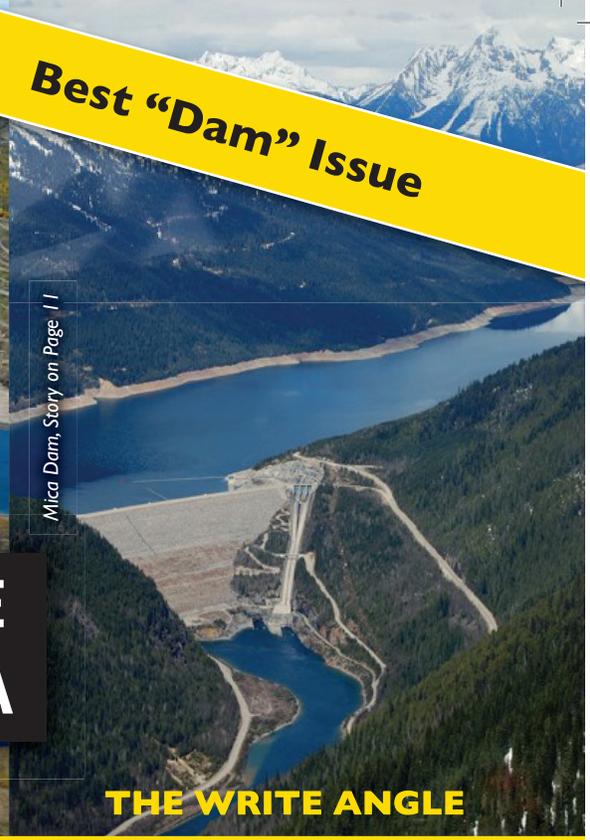




Artist Rendition of Site C Dam



Mica Dam, Story on Page 11

**Best "Dam" Issue**



**CONSTRUCTION MAINTENANCE AND ALLIED WORKERS CANADA**

a newsletter from the union of construction maintenance & allied workers

**THE WRITE ANGLE**

**CMAW New Benefits Package**

The Construction Maintenance and Allied Workers Canada (CMAW) is providing its members with one of the most comprehensive benefit plans of any construction union in Canada after merging two existing benefits plans.

"The long and short of it is that we had two benefit plans that were roughly the same size and were in the same financial position," said CMAW President Jan Noster. "We merged the two plans to improve benefits for our members. This took a huge amount of effort and we worked on this for three years."

The CMAW benefit plan was launched in July 2015 and there are currently 3,300 people covered by the program. To establish coverage, an employee must be in good standing with CMAW and have a minimum of 220 hours paid into the plan by the employer, within a period of twelve consecutive months.

"One of the things we are most proud of is that in years past when a member died and did not have enough hours, we had to pass the hat and take a collection," said Noster. "We always thought this wasn't enough. So, we brought in uninsured life insurance. The only requirement for this is that you are a member. If you have no other life insurance, you get a payment of \$5,000. The cost is only two or three cents an hour."

Noster said the uninsured life benefit was

available on the previous CMAW plan and it was used sparingly.

For example, a CMAW member had a heart attack on the way to work and passed away. The CMAW member, who had emigrated from New Zealand, had no other family in Canada. As a result, his daughter had to come to Canada to collect and repatriate his body to New Zealand. She very upset, but relieved CMAW was there to help her out.

"The benefits give the member some dignity and a helping hand regardless of their situation," said Noster, who noted there have been huge improvements in terms of group life insurance.

Under the new plan all members who are under the age of 70 can receive \$100,000 life insurance, which is reduced by 50 percent at the age of 65 and each year after that up to 69. The life insurance benefit is payable to the beneficiary designated by the member on the group enrollment card. Another important improvement from the merger of CMAW's benefits plans is the employee family assistance program, which is offered by Shepell FGI.

"A lot of people don't know about the Employee Assistance Plan and they should because there are a lot of things people need on a daily basis," said Paul Nedelec, CMAW Secretary Treasurer. "It covers all of the things that really stress people out in life. Now, we have help there and it is totally confidential,

*continued on page 2...*

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**CONT'D... CMAW New Benefits Package**

which is pretty cool!”

The Employee Assistance Plan provides professional assistance for a wide range of issues including: personal and work related stress;

- couple and marital relationships;
- childcare and parenting issues;
- family matters;
- elder care concerns;
- depression and anxiety;
- alcohol and drug abuse; and
- legal matters and financial concerns.

Nedelec said travel assistance is also available to members to reach the nearest specialized medical services, where these services are not available in the local area.

“If someone has an illness that is not specialized treatable in their area, they can get a recommendation from their doctor to go outside the area,” he said. “We will pay for eight claims per family member, per illness.”

According to Noster, the merger of the Carpentry Workers Benefit Plan and the CMAW Benefit Plan began in 2012 and involved a lot of regulatory and legal issues.

“There were huge economics of scale in merging the plans,” he said. “The first year will cost us more than running the two plans, but every year after that we are ahead by \$500,000. This money will be used to improve benefits in the future. At the end of it, the membership has a better, more secure benefit plan.”

The merger of the plans has enabled CMAW to have a plan surplus of nearly \$10 million. The merger is driving reduced costs, simpler administration and greater purchasing power with administrators. This has resulted in better coverage on items such as group life insurance, the employee family assistance program and travel assistance.

Previously, a separate service provider managed each plan, which resulted in duplication of benefit booklets, computer systems, claims administration and benefit agreements.

The new employee assistance program can be accessed through Shepell, #1004154, by calling 1-800-387-4765. All additional information can be obtained by contacting the local union office.

## CMAW President’s Message

The leadership of the Construction Maintenance and Allied Workers (CMAW) are currently dealing with a number of important business issues that will have a positive impact on the opportunities available to its members.

### Site C Dam Camp

“We are really fortunate that we have been able to get an important agreement with ATCO Structures and Logistics for the construction of the Site C camp,” said CMAW President Jan Noster. “ATCO had some stiff competition and were able to bid successfully on the project. Currently, we have about 75 members out there and over the next year that will rise to about 150 members.”

BC Hydro announced on Oct. 7 that it has signed a contract with ATCO Two Rivers Lodging Group for the design, construction, partial financing, operation and maintenance of worker accommodation at the Site C dam site near Fort St. John.

The eight-year contract has a value of about \$470 million and about 360 positions will be created by the construction and operation of the worker accommodation camp.

The quality of worker accommodation is a critical part of the project’s labour approach to attract and retain workers for the Site C project. The camp will be built to house up to 1,600 construction workers, with services and utilities designed to accommodate a total capacity of 2,200, if required.

Construction of the Site C Dam started in July 2015 and will be completed in 2024. There are currently about 400 workers on the Site C dam site.

Site C is estimated to create about 7,000 person-years of direct construction employment through the seven-year construction period.

The Site C dam, which was first proposed in the 1970s, will be the third dam and hydroelectric generating station on the Peace River.

The project will provide up to 1,100



**Jan Noster**  
CMAW President



Artist Rendition of Site C Dam  
source: BC Government

BC Premier Christy Clark announced in December 2014 that the province approved the Site C Clean Energy Project, which will provide electricity for more than 100 years. Clark said the construction cost will be capped at \$8.75 billion, which includes a project reserve fund for unforeseen costs.

megawatts of capacity, and produce about 5,100 gigawatt hours of electricity each year. This is enough energy to power more than 450,000 homes per year in BC.

### Fort McMurray Oil Sands

In Alberta, CMAW has been able to renew a maintenance agreement with Canadian Natural Resources Ltd (CNRL) and maintain its position in the oil sands region, despite falling oil prices.

“Oil is at an 11-year low, but we have been able to maintain six or seven hundred jobs at



the CNRL Horizon site,” said Noster. “We are also working at Suncor MacKay River.”

According to CNRL’s second quarter financial results 2015, the full maintenance turnaround originally scheduled in Q3/15 at Horizon Oil Sands was deferred to 2016 to capture opportunities for production optimization of Phase 2B.

Horizon’s production in the second quarter averaged 96,607 barrels per day (bbl/d), which is a decrease of 19 percent and 28 percent from Q2/14 and Q1/15 levels respectively.

Production volumes in the second quarter were lower than targeted volumes. This was due to an extension of the 2015 planned maintenance turnaround from 10 days to 15 days in June, to address necessary found work, and a slightly slower than expected start-up of operations post-turnaround.

CNRL estimates that 2015 annual production will be between about 121,000 bbl/d to 131,000 bbl/d. The company’s staged expansion of Horizon to 250,000 bbl/d continues to progress ahead of schedule.

Suncor Energy’s second quarter financial results 2015 report that production at MacKay River increased to 31,500 bbls/d in the second quarter of 2015 from 27,400 bbls/d in the prior year quarter. This was due to additional production associated with the debottlenecking project, and the impacts of unplanned maintenance in the second quarter of 2014.

## Rapid Growth and Sound Financial Management

CMAW is experiencing a rapid growth in the total number of hours that it members work in western Canada every year, which is based on a foundation of sound financial management.

“We are the fastest growing construction union in Canada,” said Noster.

The total number of hours worked by CMAW members in BC has remained constant in 2015 and is estimated to be about 4 million.

CMAW members have accumulated these hours with the help of new projects like the

John Hart Generating Station, which is located within the City of Campbell River. The facility, which opened in 1947, is at the end of its operational life and does not meet modern standards for earthquakes.

BC Hydro signed a contract with InPower BC (SNC-Lavalin) in February 2014 for the project which includes the construction of an underground powerhouse, new pipelines and a new water intake. The lead subcontractors are AECON, Frontier-Kemper and Hatfield Environmental.

Construction work started in spring 2014 and the project is expected to be completed by 2018/2019.

More than 120 carpenters and scaffolders will be needed on the project at peak construction. A large share of these workers will come from CMAW Local 2020.

Another project that is driving the total

“We have doubled our hours in the last five years. Since 2007, we have tripled our hours. More hours translates into more jobs and opportunities for our members.”

number of hours is maintenance at Teck Cominco’s Trail operations, which includes one of the world’s largest fully integrated zinc and lead smelting and refining complexes, a two-thirds interest in the Waneta hydroelectric dam and ownership of the dam’s transmission system.

The rapid growth in hours is based on CMAW’s solid financial position.

“Our goal a few years ago was to have two years of operating capital in the bank, so we can survive a downturn or recession,” said Noster. “And, we have been able to surpass that due to good financial management.

## Training with CMAW

CMAW is training a larger share of its members than any other construction union in British Columbia using a combination of CMAW trainers and outsourced training providers. “We must be the only union that has more than 10 percent of its members receive a bursary or take high-quality training every year. This represents about 700 members,” said Noster. “They take everything from basic scaffolding training to renewing a high-pressure welding ticket.”

Noster said the reason CMAW is able to get so many people through these courses is that the union uses third-party training facilities or the facilities of their contractors.

“This means our budget is not consumed by fixed cost and overhead,” he said. “Every dollar we invest goes into training our members.”

Forklift training and rough terrain lift were recently added to the long list of pre-approved courses that are available to CMAW members. The Intermediate Scaffold Course for carpenters or scaffold erectors with 2,500-4,999 hours of scaffold experience is being offered in Vancouver at local 1995 into early 2016. Members who have successfully completed the Introduction to Scaffold are eligible for the course.

The contact for the course is Chris Wasilenchuk, Local 1995 (604-437-0491).



*We’re proud to be Canadian.*



## Yves Mercure, President of Local 9 in Quebec, passes away



It is with great sadness we learn of the passing of Yves Mercure, the long-time President of Local 9 in Quebec. Yves attended the BC Carpenters Union convention in 2003 with a strong message of solidarity during our struggle for Canadian autonomy. Local 9, the largest carpenters union in Canada with 30,000 members, broke away from the international UBCJA in 1981 and joined the FTQ. At the convention, Mercure addressed our delegates and said our claims against the International mirrored his from the 70's as we both sought "autonomy, a reasonable per capita and a democratic structure."

BC Carpenters Union President Len Embree welcomes Quebec Local 9 President Yves Mercure to the 2003 Convention. With a standing ovation to his speech of solidarity, we passed Emergency Resolution No.1 – Fraternal Ties with Québec Union Fraternité National.



Photo Credit: Ray Tickson for On The Level

BC Carpenters Union President Len Embree welcomes Quebec Local 9 President Yves Mercure to the 2003 Convention.

## CMAW Member Attends Governor General's Canadian Leadership Conference

### The Conference

The first Commonwealth Study Conference was originally founded by the Duke of Edinburgh in 1956. Today it is known as the Governor General's Canadian Leadership Conference (GGCLC). The conference has close to 2,000 alumni.

The GGCLC is now exclusively for Canadians and each conference member is selected to attend as an individual, not as a delegate representing an organization or sector. Selected delegates are from management, unions, public service and the community sector and provides an experience that will give them a stronger perspective of Canada.

This year's theme was innovation and leadership and the conference was held May 22-June 5th. I was fortunate to be one of 250 participants selected for the conference. Over 60 of those delegates were from unions. There were no other trades people in attendance, other than myself.

### Conference Tour

The opening plenary session started 5,000 kilometres away from my house, in St. John's, Newfoundland. My visit to "The Rock" was a grand and inspiring experience. I had the opportunity to listen and meet exceptional Canadians like Chris Hadfield and the Governor General, David Johnson.

From "The Rock" all the delegates were divided into 16 groups and sent on a study tour of each of the 10 provinces and three territories of Canada. Each group was composed of people from all walks of life and there was a wide range of diversity in age, sex, race and occupation.

My team was headed to New Brunswick for a 10 day tour of the province. Days started really early and finished really late. We visited food banks, businesses, met with politicians, toured government offices, local industry, universities, we visited an army base, historic sites, entrepreneur assistance centres, and museums.

After the 10 day tour of New Brunswick, all the tour groups were re-united in Ottawa

for the closing plenary. Our group worked for two days on a presentation of what we had learned and our experiences which we presented to the rest of the conference and to the Governor General.

### Fun stuff I Learned

Scrabble, the snow blower, and the chocolate bar were all invented in New Brunswick. Stompin' Tom Connors is from Saint John, NB. The people of New Brunswick wouldn't bother to tell you this because they are very nice, humble, and modest people.

### Special Moments

It started as a kitchen party in Péninsule Acadienne. There was lobster, drinking, and music in a traditional Francophone family home.

Our team was having a good time, then one of the team members, Don Coady, one of Newfoundland's finest from "The Rock" took his level of awesomeness to the highest level. He grabbed a guitar and played "All Hell for a Basement." I have always cherished that song due to the fact that I have worked so much out of town in my life and I told him what the song meant to me and to his surprise, he couldn't believe anyone outside of Atlantic Canada knew the Big Sugar song. I replied with "Of course I know it, I work in Alberta."

That experience segued into our groups' presentation in Ottawa for the Governor General. Our team presentation included Don Coady strumming the guitar to "All Hell for a Basement." It was very fitting to our presentation as we discussed issues such as out migration, poor economy, government's living beyond their means, an aging population, and limited resources. I contributed a speaking part about a man I had met from Caraquet, NB who had to leave his family to work in Alberta because he couldn't afford to live in his home province and support his family, which is so similar to my own story. It was a great experience to be part of the group presentation and indirectly tell my story and the story of so many others that I work with and I was honored to do so.



About 250 people were selected to attend the 2015 Governor General's Canadian Leadership Conference in St. John's, Newfoundland between May 22 and June 5th. This year's conference focused on the role of leaders in stimulating, driving, managing and diffusing innovation in their organizations and communities.

Another special moment was standing at Mile Zero, where my favorite Canadian, Terry Fox, dipped his foot in the Atlantic Ocean where his Marathon of Hope began. The spot is exactly 5,000 kilometres from Port Coquitlam, BC, home to Terry and myself. My family and I take part in the Hometown run every year, rain or shine.

Ed McHugh, who is on the board of directors for the GGCLC, worked at a local radio station as an anchor in St. John's, Newfoundland 35 years ago. He shared his experience with me as he interviewed Terry and promoted the Marathon of Hope over the air.

### Biggest takeaways

After spending 18 days with an Inuit man from Nunavut, a woman who works at the BC Treaty Commission and a woman from the Fort Chipewyan First Nations, I have a better understanding of the aboriginal issues and know that we need to stop talking and take action.

While I mostly work with men, 50 percent of the conference attendees were women and it was an amazing experience to work with them. In my male dominated world it provided me with a welcome opportunity to hear their insight and views. Overall, women represent roughly five percent of all skilled-trades workers in Canada and with the current shortage in trades-workers, CMAW should look closely at encouraging more women to become part of our workforce.

We need to connect Canada, whether it's our languages or a pipeline. The connection between eastern, central, western and northern Canada is weak. We need to have

the Federal government and the Provinces work better together instead of being in competition from coast to coast to coast.

Creating and sustaining a culture of innovation and leadership from the grassroots level of our country is essential to our nation's success. I feel a lot more inspired and more than ever, proud to be Canadian as a result of this conference, than I did six months ago.

### 2017

It has been announced that in 2017 they will have the next GGCLC. Anyone interested can contact myself or go to leadershipcanada.ca.

Thanks to CMAW for sponsoring me on this incredible experience. I hope to see more CMAW members attend future GGCLC.

Chris Grootendorst  
CMAW Alberta Local 99  
www.cmaawlocal99.ca  
grootendorst@cmaaw.ca



Right Honourable David Johnston, the 28th governor general of Canada with CMAW's Alberta Vice President Chris Grootendorst, who was part of a study group that visited New Brunswick for eight days to examine the issue of innovation through the practical experiences of local companies, communities and regional leaders.

## Labour unions necessary for economic well-being of the middle class

A new study by the National Bureau of Economic Research (NBER) found that there is a strong relationship in the United States between union membership of parents and their children's long-term advancement and well-being.

"The decline of unionism appears to have contributed to the shrinkage of the middle-income group of the workforce and the increasing proportion of the lower income group, with a noticeable but not huge magnitude commensurate with unions' declining role in the US labour market," said the report.

NBER found that the percentage of American workers who are members of labour unions has decreased, while the middle class has slowly been hollowed out. In other words, the study found a strong correlation between a fall in union membership and a shift of workers from the middle to the lower class.

Using Panel Study of Income Dynamics, the researchers were able to track both parents' and their children's union status, educational attainment, income, and health status. In all categories the researchers found that children with unionized parents end up with better earnings, higher educational attainment, and fewer health issues than those without.

Children living in areas with higher rates of unionization, regardless of whether their parents are unionized, end up better off. The researchers explain that some of the changes that unions fight for create a spillover effect for non-unionized families.

"Unions generally advocate policies that benefit workers, such as raising minimum wages, increasing education spending, and improving public services, so that the effect of unionism may show up in higher incomes for all children from the area regardless of the union status of their parents," said the study. The researchers note that these are just correlations and more testing needs to be done to connect these two trends definitively.

However, these correlations point to a downshift in the economic outcomes for American workers and families, and one possible solution to the problem.



## Northwest Locals Report

July 23, 2015 - Submitted on behalf of Ken Lippett

It's all over for the Kitimat Modernization Project (KMP). The Managing Contractor, Bechtel is winding down it's involvement in the KMP. Rio Tinto Alcan (RTA) is assuming the management of Commissioning (Start-up) of the new RTA Smelter.

With this being said, there is still a substantial number of CMAW members employed by Chinook Scaffolding, Viking Construction, WIC and RSK in Kitimat working at non-KMP related projects. The ongoing speculation around LNG Projects in Northwestern BC has materialized in Kitimat and Terrace in the form of a non-union built townhouse development and three hotels under construction in Kitimat and an additional three in Terrace. The rumour mill attached to LNG in Northwest BC is a growth industry, while there have been no Final Investment Decisions (FIDs) on any of the LNG projects.

There is abundant gossip surrounding the 15 proposed LNG projects on the North Coast. Some of the proponents have community offices staffed with local people to hand out shiny brochures and to tell anyone who will listen, carefully crafted statements on how their employers project is the best.

In short we are "Living the dream". Whether any of the proposed LNG Projects will actually begin construction is still anyone's guess. We remain hopeful that at least one LNG Project will eventually be built. LNG Canada, led by Shell Canada, seems to be the closest to becoming reality.

Terrace had members employed by Eby's Construction Group performing interior and exterior renovations to three Terrace apartment complexes.

Prince Rupert has approximately 50 members employed by Marcan Construction, Rupert Wood N'Steel, Eby's and J&JK on various projects around town doing a major Renovation/Refit to the Prince Rupert Airport, commercial/residential new construction and renovations.

Construction of the long awaited Phase 2 of the Fairview Container Port has just begun with Kingston Construction employing local CMAW members doing the concrete framework. FRPD is doing the Piledriving and dredging and BEL is doing the ground work.

Long time Business Agent and Secretary Treasurer, Ken Lippett, is slowly removing himself from the day to day business of the Union. The CMAW Northwest Locals Joint Service Council has hired Terry Ramin as Assistant Business Agent. Brother Lippett is in the process of training Brother Ramin as his successor.

Local 1735's non-construction members have recently renewed Collective Agreements. The workers at McLeans Shipyard and the Lax Kw'allaams Ferry are all enjoying raises in pay and in the case of the Lax Kw'allaams Workers, some improved contract language and working conditions.

We are hoping that the Mining Sector will provide some of our employers with new customers and they will secure work in the recently electrified Highway 37 corridor between Terrace, Stewart and Dease Lake.

## CMAW Change4Life

Members of the Construction Maintenance Allied Workers (CMAW) can get instant access to up-to-date information about their benefits account by downloading the latest version of Green Shield Canada's (GSC) on the Go mobile app.

"The release of this new application is so important to CMAW members, because they can now register for direct deposit with Green Shield and have their claims passed more quickly," said CMAW President Jan Noster. "It's going to be easier for members because they will be able to go into their own account to view how much of their benefit they have used, or how much they have available for dental or glasses."

GSC announced in October that the company's new Change4Life™ health portal for plan members is being combined with a mobile app. This means CMAW members can access all of the tools and resources available through Change4Life from their mobile devices using Apple® iOS and Android. One of the reasons we selected Green Shield is because they had the best technology with a mobile app, as well as Change4Life," said Noster. "Now our members can view their benefits account on their iPhone or Android device."

GSC's Change4Life health portal is an easy-to-use online tool, which gives CMAW members insight into their current health.

"In the past, most of the phone calls to the provider at the union were simple questions, like; how much dental do I have left?" said Noster. "Or, members might ask how much glasses coverage do I have left in 2015? Now they can get instant and up-to-date information, as well as health tips."

For example, if a CMAW member has been diagnosed with a medical condition like high cholesterol, hypertension or diabetes, the health portal's tools and information can make it easier for them to manage their condition.

Change4Life allows CMAW members to receive a personalized health report card and a recommended action plan based on their answers to the health risk assessment survey.





CMAW members can also access health education articles based on their health score, sign up to receive medication reminder emails and monitor their health and physical activity using web-based tracking tools.

Change4Life is available to all GSC plan members who are registered for Online Services. To get registered, CMAW members should go to greenshield.ca and click GO under REGISTER.

## Another Company Signed up by CMAW Local 1995



*Pictured left to right: Carlos Sciaroelletti, Chris Wasilenchuk, Mihyoung Kim, Cameron McKay, Michael Tung, Mathieu Leclerc & Wally Dong. Current crew at Nordstroms.*

CMAW Local 1995 is happy to announce our latest employer, P.N.P Installations whom Eugenio Zanotto & Chris Wasilenchuk successfully signed earlier this spring.

P.N.P has employed a dozen of our members to date working on various projects which include MacAurthur Glen outlet Mall in Richmond, Nordstroms at Pacific Centre Mall, Microsoft, Simons and Disney Stores.

P.N.P Installations is local 1995's fifth agreement signed since the new officers took office in 2012 and we hope to continue this trend moving forward. We are currently in talks with two other employers who are interested in becoming a Union contractor with Local 1995 and hope to be successful with them as well.

We continually meet with non-union employers promoting CMAW and its members in an effort to inform them about who we are, what we do and why it is a good choice to be a CMAW Union contractor.

With the current marketplace flooded with work, there is a shortage of Carpenters in the Lower Mainland. We also spend time recruiting from the technical schools as well as high schools. The Local continued training this Fall, with various courses which started this past September. Watch in future newsletters from Local for upcoming training for the Spring of 2016.

We thank all members who participated in all the training provided and look forward to next year.

**From the Officers and Staff of Local 1995**

## CMAW QTrades

The Construction Maintenance and Allied Workers (CMAW) have joined forces with QTrades to launch a membership database system, which enables Locals, business representatives, contractors and members to have up-to-date information on job sites.

“QTrades provides full membership tracking from apprenticeship to death and all the various stages in between,” said Reg Cawston, who is responsible for business development with QTrades. “The membership software is focused on labour trades and built specifically for that purpose, because they have unique requirements.”

QTrades started the implementation of the database system in January 2015 and part of the deployment cycle was to get Local 1995 up and running first. The Burnaby office is the test site or pilot project, which will see what needs to be added to the system.

“The software is designed to cover CMAW's main business processes including apprenticeship tracking, skill certification, basic demographics, dues and fees, sign-in dispatch, job board and contractor reporting,” said Cawston. “The training of staff in Burnaby is the start of a province-wide launch, which will eventually implement the software at nine or 10 locals.”

Product modules also includes member benefits/hourbank and mobile access.

QTrades offers different products and services depending upon what particular problems and challenges the clients at each union hall office are facing.

For example, QTrades has helped its customers switch from a manual sign-in/dispatching procedure to a computer database system and streamlined their process to better handle worker compensation case files.

In addition, union members will be able to access their information online instead of having to call or come to the hall office during office hours. Contractors will be able to check on any member's safety certificates.

Business representatives on the road will be able to use the Internet to acquire complete member lists instead of having to call the hall office and wait for someone to retrieve the information and pass it onto them.

QTrades provides solutions for improving office administration to union hall offices all across North America, from small locals of a few hundred members up to those tracking more than 80,000 members.



## Site C Dam improves work opportunities for CMAW members

This year North Central BC has seen improved work opportunities with maintenance and shutdown work in the gas and pulp sectors, which is employing about 100 members of the Construction Maintenance and Allied Workers of Canada (CMAW).

This new construction work includes the building of a new Bio Energy facility in the Fort St. James region, which has three contractors signatory to CMAW engaged in construction activities and is employing approximately 50 members. However, the project that will eventually need the most CMAW members is the construction of the Site C Dam.

BC Hydro is moving forward with construction of the Site C Dam, after decades of talk regarding the environmental impact of building a third dam on the Peace River. In the past, all major BC Hydro projects have been built with CMAW members under the Allied Hydro Agreement. But, Site C has been deemed an Open Managed Site, which means there will be very little consistency between contractors on wages, benefits, pension, etc.

More importantly, a carpenter/scaffolder working for a union contractor on the dam could in reality be earning substantially more than a carpenter without union representation working in the same proximity. BC Hydro has divided the work on Site C into various bidding packages. So there will be no one large general contractor running the entire project.

BC Hydro announced on Oct. 7 that it has signed the first major contract on the Site C project with ATCO Two Rivers Lodging Group for the design, construction, partial financing, operation and maintenance of worker accommodation.

Two Rivers Lodging Group is made up of two corporations, which includes ATCO Structures & Logistics Ltd.

ATCO Structures & Logistics Ltd and CMAW started negotiations about the project months before BC Hydro awarded the contract for worker accommodation. As a result, a project agreement was signed that provides good future work opportunities for many CMAW carpenters.

The first major component of the Site C Dam now has a significant union presence on it. Hiring for the camp started this summer.

CMAW is anticipating that more than 100 members will be on site before January 2016 for the start of this eight-year \$8 billion project.

BC Hydro held a business to business networking session for the main civil works on the Site C Dam in September 2014. The four shortlisted Respondent Teams are;AFBD JV, Peace River Hydro Partners, CLENGROUP Constructors, and Salini Impregilo S.p.A.

As with previous sessions both CMAW, and CMAW signatory contractors were in attendance. Brother Mark Miller, the business Rep from Local 2300, attended this session. AFBD JV, and the CLENGROUP Constructors encouraged CMAW involvement in the procurement of this package.

Peace River Hydro Partners was also interested in listening to what CMAW has to offer in the way of carpenters, while Salini Impregilo S.p.A informed CMAW that they had no intention in hiring any carpenters if they were awarded the main civil contract for this dam.

The Main Civil contract includes: the earth filled dam, the diversion tunnels, a roller compacted buttress, and the concrete foundation for the generating station and spillways.

BC Hydro was scheduled to hire a main civil contractor for this work on the project in summer 2015 and be completed by December 2022.

Other work packages of interest currently not awarded on the Site C Dam include:

- The generating station and spillways including the penstocks, powerhouse substructure, and retaining walls. This work is scheduled to start in 2017 and be completed by 2022 which will provide work for hundreds of carpenters.
- Turbines and generators which will employ a few carpenters and is slated to start in 2018 and continue until 2022. CMAW along with other unions have signed off on a project agreement for this work, and it is currently set to be built union.
- Public road infrastructure including the removal and building of various bridges along highway 29. This part of the project is scheduled from 2015 to 2019.
- The Site C substation scheduled to start in 2017 and run into 2019.



Construction of the site C Dam has been underway for several months as work starts on site preparation activities, including clearing work, building access roads and construction of a 1,600-person worker accommodation camp.



## Preliminary Construction Schedule of Site C Dam

Construction Activity	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Dam Site Area										
Clearing dam site		■								
Access roads near dam site		■	■							
Worker accommodation										
Temporary construction bridge		■								
Excavation and material relocation										
Cofferdams and diversion tunnels			■	■	■	■	■	■	■	
Earthfill dam										
Roller-compacted - concrete buttress				■	■	■	■	■	■	
Generating station and spillways										
Turbines and generators (installation)										■
Sub-station										
Viewpoints construction / landscaping			■							
Demobilization and site reclamation										■

## Progress on John Hart Dam

Construction continues at the John Hart Dam and Power Generating Station in Campbell River on Vancouver Island with drilling and blasting work.

Currently, 14 journeyman and two apprentices from CMAW Local 2020 and three foremen from Local 2300 are employed on site. The project involves the construction of an eight meter diameter tunnel which will be about three kilometres in length when completed.

Blasting started on the 1,575 metre long power tunnel from the powerhouse to the reservoir, with about 200 metres completed. An adit or 150 metre arm off the main tunnel will be opened, creating an access to the upstream side and main floor of the powerhouse, and to the main access tunnel.

The main access tunnel progress continues through umbrella support and the first round of blasting began at the tailrace area near the end. CMAW members are playing an important role in the project. It is anticipated that the crewing up for carpenters will be in March 2016.

Construction of the John Hart project began in spring 2014. However, early works construction to site roads, trails, and a parking lot was completed. At peak construction there were as many as 14 CMAW members working on-site setting up trailers etc. The entire project is expected to be completed by 2018/2019 with a crew of 90 plus Carpenters and 30 plus Scaffolders.

Built in 1947, the old John Hart Generating Station needs to be replaced, because the existing facility and pipelines are unlikely to withstand even a moderate earthquake.



Photo Credit: Chris Stedie, Castlegar Sun

## St. Rita's Church Reconstruction

In March of 2013 police and fire crews responded to a fire at St. Rita's Catholic Parish on 7th Avenue in Castlegar. The fire swept through the church itself, however the rectory and church hall were undamaged. It was a case of arson and there was a conviction in 2014. The church was demolished and construction started in December 2014.

Signatory contractor Hil-Tech Contracting Ltd. with Local 2300 members built the new church. CMAW Local 2511 members working at Structurlam Products of Penticton built the massive beams for the new roof. In early February the cross was hoisted and secured by CMAW carpenters. In late May the church opened the doors to its new building.

Hil-Tech Contracting Ltd met with the Church construction committee on a monthly basis to review the schedule and any issues that need to be resolved. While attending these meetings the Committee commented and praised the workers for their quality of work and how organized and clean the worksite was. They also were very appreciative of the language, professionalism and how courteous they were when the committee was onsite to check on progress.

The end product has turned out well and the workers should be proud of all their efforts to rebuild the St. Rita's Catholic Church. It's a building that will see many more years of use with family and friends.

Thank you,  
Brandon Bryden



# Trudeau vows to repeal anti-labour bill passed by Canada's Senators under Harper's Conservatives

What's really at stake for unions now that C-377 has become law.



“As Liberals, it is our fundamental belief that unions have, and continue to play, an integral role in the growth and strength of the middle class in this country...”

**-Trudeau**

The newly elected Liberal government led by Justin Trudeau promises to repeal Bill C-377, which is the last piece of legislation passed by Canada's Senators under Stephen Harper's Conservative Party.

“I am deeply disappointed that Stephen Harper's Conservative Senators have rammed through Bill C-377, a direct attack on Canadian workers and an attempt to weaken Canada's labour movement,” said Prime Minister Justin Trudeau in a press release prior to the recent federal election. “A Liberal government is firmly committed to repealing this deeply ideological and highly partisan legislation. It serves no demonstrable public good or necessary policy objective.”

The Liberal's defeated the ruling Conservative party on Oct. 19 with a majority of 184 seats. The Conservatives are now main opposition party with 99 seats and the New Democratic Party were relegated to third-party status with 44 seats.

Canada's Senators voted on June 30 to pass Bill C-377 into law, despite the fact the amendments to the Income Tax Act are sweeping, broad and idiotic.

C-377 requires a ridiculous level of compliance from labour organizations and trusts. It forces unions, labour organizations, labour federations, organizations comprised of different unions, labour trusts and professional associations to publically report all expenditures of more than \$5,000 and itemize exactly what the money was dedicated to.

Everyone's salaries, everyone's timesheets and all contracts will be made public. This places an enormous burden on the bureaucratic structures of the labour movement.

The legislation is a form of political harassment rather than an attempt at transparency. And, it was passed by people who either don't understand or don't care how burdensome it will be to implement; not just for labour organizations but also for the government.

But, the Liberal party appears to understand that the measure is an attack on all union members and their freedoms of assembly and association.

“As Liberals, it is our fundamental belief that unions have, and continue to play, an integral role in the growth and strength of the middle class in this country,” said Trudeau. “We will work in partnership with Canadian workers to ensure they have a real and fair chance at success.”

The recent election demonstrates clearly that it's easier to involve oneself in the affairs of a union than to change the course of the federal government and taxation policy. In contrast, union leadership present financial documents and members debate them.

The reality is C-377 is meant to stop unions from engaging in political action despite the fact that unions only exist to engage in political action. Fighting for fair and decent working conditions is a political struggle. Prohibiting them from taking political action is to stop unions from doing what they exist to do.

It's easy to see why the Harper Conservatives hate unions. Unions were the final major roadblock in their misguided campaign to fully transform Canada. Unions demand rights for working people, decent wages and benefits, all which constitute barriers towards full-scale and unregulated resource extraction and international trade deals.

Unionization and labour rights are fundamental within a free and democratic society. The ability of working people to gather, elect their own leadership and direct their own political campaigns is a tenet of democracy. It is the membership who has the right to make demands of the leadership; no one else.

And if there exists problems within the organization of the union, it is the membership who has the right and the responsibility to fight for change internally; no one else.



## CMAW Carpenters help to provide spark for BC energy demand

CMAW carpenters and scaffolders are working to help install two new generating units into existing but unused bays, at the Mica dam, which is a power generating station on BC Hydro's Columbia River system about 135 kilometres north of Revelstoke.

"The carpenters on this project have been instrumental in meeting the specifications and expectations of BC Hydro, said Graham Fenwick, BC Hydro Project Manager/ Construction Manager. "The workmanship is high quality. Their work has significantly contributed to the success of the project, while ensuring the Province has the electricity it needs."

The Mica dam is located near the remote Big Bend of the Columbia River at the junction of the Monashee, Selkirk, and Rocky Mountain Ranges.

Carpenters from CMAW Local 1346 Thompson Okanagan and Local 2300 Castlegar have been involved in the installation of the two final Generating Units, Numbers 5 and 6, since 2011.

The \$714 million upgrade involves the construction of concrete draft tubes, concrete embeds for the turbines, access scaffolding and support services for other trades-persons. Unit #5 has been operational since fall 2014 and Unit #6 is predicted to be completed on time and on budget for fall 2015.

The installation of two new German built 500 megawatt Francis turbines will add about 1,000 megawatts of electricity to the grid. This is enough electricity to power 80,000 homes. The new turbines will increase the power production capacity of the facility to 2,805 MW, which is the highest of any hydro generating facility in BC. The project was designed to ensure that BC continues to have the electricity it needs, especially during periods of peak demand. With steep terrain and lots of snow in this unique geographic location, the Mica generating station can supply up to 15 percent of British Columbia's electrical power requirements. At 243 meters, the Mighty Mica is the tallest dam in BC.

As winter approaches and the work winds down, tool cribs and trailers are disassembled. Highway 23 from Revelstoke returns to its

status as a road less travelled. The tradesmen and women who worked on this unique project can be proud of their contribution to securing the energy requirements for future generations.

Co-operation amongst union workers employed under the Multi-Trade Allied Hydro Council/ Columbia Hydro Constructors (BC Hydro) Collective Agreement has been instrumental in ensuring the project's success, providing stability and predictability for both Contractors and Labour.

Construction on the dam originally began in 1967 and was completed in 1976, with four 500 Megawatt turbines and reserve capacity for two more in the powerhouse facility, which is built entirely inside an adjoining mountain.



Mica Dam, at 245 meters is the tallest dam in British Columbia.

## David George Flynn Annual Bursary Program

Construction, Maintenance and Allied Workers Canada (CMAW) has dedicated an Annual Bursary Program to honour the memory of Dave Flynn, who played an important role in the carpenters union's struggle for independence.

CMAW is offering an Incentive Bursary in the amount of \$500 to qualifying apprentices and \$1,000 to the applicant with the best essay. The bursaries will be awarded to six successful candidates each year, with one going to each district area.

Applicants can be enrolled in an academic institution, commercial, technical, vocational or art programs.

To apply for the bursary, the applicant must submit a 500 to 1,000 word essay which focuses on some aspect of trade unionism, such as history, politics, economics, social reform or a personal history of a trade unionist.

The essay should be in proper essay style and include references and bibliographies. The winning essay will be selected by an impartial jury.

Please contact your local union to see whether you are entitled to apply for the Bursary. The application form can be downloaded at <http://www.cmaw.ca/members-info/scholarships-and-bursaries>.

David (Dave) G Flynn was a resident of Pitt Meadows and a Pile Driver/Bridgeman by trade. He worked on projects across BC. Brother Flynn was elected as a Secretary Treasurer of CMAW in 1990, which was previously known as BC Provincial Council of Carpenters.

During the founding of the CMAW and the breaking away from the American Carpenters Union, Flynn was a quiet leader with great determination and deep sense of right and wrong.

BC carpenters voted to establish a new Canadian construction union and break away from their US-based international union in 2007. Flynn helped guide CMAW along the path to becoming an independent Canadian Union. Seventy-six percent of BC Regional Council of Carpenters' 5,000 members voted to separate from the United Brotherhood of Carpenters and Joiners, which is based in Washington DC.

This vote was a clear demonstration that the members of the BC Carpenters Union were determined to control their own destiny. They demanded the right to elect their own officers and negotiate collective agreements.

Unknown to many, Flynn had his own personal struggle, which involved a battle with Leukemia. The disease eventually claimed his life on April 26, 2005 at the age of 51.



## Always & Never

Popular Mechanics visited hardware and home-improvement stores in Lawrence, Kan. (the centre of the world, according to Google Earth), to ask patrons what their dad told them always – or never – to do.

### ALWAYS



Use safety goggles.

You only have one set of eyes.

**William Byrn, 43, electrician**

Take lots of breaks. Fatigue makes for hammered thumbs – or worse.

**Mick Cottin, 26, student**

Stick with your initial design idea. It's bound to be the best one.

**James Bruner, 24, hot-rod specialist**

Read the directions. Then, if you can't get the thing to work, read them again.

**John Ferguson, 55, engineer**

Clear sticks from the lawn before mowing, or one might end up in your shin.

**Brandon Beauchaine, 24, DJ**

Follow the manufacturer's specs for servicing your vehicle. You'll save money.

**Neil Wakefield, 61, auto service shop owner**

Lubricate mechanisms regularly to ensure their longest possible life.

**Chase Hager, 22, Navy reservist**

Arrange split logs like a teepee for a fire that starts fast and burns hot, because of the updraft.

**Haley Damele, 20, student**

Carry jumper cables, because you never know.

**Patrick Horne, 22, student**

### NEVER



Force a stuck bolt. Apply penetrating oil and remove the bolt later instead.

**Josh Chesser, 22, salesman**

Buy a brand you haven't heard of. Unknown products earn their obscurity.

**Michael Watson, 31, auto parts store assistant manager**

Change your oil without always changing the filter.

**Bryan Holmes, 18, student**

Leave your gas tank less than half-full. Think: clogged injectors.

**Kaitlyn Crowley, 25, student**

Travel without a survival kit: first-aid, water, matches, duct tape, a tow rope.

**Rachel Schultz, 22, waitress**

Bite your nails while plumbing.

**Aaron Lamer, 23, hardware clerk**

Fish in the same spot for more than 5 minutes if you haven't gotten a bite.

**Leo Rojo, 37, landscaper**

Change a lightbulb with the switch on.

**Ashley Cisneros, 20, student**

Depend on others for anything but the most difficult, big, dangerous, or complicated jobs.

**Jessica Brockman, 18, restaurant cashier**

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