



The Comp-Ten REPORT

NOVEMBER 2011

Story ideas and comments for the Comp-Ten Report can be submitted to: comp10report@bcgeu.ca

Highways extensions and bargaining

by Mike Nuyens,
Chairperson of Operational Services, Component 10



NUYENS

As this newsletter goes to press I can tell you that extensions are still being looked at by the government and the highways contractors. The union has been in communication with all the parties involved to make sure our issues are front and centre. This is a challenge because the union is outside the process. However, at meetings with the respective sides we are able to move your issues forward.

Yes, the rumour mill continues to work overtime, but until you hear it from your union representative, please remember it is just a rumour. The union circulated a bulletin a couple of months ago about the process, which is posted on our web page and many union bulletin boards around the province. Please take the time to read it or get in touch with your local chairperson. We will continue to keep the members updated as we move forward in this process.

This leads me into the next topic: highways bargaining. A number of committees have met with their negotiator assigned to do highways bargaining and notices of bargaining have been

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Bargaining 2011

by Jim Manson, Bargaining Council Chair

As we head into bargaining a lot will depend on what the provincial government decides to do when the contracts between maintenance contractors and the province expire. We have met with the Roadbuilders Association and presented realistic proposals.

We have outlined several issues that should be pursued at a sectoral table, including wages, term, benefits and additional regular positions. We also identified the need for local tables to negotiate local issues and will have the ability to go to a sectoral table if and when the government announces its plans for high-

ways maintenance in our province.

As we go forward into the next round of bargaining we must keep in mind this could be our last contract with the present employer if the Liberal government decides not to grant successorship or a contract extension.

We will keep everyone posted as to what is going on. There are a lot of rumours floating around right now. The best way to get the facts is to stay in touch with your Bargaining Committee. They will be able to tell you what is really happening and what we all have to do to get a fair collective agreement.



Component 10 Chair Mike Nuyens meets with members at the Fernie highways maintenance yard.

Remember to check www.bcgeu.ca often for Component 10 news!



AirCare Update

by Dave Cumming,
Local 1003 Chairperson

The provincial government has still not made a decision on the future of the AirCare program.

The AirCare program has been extended for one year until the end of 2012. BCGEU members signed a one year extension to their collective agreement. The agreement is for a zero percent wage increase with a signing bonus payable on a separate cheque in early December of this year.

AirCare ought to be expanded not eliminated. A majority of Metro Vancouver mayors have expressed support for AirCare and we hope the AirCare review process will be an opportunity to discuss the future of the program and a chance to recommend improvements.



Protrans members voice safety concerns

By Dave Cumming,
Chair BCGEU Local 1003

On Friday September 23rd Selena Kongpreecha and Kay Sinclair, BCGEU staff representatives, and myself met with the Protrans members in Richmond.

The members were updated on the status of their mediated settlement. They expressed concern around health and safety matters including working alone, response times in case of emergency, long periods of time on their feet without a break, violence in the workplace, etc.

There are also issues around scheduling, understaffing, members being required to work three 12 hour shifts in a row, and different managers interpreting the collective agreement differently. Selena and the bargaining committee are working hard to establish a functioning labour/management committee and JOSH committee. The committee left to right is Shant Khachadur, Kirsten Campbell, yours truly (not a member of the committee), and Lana Vincent.

Fishing for a Cure!

by Kelly McDonald,
Local 1006 Chairperson BCGEU

The British Columbia Neurofibromatosis Foundation held their 2nd annual fishing derby and fundraising event on August 20 and 21 at Crystal Lake in the Caribou. Several BCGEU members participated in the event.

One of the member's daughters, 6 year old Rheanna Parks, has been fighting this disease all her young life and events like this are needed to help with the extra

expenses which can be very difficult to deal with at times.

Rob and Traci Parks have expressed their gratitude to all those persons who donated and are only too happy to explain what Neurofibromatosis really means.

A good time was had by all and I look forward to next year's fishing derby.

For more information on this please go to the website at: www.bcnf.bc.ca





BC Federation of Labour photo

Women of the union

by Sandy Fellers, Local 1010
Chairperson BCGEU

The Summer Institute for Union Women is organized by the B.C. Federation of Labour. This year it was held in July at the University of Victoria campus. It was a great experience with many opportunities to learn and grow. The Institute is a way for women from many unions to learn together and network. Workshops filled the days, including workshops on leadership, communication, designing campaigns and building community partnerships.

Late afternoons were spent in one of the following: Taiko Drumming, Resistance Drumming, African Dance, Telling our Stories, Flashing Your Mob and Joining Women's Voices.

Participants also watched the Canadian documentary "The "F" Word", took a bus tour of Victoria and took part in solidarity events in Victoria Harbour including a flash mob by the Empress Hotel.

The Saturday morning was spent listening to a panel of guest speakers, including Barb Byers, Vice

President of the Canadian Labour Congress, Michelle Laurie, President of the International Brotherhood of Electrical Workers, Kathy Corrigan, MLA for Burnaby-Deer Lake, and Jeanette Ashe from the Department of Political Science at Douglas College.

Listening to these women speak was an inspiring and eye opening experience.

The Institute was enjoyed by participants from all around the province and definitely enjoyed by this participant.

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sent to numerous employers around the province. The union will be setting dates with employers very shortly and we will be bargaining and setting goals this year. Yes that means that most tables will begin bargaining this winter. Of course this creates interesting and challenging times for us all, including the employer, the ministry and the government.

Please watch your union bulletin board or sign up to get bulletins sent directly to your home email. You can add or update your email address by clicking on the "change of address" link at the top right of the BCGEU web site.

And of course you can always talk with a member of your bargaining committee.

Meet your component executive



From left to right: Fred Street (1005), Dan Cross (1002), Kelly McDonald (1006), Kevin Staneland (1008), Dan Danroth (1011, has resigned), Mike Prystae (1009), Rory Smith (1004), Jim Manson (1008), Frank Carter (retired chair local 1002), Mike Nuyens (Chair, 1007), Keith Jansons (1007), and Dave Cumming (1003).

Training for BCGEU Pension Trustees

By Kelly McDonald,
BCGEU Pension Plan Trustee

September 8th and 9th were two intense days of pension trustee training for Rory Smith, Jim Manson and myself from Component 10 along with new BCGEU Treasurer Stephanie Smith and Staff Representative Brian Schramm. Together we participated in Advanced Trustee Management Standards through the International Foundation.

Besides learning about good governance, selecting investment managers and case studies, we had the opportunity to mingle with other trustees from across the country and hear how things are done with their plans.

The training was focused on defined benefit plans and was extremely useful information for our plan which is a defined contribution plan.

With the Board of Trustees now looking at the potential of establishing a targeted benefit plan, I felt the training was useful in assessing the pros and cons of converting to a different design.

With respect to our BCGEU plan, the markets are once again all over the map on a daily basis. It is important to remember we have a diversified portfolio in the plan in an effort to reduce the impact of up and down markets on the plan assets. This diversification helps to soften the effect on members' accounts.

Our plan unit value year to date as of July 2011 was 449.817403. Year to date as of July 31, the plan was up 0.39%. The one year annualized return (Aug. 2010 to July 2011) was 8.42%.

Without question, markets have been softer since the end of that

time and we will be receiving updated values at our upcoming Trustees meeting. Longer term the plan had an average annual rate of return of .91% for five years, 3.8% for ten years, 5.9% for fifteen years and 7.07% over the last 20 years.

Finally, I would encourage all temp and auxiliary workers to look at their collective agreements to see how they can also be part of the plan if not already enrolled. The normal formula for an employee to join the BCGEU plan is that the employee must have worked two consecutive years and reached the threshold of 35% of the YMPE in each of those years. This is approximately \$16,905 for 2011. For those employees who are not sure I would advise they contact a Plan Trustee or Barbara Whitear at Aon Consulting.



Make sure you're able to receive regular email bargaining updates. To update or add your email address visit: www.bcgeu.ca/email

RETIREMENT

Local 1006 Members Retire

by Kelly McDonald
Local 1006 Chairperson BCGEU

Long time highways maintenance workers and union activists Jim Thompson from Clinton and Max Gillis from Lillooet have decided to hang up their hard hats.

Both members were Shop Stewards and members of the Occupational Health and Safety Committee. Jim was also on the Bargaining Committee.

I will surely miss the both of them and would like to thank their spouses and families for the time away from home that both Max and Jim gave the union.

All the best for the future Brothers, you deserve it!

WORDSEARCH

U Q A P O N O I T A I T O G E N Q J W T
 U C U E J I G V I C E O V E R T I M E P
 C W S J P S V W D I S L Q I O K S Z P E
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 B S T A F F P Y S A C O L L E C T I V E

Representation

Employees

Wages

Steward

Leave

Sisters

Grievance

Collective

Arbitration

Vice

Brothers

Benefits

Staff

Severance

Meetings

Increase

Agreement

Union

Bargain

Overtime

Chair

Vote

Vacation

Management

BCGEU

Negotiation

Pension

Rights





COMPONENT 10

Young Worker Steps up to the Plate

As the newly appointed young worker representative for Component 10, I am looking forward to member-to-member meetings and worksite visits where I can go out into the field and meet other young workers in Component 10.

I also sit on the Provincial Executive Young Workers Committee and am available to take questions from young

workers throughout BCGEU.

Besides my work with young workers, I am the Bargaining Committee Chairperson for Mainroad Howe Sound Contracting. If you wish to contact me, my email address is: TylerDhensaw@gmail.com.

In Solidarity

Tyler Dhensaw

OBITUARIES



Derrick Slaaten

1970-2011

Derrick was an inspector at Envirotest Canada from 1992 until his tragic passing on August 20. Derrick began his career at the Langley location and his final posting was in Abbotsford where he lived. He was a high energy guy and was always in motion.

Derrick was an avid gardener and studied horticulture and had a very inquisitive mind when it came to gardening. The owners of the nursery where he was a regular customer said they learned a lot from Derrick.

He also enjoyed camping and generally being out and about in nature. An ice cold beer was also one of Derrick's favourite things. He will be missed by his family, friends and co-workers.



Donald Brittain

1938-2011

Don started with Ministry of Transport and Highways in 1965 and continued until privatization when he transferred over to the scales and worked there until retirement.

Don touched the lives of many as a foster parent, coach, 4-H leader, a member of Arrowsmith Search and Rescue, the local agricultural community, French Creek Community School, and a friend and mentor to many.

He was a founding member of the Coombs-Hilliers Fire Department and Fire Chief for nearly two decades and remained an active member for 45 years until his passing.



Robert Atkins

1947-2011

Longtime highways worker Robert Atkins passed away August 16.

"Big Bird" or "Big Robert" as he was known by his friends will be missed by all those that knew him.

Robert worked for Interior Roads Ltd. (100 Mile House) until 2006 at which time he decided to retire and enjoy the dream of travelling in his RV with his wife Diane, which they did for a number of years.

Our deepest condolences go to Diane, Robert's family and his close friend Ron Benson and the many, many others in the highways maintenance industry who knew him. He will be greatly missed.