistant and Safety. Years of Service: 2
Tanya MacLeod	Pre-Apprenticeship and Mechanical Assistant. Years of Service: 11

## ACCOMPLISHMENTS

A quick look back at Canada's Labour Movement provides sound direction and important lessons for unions today. Specifically, it provides guidance on how to keep union values inside mainstream consciousness, and therefore, inside policies and legislation where democratic changes occur. For example, history clearly shows that past democratic gains have come from united and engaged union members. Societies need democratic gains, and unions need engaged members to be the strong democratic force required to realize these gains.

According to Statistics Canada, the percentage of unionized workers in Canada between 1999-2015 did not grow. In fact, it decreased slightly from 33.9% in 1999 to 31.8% in 2015<sup>3</sup>. Although this is due to many fac-

tors, at a very basic level it shows little to no growth over a period of 16 years, and that is frightening. As previously noted, the values trade unions uphold have not changed nor has the labour movement's *raison d'être*. Instead, those values are slowly being eroded and corrupted under pressure from anti-union governments and a misinformed public. In order to increase capacity to continue to push for progressive changes, the Lodge requires an engaged membership. Each of the three (3) Strategic Directions, and the activities carried out to meet those goals, are intrinsically connected to empowering membership.

**History clearly shows that past democratic gains have come from united and engaged union members.**

### **STRATEGIC DIRECTION #1: UNITY – SUPPORTING MEMBERSHIP STRENGTH BY REDEFINING MEMBERSHIP ENGAGEMENT THROUGH INCREASED COMMUNICATION AND TRANSPARENCY**

The word *engaged* is heard often because it is a common catchword, but it isn't often clearly defined. To address the Lodge's Strategic Direction #1, engaged is defined as the positive correlation between increased information transfers (communication and transparency) and increased participation, sustainability and growth. In other words, by far the best way to build transparency and trust is through open communication and knowledge dissemination. Taking this one step further, using technological touch points as the vehicles to communicate increases receptibility and positive impact. This sets out

a clearly defined path toward meeting the goals for Strategic Direction #1.

In 2014 the Lodge began to send out email blasts (short informational email notices that reach the entire membership within minutes). Because the "read" response rates (a performance measurement indicator) have steadily increased over the past years, the Lodge has been able to reasonably conclude that this dissemination method is successfully reaching the membership. Therefore, the Lodge increased the frequency and broadened the scope of the information disseminated to the

3. <https://www.canada.ca/en/employment-social-development/services/collective-bargaining-data/reports/union-coverage.html>

membership through email blasts. For example, the Lodge sent out 135% more email blasts in 2017 (73) than in 2016 (31).

Information sent out by email blasts is followed up by posting that same information on the website. The website is one of the staples of communication, but to be useful, it requires constant updates. The Lodge, in addition to regular updates, made tremendous changes to the website over the past year in order to respond to the needs of the membership. For example, there were many back-end programming changes made to increase the functionality of the site. The changes and updates made to the website are based not only on available technology, but also on analysis of the activity on the site. This analysis provides the Lodge with crucial data on what information is most often searched, which pages are accessed most frequently, and the ease with which members are accessing information. This data analysis allows the Lodge to keep the site responsive to membership input.

The various data base programs used by the Lodge to process all aspects of membership and dispatch continue to be modified and updated to make them more efficient. The Lodge works with the programmers and often functions as their research and development department as we push their program further with our requests for new modules for the program.

Over the past year, the Lodge has been reviewing the pros and cons of operating social media sites such as Facebook and Twitter. The business purposes of most social media outlets are centered around marketing and two-way conversations. Both of these uses, along with a general increase in awareness of the Lodge and its current issues, will provide improved Search Engine Optimization benefits. This is important and can contribute to the Lodge's overall communication strate-

gies. However, because social media is truly a double-edged sword, policies are required to help the Lodge avoid social media pitfalls. Policies, once in place will make sure proper supports are available to deal with technological issues that can arise, and confirm that staff are trained and ready to properly manage the sites. A poorly managed social media tool is detrimental to any organization's communication plan. The Lodge is in the process of finalizing these policies, and it is expected that a Twitter account will be launched this summer followed by a Facebook page in the Fall of 2018.

### **The majority (over 50%) of access to our website comes from mobile devices.**

Analysis of the ways that our website is accessed shows that the majority (over 50%) of access to our website comes from mobile devices. To meet this need, the Lodge has been beta testing a new Lodge 146 Progressive Web App (PWA) for iPhone and Android devices. Currently in final testing mode, the PWA has the ability to allow members to receive notifications on their mobile devices of updates, bid on jobs without having to leave the PWA, and pay dues and death assessments. Future plans for the PWA include access to safety tickets, dispatch information, integration of QR codes (which will speed up access to safety tickets) and other information required by dispatch and contractors. The PWA will be launched once the final beta testing is complete, which at the time of writing this report is projected to be Fall 2018. The PWA will go a long way to facilitating and increasing engagement and timely communication with the membership. (This PWA is not meant to replace the International App but will work alongside it.)

This year marked the Lodge's first webinar. The Boilermaker Apprenticeship Adminis-

tration Agency held its inaugural webinar on July 13, 2017. It covered a variety of topics including launching the new Apprentice Handbook, a Building Trades of Alberta Mentorship Update, and a Future Work Forecast. This new communication method was well received, and the Lodge is continuing to build content for dissemination.

Although online communication is important and the Lodge will continue to develop and adopt new communication methods, it is just as important to provide information in other more traditional formats. In this regard, the mandate of the annual Expander newsletter was reviewed and subsequently transformed into a shorter quarterly newsletter. It was noted during the review process that an annual distribution schedule fell short of one of its main purposes: to provide up-to-date information to the membership. The mandate of the newsletter was also adjusted to better reflect the intention of a newsletter: to provide a balance of information such as upcoming events, industry updates, and upcoming training opportunities. For example, the newsletter was used to inform the membership about the creation of the Membership Review Panel (see section Administrative Activities for further information about the Panel). The newsletter continues to evolve based on feedback from the membership, with new features to be added. Some suggested features include a members Question and Answer section, articles submitted by the membership, and good news stories about the achievements of members in areas that go beyond our work lives.

The return of the Annual General Meetings (AGM) in 2016 is another example of the Lodge working to increase communication and transparency. The AGMs are meant, in addition to satisfying requirements for fi-

nancial matters, to provide a venue for more in-depth discussion on current issues and concerns. Providing opportunities for face-to-face meetings is important and necessary to build trust among members and an increased understanding of our shared values and purpose. Although the attendance numbers for the past three AGM's have been low, it is hoped that more and more members will attend and benefit from these face-to-face opportunities.

The final component of the activities under this Strategic Direction, and another important face-to-face opportunity, is the commitment to hosting social events. The focus of these events is not only to offer a venue to have some fun, but also to support one of the pillars of our Brotherhood: unity. Providing space and organized activities for members and their families is a critical part of union membership because it promotes bonding, boosts morale, and facilitates sharing of information in a relaxed setting. To advance this commitment, the Lodge continued the revitalization

and transformation of the back lot, in Edmonton, into a usable space to hold family events. The Movie Night, a new addition to the events calendar, makes good use of this refreshed space (rendering it cost efficient), and has proven to be a great success and a lot of fun.

The Lodge uses many different tools and avenues to reach out to members. Although this list is extensive, it is by no means complete. The Lodge continues to investigate and adopt new methods of communication.

**Providing opportunities for face-to-face meetings is important and necessary to build trust and understanding of our shared values and purpose.**

## **STRATEGIC DIRECTION 2: PROGRESS - SUPPORTING MEMBERSHIP ENGAGEMENT BY PROVIDING GREATER ACCESS TO EDUCATIONAL OPPORTUNITIES TO DEVELOP FUTURE LEADERSHIP, BROADEN INCLUSIVITY AND INCREASE EQUALITY.**

Another key element to supporting membership engagement is education. The Education Department is responsible for coordinating most of the educational opportunities. The Welding Centres not only facilitate pre-access welder testing, but also offer welding booth times for training and incentives for members wanting to get new certifications. Over the past year, the Welding Centre in Edmonton processed two thousand seven hundred eighteen (2,718) welder tests and the Calgary Welding Centre processed five hundred seventy-four (574) welder tests.

The Apprenticeship and Mechanical Training Centre (AMTC) offers mechanical training and safety courses. Safety on the jobsite begins with trained and responsible workers. Our training programs reflect this goal, and help to make Lodge 146 members the best of the best.

Increasing participation in industry and educational events helps the Lodge build organizing momentum not only for Boilermakers, but also for social movements in support of equality, inclusion and diversity. To work toward the goals of this Strategic Direction, the Lodge began with a review of potential barriers to participation in educational opportunities. The review revealed that the Lodge's initiatives should not only provide members with educational opportunities, but also offer financial support.

Therefore, the Lodge endeavoured to expand opportunities, to create programs that are more responsive to the needs of the membership, and that do not present a financial burden on them. The following is a list of events attended by the membership at no cost to the individuals attending:

### **FEBRUARY 2017**

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**3M Welding and Grinding Health Seminar.** This seminar discussed possible health concerns with the microscopic, and potentially toxic, airborne elements that can cling to our lungs over time. The seminar outlined controls that can be implemented to minimize worker exposures. Specific emphasis was placed on manganese and hexavalent chromium fumes.

### **APRIL 2017**

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**Alberta Federation of Labour Annual Convention.** AFL priorities are set at these conventions. The Lodge sent eight (8) members to participate.

### **MAY 2017**

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**Constitutional Convention of the Canadian Labour Congress.** Every three years the CLC holds a convention to debate and adopt resolutions. The Lodge sent two (2) members to participate.



## AUGUST 2017

**12th Annual Boilermaker Industry Tripartite Conference.** This conference brings together the three (3) stakeholders of the industry: owners, contractors, and union, to seek solutions to industry problems. In conjunction with this conference, the top two (2) apprentices from each Lodge are honoured at an event banquet. The Lodge sent eight (8) delegates, including the Lodge's top two (2) apprentices.

## SEPTEMBER 2017

**The Wisconsin School for Workers.** A continuously-operating, university-based labour education program in the United States teaching, research, and outreach. The Lodge enrolled four (4) members in courses.

## OCTOBER 2017

**Women Building Nations.** This conference is held in support of women in the trades. The Lodge sent seven (7) delegates. This conference provides a unique opportunity to learn from, and connect with, tradeswomen from around the country and the world.

## JANUARY 2018

**Aspen Foundation for Labour Education Workshop.** The Lodge, in conjunction with the Aspen Foundation, held a joint workshop with the aim of helping members explore economic, political, social, and union forces that affect us and our family.

## FEBRUARY 2018

**Alberta Federation of Labour Jasper School.** The Lodge sent seven (7) members to take courses over six (6) days.

**The Boilermakers Health and Pension Information Seminar.** This seminar was held February 10th in Calgary and February 11th in Edmonton. The seminar discussed the Pension Plan's current funded position: investment performance, and benefits: The financial position, benefits, and upcoming Member survey of the Health and welfare Plan were also discussed.

## WHAT IS A DEFINED BENEFIT PENSION PLAN?

The Boilermakers' National Pension Plan (Canada) is a target defined benefit (DB) pension plan. Member's pension under a target DB plan is **CALCULATED BASED ON A SET FORMULA.**

The main purpose of a target DB plan is to be a **PREDICTABLE AND SECURE** form of lifetime monthly pension income.

Target DB plans **ALLOW MEMBERS TO PLAN** for their future retirement, as they **WILL KNOW APPROXIMATELY HOW MUCH** pension income they will receive in retirement.

Target DB plans pay retirement income **FOR LIFE.**



## **We need continuous training and upgrading to keep at the forefront of our industry.**

In addition to these events the Lodge also runs regular courses for members seeking to upgrade their skills. Although some view training and gaining new skills as offering little value to their career, the new economic landscape clearly shows we need continuous training and upgrading to stay

at the forefront of our industry. Whenever possible, courses are offered at no cost, and, when a fee is necessary, those fees are set at reasonable rates with the opportunity for reimbursement of full or partial course fees upon successful completion. The Lodge offered the following courses last year (*see Appendix E for a list of approved courses for reimbursement*):

The Bundle Puller course was launched in 2017. This two (2) day course runs the students through both pulling and pushing operations. The course is a good example of the Lodge working with the contractors, in this case Edmonton Exchanger who helped to get things up and running. A total of four (4) sessions were held last year.

The IRATA Rope Access course is a six (6) day Level 1 training course taught by the RAC Group. A total of five (5) sessions were held last year.

A Job Steward course was held at the Edmonton hall in January. This two (2)-day course focused on understanding the roles and responsibilities of the job steward and explaining the tools and resources that are available to assist them. The course provided experience with investigations, grievance, and jurisdictional training.

The MHSA Overhead Crane course is a two (2)-day course that covers basic rigging including: determining load weight, centre of gravity, and lifting points; rigging hardware, slings, hooks, and below the hook lifting devices; sling hitches, angles and sling tension; overhead crane components, inspections, lift planning, and operating practice. There are written and practical examinations at the end of the course with successful students receiving a certificate. The Lodge held three (3) sessions last year.

The Master Rigger course received its Lifting Equipment Engineer's Association accreditation. The accreditation adds considerable credibility to the certification received after taking the program. To date over 200 students successfully completed the course since its inception. A total of seven (7) sessions were held last year.

Torque and Tensioning is a one (1)-day class covering bolting theory; flange identification; joint assembly and integrity; hydraulic torquing procedures; hydraulic tensioning procedures; and hands on training. A certificate is issued upon successful completion of a written exam. A total of seven (7) sessions were held last year.

## COURSES HELD AT THE WELDING CENTRE:

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Thirty-eight (38) [CWB Certification](#) classes were offered at the Welding Centre in Edmonton with three hundred sixty-eight (368) tests completed. In Calgary, there were twenty (20) CWB Certification classes and one hundred thirty-two (132) tests. CWB renewal sessions were also run throughout the year.

New this year, is the [C-TICKET PROGRAM FOR WELDING APPRENTICES](#). The C-ticket is a provisional B-Pressure ticket that provides welding apprentices with valued experience and the skills required to pass the B-Pressure exam when they become journeypersons. Further, because this ticket is recognized on multiple sites, apprentices are able to gain on-the-job welding experience.

The [Initial B/Initial TIG](#) courses make up a ninety (90) hour intensive program designed to help welders learn the skills needed to pass the ABSA Initial Pressure exam (GTAW Root Pass/SMAW Fill and Cap Pass) through a variety of methods including theory, instructor demos, and lots of practice time. There were seven (7) classes run last year in Edmonton, and fifty-nine (59) tests completed.

New classes continue to be added as needs are identified. For example, a new [CWB FCAW and SMAW](#) course for welding apprentices to learn the skills necessary to pass the CWB exam has just been added to the course list.

The Lodge also provides support and computer lab space for members when they are required to do their orientations online. Last year approximately three hundred sixty (360) members received this one-on-one support. The Lodge also ran thirty-two (32) Red Seal upgrade programs last year.

Another very important step in supporting equality is the creation of **THE FIRST WOMEN'S COMMITTEE IN LODGE HISTORY**. This Committee was given the primary purpose of educating and informing the membership and industry stakeholders on issues related to gender equality. The secondary purpose is to advocate for positive change in the status of women by promoting and

supporting women in the Union, the Labour Movement and the industry as a whole. This Committee currently has eleven (11) active members and meets four (4) times throughout the year to push their agenda forward.

Increasing the number and variety of committees composed of members, is crucial to the Lodge being able to complete its strategic goals. However, prior to the creation of any committee and to ensure its success, well-developed terms of reference are required. This takes time and planning. With that in mind the Lodge has set the realistic goal of establishing up to two (2) new member based committees over the next year.

### **STRATEGIC DIRECTION 3: PROTECT - SUPPORTING MEMBERSHIP ENGAGEMENT BY STRENGTHENING THE LODGE'S ABILITY TO PARTICIPATE IN POLICY DEVELOPMENT TO ENSURE THE FUTURE OF BOILERMAKERS WITHIN THE INDUSTRY AND TO ENABLE STRONGER BARGAINING POWER TO KEEP BOILERMAKERS' INTERESTS IN THE POLITICAL AND PUBLIC DOMAINS.**

Social justice can be elusive and is certainly never a guaranteed reality. It requires constant change and monitoring to ensure our societies are equal, fair and just. According to the Canadian Centre for Policy Alternatives, there is ample evidence supporting the fact that “where unions are strong they reduce the pay gap between workers and management, men and women, [and] racial minorities ... [Unions] are a major force in reducing inequality and poverty.”<sup>4</sup>

The activities the Lodge undertook to support 146's collective voice and ability to influence public policy are important not only for the positive impact on the lives of the membership, but also on society as a whole. For example, in 2016 the Boilermakers were the architects of the resolution made and passed at the Building Trades Conference that compelled the BTA to lobby the Government of Alberta for changes to the Labour Code. Without this, current changes would never have occurred. Further, the Lodge participated, with the International office, in submitting a proposal to the Alberta Government for two (2) changes to the Labour Code. The two (2) issues that the proposal focused on were: the immediate stoppage of double breasting, and the removal of special construction industry collective bargaining and strike provisions within the Code. (*See Appendix F to read the submission.*) The changes requested in this proposal would not only benefit the Lodge, but would also clear-

ly impact and shape mainstream culture.

Intense lobbying followed the submission of this proposal, as well as an official challenge against Tartan Industrial Services to stop their double breasting practices on the Imperial Oil Limited worksite. Even though our efforts at the Labour Board were defeated, the Lodge has continued to push and has a scheduled **JUDICIAL REVIEW AT THE COURT OF QUEEN'S BENCH IN THE SPRING OF 2019.**

Continuing to organize and mobilize workers is another facet of this Strategic Direction. In that regard, the Lodge worked to have the following companies sign Voluntary Recognition Agreements in 2017:

- Areotek Equipment Ltd.
- Automated Fusion Inc.
- CSVC Canada Capital Services Corporation
- Global Rope Access
- Ignite Industrial Services Inc.
- Integra Technologies Ltd.
- Minestar Maintenance Inc.
- RAC Group Inc.
- T&M Specialty Contractors Corporation

The Lodge also successfully renegotiated a number of shop agreements including

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4. <https://www.policyalternatives.ca/projects/labour-matters/about>

Alberta Custom Pipe Bending & MFG, Alberta Exchanger, Altex Industries, Cessco, Dacro Industries, and Exchanger Industries. In Calgary, the Lodge organized a new shop called Advanced Tank, and we are currently in negotiations to get an agreement in place.

**ANOTHER IMPORTANT PART OF GROWING AND MOBILIZING OUR STRENGTH IS OUTREACH AND ADVOCACY.** The Lodge has invested time and effort into ensuring representation on the various provincial and national industry related committees and coalitions. For example, the Business Manager/Secretary Treasurer sits on a number of committees such as the Boilermakers Pension and Health and Welfare Committees, the BCA Liaison Committee, the AFL Executive

Committee, the Building Trades of Alberta Executive Committee, is a member of the Directorship of ACTIMS, and is a board member of the Building Trades of Alberta Charitable Foundation.

The Assistant Business Manager is nationally certified in tribunal administrative justice and sits on a number of committees as well, such as the RSAP Committee, the AFL Executive Committee, AFL Political Action Committee, AFL Childcare Working Group, AFL Organizing Group and BTA Ad Hoc Representation Committee.

The Lodge's administrative team are also members of many industry related government and contractor committees to ensure the Lodge 146 voice is heard at all levels.

ACTIMS – Welder Optimization Committee	Member	John Gras
BTA Training Association	Member	Shawn Ouellette
	Member	Ron Jacobs
	Member	Robert James
Alberta Safety Codes Council	Board Member	Ward Wagner
AWOC – Alberta Welder Optimization Committee	Member	John Gras
BTA Mentorship Project Team	Advisor	Ron Jacobs
	Advisor	Robert James
	Advisor	John Gras
Boilermaker Provincial Apprenticeship Committee	Member	Russell Reid
Boilermaker PAC Curriculum Review Committee	Advisor	Robert James
BTA Mentorship Project Team	Advisor	Ron Jacobs
	Advisor	Robert James
	Advisor	John Gras
Calgary Weld Rodeo Committee	Member	Shawn Ouellette

Canadian Apprenticeship Forum	Member	Robert James
	Member	Ron Jacobs
	Member	Shawn Ouellette
Manufacturers Health & Safety Association	Member	Terry Defreitas
Norquest Apprentice Prep Advisory Committee	Member	Ron Jacobs
Tradewinds to Success	Board Member	Robert James
Welder Local Apprenticeship Committee	Presiding Officer	Myste Loewen
Welder Provincial Apprenticeship Committee	Member	Myste Loewen
Women Building Futures (Trade Showcase Program)	Advisor	Ron Schulz

## PRIDE AND PROGRESS

Work in the Pride and Progress (P&P) office continued to be fast paced, and the past year saw many positive changes. The question of why the Pride and Progress and the Alcohol and Drug (A&D) office are such important components of our Lodge structure, was reviewed. The numbers show that half of our members accessing an EFAP (Employee and Family Assistance Program) do so for addiction and drug abuse problems. Every day our members, employers, family, and coworkers are asking for help. They need help to know where and how to get it. The role of

**half of our members accessing an EFAP (Employee and Family Assistance Program) do so for addiction and drug abuse problems.**

the P&P office is to advocate to the owner community on behalf of the membership. A great amount of time is also accorded to help-

ing members when they receive a referral from the BCABEAP to attend an assessment at Homewood Health. This process can be time intensive because appreciating the de-

tails of each member's story can be the difference between the member moving ahead and seeing themselves as a valuable part of this Union, or feeling the stigma of being labelled as someone who has drug, alcohol, or even, gambling problems.

Understanding Provincial and Federal legislation for treatment options and entitlements, and having the ability to successfully navigate the systems with contracted health-care providers (such as Alberta Health, our BCABEAP, FSEAP or alternate resources for treatment), are some of the tools the P&P office uses to help our membership. But there is more. New avenues must be found for members who don't fit into this system, here in Alberta, and across the country. We must also establish greater recognition that some members are not able to work when they are in need.

In addition to substance abuse nearly 40% of those accessing the EFAP programs are doing so to get help with mental health issues. Mental health concerns can lead to is-



sues amongst members, between members and contractors, and from site owners putting restrictions on our members. Clearly, if such problems can be dealt with through the collective bargaining agreement, then, the Business Representatives are best suited to resolve these issues. But some owners have put an increasing number of restrictions on our employers that are outside the agreement, and that, under current legislation and legal decisions, must be dealt with outside the agreement. For example, the number of appeals for site access and relief from employer bans is constantly increasing. When the situation reaches outside the agreements to OH&S, Human Rights, Employment Standards and legislative interpretation concerns, then the concern becomes more than Business Representatives can effectively deal with on a daily basis.

### 40% of those accessing the EFAP programs are doing so to get help with mental health issues.

So what does this mean? We can look at the statistics and say that A&D testing only affects 3-4% of our membership or only 2% of our dispatches. Or we could simply keep putting up our hands and telling the person being dispatched that “it’s not in the contract”. But what kind of union would that be? Some

unions do nothing, or very little, for their members. Providing little to no resources for their members to get information or assistance. This Lodge believes unions have a duty to push back, especially for those increasingly more frequent situations that are not covered under the collective bargaining agreements such as site restrictions, camp issues, human rights, duty to accommodate, alcohol and drug testing, lobbying, anti-unionism, and on-the-job treatment.

The greatest challenge we face right now is the impending legalization of Cannabis, or more specifically THC, and the fair treatment of the 30% of Canadians expected to imbibe. The P&P office has been studying this for two years and sees a problem with employment and A&D testing as it is. The Office is poised to make changes for the benefit of all stakeholders and bring these changes to all unionized employees in the Building Trades of Alberta. New contract talks will be starting soon, and this will be our opportunity to bring our issues to the table; issues we all face, issues that aren’t in the collective agreements.

Who will lead the charge to lobby for change? This is the reason why the P&P office is important. As long as there is a push for change, it will happen for all. The purpose of a union is for the fair treatment of all, not just the few.

**This Lodge believes unions have a duty to push back!**

**A HOUSE ATTACKED FROM WITHOUT  
WILL BE REBUILT, BUT A  
HOUSE DEFEATED FROM  
WITHIN IS GONE FOREVER.**

- Robert James Key



## ADMINISTRATIVE ACTIVITIES

In addition to working toward the three (3) strategic goals, the Lodge was also involved in many important administrative and operational activities. Perhaps one (1) of the most important is membership control. Recent statistics suggest that the forecast of manhours for the next three (3) years is inconsistent with 2019 forecasting increased number of workers are required, whereas the forecast for 2020 and 2021 calls for a decrease in manpower. Using this data, and the projected retirement rates, the Lodge is able to estimate the required membership numbers to sustain the requested manpower without a large surplus. With that in mind, the Lodge held four (4) New Member Orientation sessions between February 2017 and November 2017.

In collective bargaining with the Boilermaker Contractors' Association (BCA) for the current agreement, it was agreed that a joint Liaison Committee would be created with a mandate to establish standardized safety programs required prior to dispatch. One result of these discussions is the Alberta Job Ready Dispatch program. The purpose of the program is to reduce redundant training and help get workers to the jobsite faster. In addition to using the contributions made to subsidize courses taken from third party vendors, the Lodge offered the membership onsite training and certification for CSTS-09, OSHA Confined Space, OSHA Fall Protection and Respiratory Fit Tests. This past year the Lodge processed reimbursements for a total of three thousand seven hundred seven (3,707) courses to ensure members qualified for dispatch. Of that number, five hundred forty-seven (547) courses were held at the AMTC.

The Lodge also participated in the audiometric testing program to ensure all members es-

tablish an early baseline. In this regard, the Lodge is assisting members through the process and providing information on the program. This is extremely important for protecting members should there be any hearing loss in the course of our careers.

WCB Advocacy was once again supported by the Lodge with over twelve (12) new cases added in 2017. Overall, this advocacy program has assisted close to one hundred (100) members in navigating through the complicated WCB claims process. **SOME OF THESE CASES CAN TAKE YEARS TO RESOLVE, MAKING IT EVEN MORE IMPORTANT THAT MEMBERS HAVE ACCESS TO THE ASSISTANCE OF AN EXPERIENCED AND KNOWLEDGEABLE ADVOCATE.**

This past year also saw the creation of the Membership Review Panel. This Panel has been given the task of reviewing all applications for membership, and accepting or denying applicants based on a set of standardized criteria approved by the Business Manager/Secretary Treasurer. The criteria have been publicized in the newsletter, and are accessible to members for their review. The Panel also deals with any concerns or complaints regarding all aspects of membership. The impetus for the creation of this group was to provide clear, fair, and transparent processes for becoming a member.

An overall review of current operational contracts was done this past year to ensure the Lodge is not only receiving the required services, but that the pricing is appropriate. It was noted that large-scale facility maintenance was immediately necessary to protect the Lodge's real estate and equipment assets. Facility maintenance agreements were reviewed, revised, and, when missing, put in place. The largest project last year was the



start of the clean-up process for the Welding Centre in Edmonton. In addition to the cleaning, new procedures have been adopted to ensure both welding shops (Edmonton and Calgary) are kept clean and safe from this point forward.

Adjustments were made to align the Lodge's security and occupational health and safety policies with new legislations. An onsite review by Alberta Occupational Health and Safety (OH&S) revealed some areas within the administrative infrastructure that required adjustments. A new OH&S policy for the Lodge was developed, submitted, and approved by OH&S. Part of the policy requirements specified that all designated emergency response staff (11 staff members) were required to take the following training courses:

- Emergency Preparedness for Workers
- Workplace Violence in the Canadian Federal Jurisdiction: Establish a Prevention Program
- Violence in the Workplace: Recognize the Risk and Take Action
- Fire Safety: The Basics
- Accident Investigation

These courses were completed by staff, and the Lodge is now in complete compliance with legislative requirements.

Internal policies were reviewed, or, in cases where none existed, were put in place to protect the integrity of the Lodge. For example, anti-discrimination and anti-harassment policies were tightened up to respond to new legislation. Codes of Conduct and job descriptions were also updated to better reflect current duties. Additional checks and balances were instituted within the accounting system to raise the bar, from *required*, to *above* industry standards and increase the transparency of daily operations. Documentation and reference material were updated and revised to better reflect the professionalism of the Lodge. And finally, the overwhelming task of properly archiving and filing records and documents to preserve the history of the Lodge was started and has made great progress thus far.

Having poor or outdated administrative procedures and policies reflects badly on the Lodge as a whole. That is why these small but important changes and updates are required to provide additional credibility to the voice of the Lodge.



# BOILERMAKER APPRENTICESHIP ADMINISTRATION AGENCY

The Boilermaker Apprenticeship Administration Agency was established in 1978 to ensure apprentices would get a well-rounded apprenticeship. The Agency works together with, and on behalf of, the Boilermakers Contractor Association (BCA) and the Lodge. It is jointly managed by a Board of Trustees consisting of BCA and Lodge representatives with a mandate to graduate

the highest qualified journeypersons.

As a partner of the Boilermakers Apprenticeship Administration Agency, the Lodge works alongside, and with, the Board of Trustees to manage and continue to recruit candidates for Boilermaker and Welder apprenticeships. Last year, the following recruitment activities took place:

## FEBRUARY 2017

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- Mokakit Iika Kimeet Career Fair Standoff Alberta
- Calgary Teachers Convention
- Lord Beaverbrook Career Fair

## MARCH 2017

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- James Fowler Career Fair
- John Diefenbaker High School Career Fair
- Lord Beaverbrook High School Career talks with Kayla and Alexander
- Calgary High School Welding Rodeo
- Forest Lawn High School Coach Skills Evening
- Tsuu Tina Career Fair
- Coach Skills Bishop Grandin
- Father Lacombe Career Fair Evening
- City of Calgary Career Fair YEC

## APRIL 2017

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- Tradewinds Student Presentation
- Bishop Grandin Teaching and Presentation

## MAY 2017

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- James Fowler High School Student Talk
- Lord Beaverbrook High School Student Talk
- Crescent Heights High School Public School Program
- CT Centre Public School Board Program

Recruitment activity held in 2018 so far has included:

## JANUARY 2018

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- Tradewinds To Success Tour + ARIS presentation

## FEBRUARY 2018

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- Calgary shop open late for boilermaker apprentices attending SAIT
- Chestemere High School
- Bishop McNally
- Lord Beaverbrook

Pre-Apprenticeship programs, like the Apprenticeship Recruitment Information Seminar (ARIS) and *WorkSmart*, help to ensure the new workers we introduce to the field have a solid base knowledge of tasks and behaviours required for the job.

The ARIS program provides potential applicants with a broad overview of how our organization operates, and the work members perform, as well as the required qualifications. The seminar is followed by an assessment that applicants must pass to continue on their Boilermaker career path. Last year the Lodge ran ten (10) seminars in Edmonton and four (4) in Calgary in addition to the associated Trade Intake Assessments.

The *WorkSmart* program introduces poten-

tial members to the work Boilermakers perform by teaching students the basic skills required to start an apprenticeship. The Lodge recently completed its 127th *WorkSmart* course in Edmonton and has completed 75 in Calgary since the program's inception in 2007. The number of successful candidates required is directed by an on-demand analysis performed by the Board of Trustees using current workforce information and data. Last year the program was run in thirteen (13) different sessions.

The future of the Lodge relies on getting the job done safely, right the first time, and on time. These two pre-apprenticeship programs are the starting point for new recruits to earn the high regard with which our members are held in the industry.

## CONCLUSION

The past year saw many positive changes and much progress within the multiple facets of the Lodge. Although this is extremely positive and the changes are progressive, there is still much work to be done. Whether it is harnessing new communication technology or further development of the dispatch program, the Lodge is committed to mov-

ing forward and exploring new ways to improve and grow the Lodge. However, work can only occur if the membership is united and working together. It is hoped that this document will not only assist with communication to the membership, but also serve as motivation to **KEEP OUR SOLIDARITY STRONG.**

**APPENDICES**

## APPENDIX A

***DONATIONS MADE BY THE EXECUTIVE BOARD ON BEHALF OF THE MEMBERSHIP AT THE ANNUAL CHARITABLE DONATION MEETING IN JANUARY:***

<b>NAME OF CHARITY</b>	<b>MISSION</b>
Canadian Association of the Deaf	To offer support programs to assist deaf children, youth and adults across Canada.
Children's Ability Fund (Northern Alberta)	To provide equipment to children with disabilities.
Christmas Bureau of Edmonton	To help provide Christmas meals for families in need.
Hope Mission (Edmonton)	To provide emergency care for men, women and children in need.
Kids Help Phone	To support young people in need or in crisis.
Kids on Track (Edmonton)	To support kids and youth from low-income families in the Canora neighbourhood.
MADD Canada	To stop impaired driving and support victims of this violent crime.
MS Society of Canada	To support research and offer new therapies.
Our Lady of Grace School (Calgary)	To assist the school in building a new playground.
St. Michael's Extended Care (Edmonton)	To provide quality of life and home-like settings for residents.
The Mustard Seed (Edmonton)	To serve people in need, and to build hope and well-being.
The Salvation Army	To bring hope to the world's most vulnerable people.
Unlimited Potential Community Services (Edmonton)	To support the Education Program at St. Thomas More School.

**Total Donations = \$20,000.00**

APPENDIX B

***PROMOTIONAL FUND GOVERNANCE***

**TRUSTEES:**

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Chairman: Dean Milton

Member: Stuart McGrandle

Member: Sean McGregor

## APPENDIX C

### ***BUSINESS REPRESENTATIVE***

#### **POSITION SUMMARY**

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Reporting to the Business Manager/Secretary Treasurer, Business Representatives advocate for members' rights.

#### **ESSENTIAL JOB FUNCTIONS**

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- Manage daily business matters such as acting as a liaison between the Lodge, employers and members;
- Respond to members' concerns;
- Protect members' rights under contracts and agreements;
- Handle grievances including, but not limited to, representing members at meetings and hearings and consulting with legal counsel as required;
- Appoint and support Job Stewards;
- Make site visits to talk with members;
- Participate in negotiations;
- Attend various contractor and other meetings as representatives of the union.

#### **KNOWLEDGE AND QUALIFICATIONS**

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- Good communication skills;
- Familiarity with the agreements and contracts of the Lodge;
- Familiarity with the Boilermakers Constitution and By-Laws;
- Familiarity with current labour laws, codes and legislation;
- Familiarity with current Occupational Health and Safety codes;
- Good negotiating skills;
- An understanding of management techniques; and
- Strong problem-solving skills.

APPENDIX D

***TRUSTEES OF THE ALBERTA BOILERMAKERS' APPRENTICESHIP TRUST FUND  
& TRUSTEES OF THE ALBERTA BOILERMAKERS' EDUCATIONAL TRUST FUND***

**TRUSTEES:**

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Brent Elder

Nick Gerke

Brad Herczeg

Grant Jacobs

Dean Milton

Arnie Stadnick



## APPENDIX E



## Courses Approved for Reimbursement

Revised: November 28, 2017

The Boilermakers Lodge 146 Training Trust Fund offers reimbursement to members upon successful completion of the courses listed below. Members must complete a **Pre-Authorization for Reimbursement Application** PRIOR to course start date and receive a pre-approval letter to be eligible for reimbursement. This training is available for members seeking upgrading and is not intended to reimburse contractors for employee training. All course costs are subject to change without notice. Should you have any questions please contact Jody at 780-451-5992 Ext. 266.

Course Name	Course Provider	Course Cost	Amount Reimbursed (Maximum)	Additional Information
ABSA Initial B Pressure Exam	ABSA -The Pressure Equipment Safety Authority	\$242.00	Max. \$242.00	Once you the Initial B-Pressure Exam please submit a copy of your ticket and proof of payment to: <a href="mailto:jhawke@boilermakers.ca">jhawke@boilermakers.ca</a>
Advanced Work Packaging (AWP) and Workface Planning (WFP) Fundamentals Course	Alberta Pipe Trades College (in partnership with Bentley Construction Academy Program)	\$2000.00 Approx.	Max. \$1000.00	<a href="http://albertapipetrades.ca/course/advanced-work-packaging-awp-and-workface-planning-wfp-fundamentals-course-in-partnership-with-bentley-construction-academy-program/">http://albertapipetrades.ca/course/advanced-work-packaging-awp-and-workface-planning-wfp-fundamentals-course-in-partnership-with-bentley-construction-academy-program/</a>
Achievement in Business Competency (Blue Seal)	Alberta Apprenticeship and Industry Training (AIT)	\$50.00	Max. \$25.00	<a href="http://www.tradesecrets.alberta.ca">http://www.tradesecrets.alberta.ca</a> T: 780-427-8517
BSV Better Supervision	Better SuperVision Ltd.	\$1050.00	Max. \$1050.00	<a href="http://www.bettersupervision.org">www.bettersupervision.org</a> T: 1-800-450-7204
CWB Initial (SMAW)	Various Providers	Varies	Max. \$200.00*	*Members must provide proof of residency outside Edmonton and Calgary. Maximum value to be reimbursed is \$200. Passed plates only. One time reimbursement.
CWB Renewal (SMAW)	Various Providers	Varies	Max. \$50.00*	* Members must provide proof of residency outside Edmonton and Calgary. Passed plates only.
Industrial Construction Crew Supervisor (ICCS)	Alberta Apprenticeship and Industry Training (AIT)	Varies	Max. \$150.00	<a href="http://www.tradesecrets.alberta.ca">http://www.tradesecrets.alberta.ca</a> T: 780-427-8517
Introduction to Computers	Southwinds Software Training & Consulting Ltd.	\$200.00	Max. \$100.00	<a href="http://www.southwind.ab.ca">http://www.southwind.ab.ca</a> T: 780-963-6080
Leadership For Safety Excellence (LSE)	Alberta Construction Safety Association (ACSA)	\$105.00	\$105.00	T: 1-800-661-2272
National Construction Safety Officer (NCSO)	Alberta Construction Safety Association (ACSA)	Varies	Varies	Course Includes 11 compulsory courses And 2 elective courses plus CSTS-09 For more information click link below <a href="http://www.youracsa.ca/">http://www.youracsa.ca/</a> T: 1-800-661-2272
Standard First Aid Training	Various Providers	Varies	Max. \$141.75	



## Submission on changes to the Alberta Labour Relations Code

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by the International Brotherhood of Boilermakers,  
Iron Ship Builders, Blacksmiths, Forgers and Helpers  
and its Local 146



This submission is made jointly by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers Local 146 and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (the “Boilermakers”) to the Alberta Government for consideration as part of the Labour Relations Code review.

The Boilermakers are making this submission in part because we believe that the Government may have heard that things are fine in the construction industry and that no changes are needed to the Code.

**We are here to tell you that this is not the case.**

The Boilermakers are an international union with local unions in all provinces of Canada and across the United States. The Boilermakers union has been actively representing boilermakers in construction, maintenance and local fabrication shops in Alberta for more than 60 years. Members of Local 146 build and maintain huge oilsands and other industrial facilities and now work on some of the biggest carbon capture and sequestration (CCS) projects in the world.

The Boilermakers union has worked extremely hard to develop and maintain respectful and productive relationships with the construction employers that employ us. We represent highly trained and highly skilled professional journeypersons and have invested significant energy and resources in maintaining a first-class apprenticeship program, working jointly with construction employers through the Boilermaker Apprenticeship Agency.

However, the sections of the Alberta Labour Relations Code governing construction continue to ignore our constitutional rights and those of our members. The Code continues to give construction employers excessive and unfair advantages over us. As a result, we believe it is imperative that the Government of Alberta commits to make significant changes to the construction-industry provisions of the Code in this current review.



## Needed Changes

The Boilermakers wish to make a specific submission requesting changes to the two areas of the Code that have the most negative impact on our union and our members. In doing so, we wish to make it clear that changes are also needed to make the Code more fair in other areas, but we will leave it to others to comment on these areas.

In summary, our two requests for change to Alberta's Labour Relations Code are:

1. Disallow double breasting in construction. There is simply nothing fair about allowing the same construction company to operate both a union and non-union arm. This approach has become extremely common in Alberta. It allows for the employer to threaten or just imply that any disagreement with the union might lead to the work being performed by the non-union arm of the operation, with the union cut out of the work and its members shunted to the unemployment line. The Boilermakers submit that it is time to level the playing field for construction workers again.
2. Remove the special construction industry collective bargaining and strike provisions of s. 184 to 191 of the Code. No other province in Canada has anything comparable to the extreme level of intrusion into free collective bargaining in the construction industry set out in the Alberta Labour Relations Code. These provisions have a disproportionate impact on the construction industry unions and are likely unconstitutional.

The Boilermakers emphasize that we are willing to meet with the government to explain our concerns and to further illustrate them with examples. We would also like to share our experience in working with construction employers in other provinces that do not have such draconian legislation. The construction industry in those provinces is no less vibrant as a result.

## Double Breasting

1. **Remove the ability of construction employers to double breast their operations and give the Labour Relations Board the discretion to make retroactive common-employer declarations in appropriate circumstances.**

We propose to remove section 192 and subsection 47(3) from the Code. If this were done, common-employer declarations in the construction industry would be governed by the same provisions as those in every other industry.



Also, the Alberta Labour Relations Board (ALRB) cannot currently determine that a common-employer declaration takes effect from the date of the common control and direction, but only from the date of the application to the Board or later. This ties the hands of the ALRB in situations where the applicant could not reasonably have known of the control and made the application sooner.

The common employer provisions that apply to everything but construction, set out in sections 47 (1) and (2) of the Code, are virtually identical to the provisions of sections 192 (1) and (2), which specifically apply to the construction industry. The main difference is that section 192(3) requires that both entities under common control employ persons who do the applicant union's kind of work, which protects construction employers from being caught in a common-employer declaration.

It has come to be understood in Alberta, since the Code was adopted in 1988, that an employer in construction was permitted to double breast its operations without threat of a union application to have the operations declared under common control and direction. Applications to attempt to prove otherwise have simply not been made. Further, it has become the case that construction employers now believe that they have the legal right to double breast, or even triple breast their operation beyond construction and into maintenance as well.

The prejudice to the Boilermakers is huge. A single large construction employer will generally have a union arm that is certified with the Boilermakers. That same construction employer will generally have a non-union arm, which it operates without using members of the Boilermakers union. Finally, that construction employer may even have a third arm which operates with an employer-friendly union of convenience. The impact on the Boilermakers is:

- When there is unemployment in construction, the construction employer has disproportionately strong bargaining power. The construction employer can seek to enforce concessions, with the implied or even stated threat of using its non-union arm to do the work available, thus shutting out the union's members.
- When there are several such construction employers and they are the major construction employers in construction, which is the case in Alberta today, the impact is massive.
- Whether in times of full employment in construction or not, the use of a non-union arm by the same construction employer shuts the union and its members out of large portions of the work. This means that union-sponsored apprenticeship programs are underused and graduate fewer apprentices. For the Boilermakers who, jointly with construction employers, sponsor apprentices through Boilermaker Apprenticeship Agency, the impact is felt in fewer opportunities for apprentices. For Alberta's economy as a whole, the negative impact on apprenticeship programs limits the growth of a highly skilled workforce for the future.



- Double breasting gives construction employers an unfair advantage in day-to-day labour relations. The implied threat outlined above affects not only work rules and working conditions, but has an impact on issues such as health and safety, which has broader implications for Alberta society.
- Restricting the Alberta Labour Relations Board from making retroactive common employer declarations is unfair and encourages unlawful behaviour. The sale-and-transfer successorship provisions of the Code apply from the date of the transfer, not the date that the employer activities are discovered by the union. As a result, most employers work with unions to transfer their bargaining rights as part of sales and transfers of business. The employers understand that there is nothing to be gained and potential costly retroactive remedies to be paid if they try to keep their plans a secret from the union. The same principles apply in common-employer situations, except that Alberta's restriction on retroactive remedies encourages secrecy and cover-ups.

It is vital that Alberta government, no longer shackled by an extreme right-wing ideology, understand that no other province in Canada historically or presently considers double breasting even remotely legal.

A key element of Canadian labour legislation since World War II is that once employees join a union, their employer cannot circumvent that choice by transferring their work to another part of the operation, thereby denying that work to those employees who chose to be represented by a union. Successor rights and common-employer legislation, requiring that bargaining rights flow with work as it is sold or transferred to related entities under common control, has always been a part of modern Canadian labour legislation.

Balance between the rights and powers of the union and its members on one side and the employer on the other is a vital concept in labour relations across Canada. The tension between these sides as they collectively bargain and compromise sets fair and reasonable terms and conditions of employment based on market value. This in turn leads to an equitable balance between the profits of employers and the standard of living of the workers.

We can anticipate that construction employers will quickly claim that the industry will collapse if they cannot continue to double breast their operations. They will argue that since they have built large non-union arms, they should be allowed to continue them without change. The answer to these claims is that no other industry in Alberta has collapsed because employers cannot double breast. Neither has the construction industry in any other province been destroyed.





The simple answer to employers who want to keep the existing system of double-breasting is that they can either accept that the union should have bargaining rights for both operations or sell their non-union arm. And the answer to the suggestion that common-employer declarations would make the non-union arm unprofitable is that the employers can come to the bargaining table and bargain with the union for fair and reasonable working conditions for all their employees.

The Boilermakers submit that there is simply no logical or practical basis for the continued inclusion of double-breasting provisions in the Code, whatever the actual words of the existing Code might mean. We ask that the Government remove section 192 subsection 47(3) in their entirety and also that the last phrase of subsection 47(2) be changed to state that the common employer declaration will be effective from the date of common control and direction between the two entities. Construction-industry employers will then have the same rights and responsibilities as all other employers in Alberta and also the same restrictions in terms of common-employer activities.

**2. Remove the special collective-bargaining, strike and mandatory interest-arbitration provisions for the construction industry as set out in sections 184 – 191 and instead allow construction bargaining, including strikes and lockouts, to proceed in the same manner as all other collective bargaining under the Code.**

Over the last ten years, the Supreme Court of Canada has made it increasingly clear that free collective bargaining and the right to strike are protected by the Canadian Constitution. In light of these rulings, in March of 2015, the Alberta Government consented to an Order of the Court of Queen's Bench that the provisions of the Labour Relations Code and of the Public Service Employee Relations Act that prohibited strikes of healthcare and public-service employees were unconstitutional. The Alberta Government has now provided the right to strike to those healthcare and public-service employees.

Alberta Boilermakers want the same right to bargain collectively in construction as employees in health care and public service now enjoy. Currently, they do not have that right. Trade unions and their members in the construction industry must follow the special collective-bargaining process and the strike provisions set out in sections 184 to 191. The result is that no construction union is able to control the course of its own collective bargaining or actually go on strike.

Even worse, when a union tries to bargain its own issues, the corresponding Registered Employer Organization can simply drag out the bargaining process until 75% of the other construction trades settle their collective agreements.



Then the union that was seeking to bargain its own issues is forced straight to interest arbitration on an arbitrary timeline. And in a further insult to the free collective bargaining process, the union is forced at interest arbitration to accept the previously-established pattern.

There are no similar restrictions on collective bargaining in the construction sector in other provinces. For example, in Ontario, a system of accreditation similar to the Alberta system of registration has existed in the ICI sector since 1978. In a similar system of province-wide bargaining between construction employers and the unions for each trade, the Ontario Labour Relations Act does not require all the trades in the industry to bargain together. It does not require a coordinated approach to strike votes. It does not require a single strike notice from a group of trades. It does not require the trades to go on strike at the same time. And it certainly does not require any trade to finalize its collective agreement through interest arbitration or to accept an industry pattern developed by other trades.

Instead, the Ontario building trades enjoy basically the same right and process of collective bargaining in the construction industry as other unions. The Ontario construction industry is thriving and their system has not harmed it. The Boilermakers simply ask for the same system in Alberta, a system that respects both free collective bargaining and the right to strike.

The Boilermakers ask that sections 184 – 191 of the Labour Relations Code be removed and that the collective bargaining and the strike provisions that apply to the all unions governed by the Code apply to the construction industry as well.

All of which is respectfully submitted on September \_\_\_\_, 2016.

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International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths,  
Forgers and Helpers, Local 146

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International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths,  
Forgers and Helpers

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# THE BOILERMAKER CODE

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I am a Boilermaker.

I am a skilled craftsperson and a team member.

I work for my family, my crew, my union and my employer.

I am part of a Brotherhood with a legacy of more than 130 years.

I honour my mentors, who came before me.

I honour their struggle to give me a union opportunity.

I respect their knowledge, leadership and integrity.

I show up on time and ready to work.

I provide quality work for quality pay.

I honour our negotiated contract and let my stewards and union  
representatives do their jobs.

I am responsible and accountable for my actions.

I do things right the first time.

I am an excellent problem solver.

I am a guest at job sites and conduct myself accordingly.

I am constantly learning and sharing my knowledge.

I always work safely and demand the same from those around me.

I am a guardian of my trade and the union way of life.

**I AM A BOILERMAKER.**