



Go easy on your stewards p.4 • The worker's role in worksite incident investigations p.7
Report & pics from the BCFED convention p.8



L-R: Maddie Swaile, Mark Taylor, Joe Pendry, Danny Campbell, Kelly McDonald, Rory Smith, Jim Kastrikoff.

New ways to bring member voices to the table in 2023

From the everyday stress that comes with the out-of-control cost of living, to continued issues at work leading to more stress and burnout, 2022 has been a challenging year for many. The component leadership has worked hard to address these challenges and your local chairs have continued to bring your concerns forward to each component meeting. As always, our ability to push for change comes down to the participation of the membership. That's why throughout the year we've also led a number of initiatives to get information

out to you more efficiently, and to provide more opportunities to get involved.

At the beginning of 2022 the component elected component committees for new three-year terms (you can see all component committees here: www.bcgeu.ca/component-10-executive).

The two biggest asks to the committees this year were (1) the creation of our first OHS conference tailored to our membership which took place in September (see page 5), and (2) the creation of another highway

safety audit campaign. There's a lot more we can do—it's just a matter of time, money and bringing your ideas to the component through your local chair.

The component meeting in June was preceded with a week of member to member (M2M) worksite visits in locals 1001, 1002, 1005, 1007 and 1008. In each of these areas the local chairs were paired up with a senior activist to engage with the membership. This format saw engagement above and beyond the normal M2M visits done by locals this year, and we plan on doing more in 2023 to continue making those connections.

If you want your local chair and staff person to visit your worksite or yard, just reach out and make a request.

We are also working on ways to better report out on meetings, and to get information to you more directly. To do this the component communication committee has been exploring the idea of producing a podcast, or another form of digital media, that will help make information even more accessible to members.

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The ways we engage must also reflect the changing face of our membership (and component executive) when it comes to communication methods, educational & training requirements, and creating ways for all members to participate in BCGEU activities. On the one hand we are seeing some members work longer and retire later – but we are also seeing an influx of younger members, more women and workers from more diverse backgrounds.

Finding more meaningful ways to communicate and generate

more member participation is critical to our component's ability to advocate for better working conditions. Whether it's speaking up to recommend agenda items for a labour management meeting, requesting a worksite visit, becoming a mail contact, a shop steward, an OHS committee member, or running for your local executive—it all builds community and strengthens our relationships across the membership. As we continue working together and preparing for future challenges, strong communication means better outcomes whether it's taking on labour management issues, grievances, reopeners, or upcoming bargaining as well.

I look forward to another busy year in 2023 and encourage those who've been thinking about getting involved to join us.

*Rory Smith, Vice-President
Operational Services*



RECRUITMENT & RETENTION

Recruitment and retention continues to be a prominent and real issue across all Component 10 sectors.

The solution remains under the control of employers, and we recognize they are limited by contract funding restrictions and the terms of our collective agreement. However, staff shortages and ever-increasing demands on workers are not sustainable.

This issue continues to be discussed at joint meetings with road builders and ministry staff to find solutions.



Jim Manson, longtime activist and pension plan trustee retires on November 8, 2022 from the Board of Trustees of the BCTBPP. Congratulating him is Rory Smith, Chairperson of the Board of Trustees, followed by Kelly McDonald.



A blast from the past, an old snowblower used on B.C. highways.

LOOKING BACK ON A CAREER IN ROAD, BRIDGE AND HIGHWAY MAINTENANCE IN B.C.

After 45 years of doing road maintenance, I have learned a few things about the job.

I started back in 1977 and my job then was very similar to what is being done today. Things were simpler, and the equipment didn't have all the high-tech do-dahs that it does today, but the job got done. Tandem trucks were a rarity and most of the work was done with single-axle trucks and graders that beat you like a boxer on the losing side.

The trucks we used were less complicated but in the long run, they broke down less. And as things were manual, they were much easier to repair when needed.

Today's computerized equipment requires mechanics with specialized training to diagnose issues and then fine-tune the equipment so it's ready to go back to work. I guess I'm like every generation that comes through their career reminiscing about how good the 'old days' were, but I think most long-term employees would agree: instead of making work easier or simpler, technology has made it more complicated.

Who knows what the future will bring in road and bridge maintenance, especially as the effects of the climate crisis create enormous new challenges with more extreme weather and longer



Pritchard, B.C.

wildfire seasons. But as we've already seen after the November 2021 atmospheric river that heavily damaged roads and bridges on multiple B.C. highways, we can respond by building even more resilient infrastructure for the future. And that's what we as maintenance workers should think about with pride, we are the ones who make highways safe for our families, our friends and people we do not even know.

Finally, the standard of road maintenance we are able to deliver depends on well-resourced contracts. I've worked with others on many campaigns and initiatives over the years to advocate for those resources through our union. By getting involved in this work, members benefit from the experiences and friendships they make along the way.

It's been a good career and I encourage young workers that are just starting out to give it a chance and you might one day say the same thing.

One last piece is that some will say "well I can go here, or I can go

there and make more money than I can in highways" but in the long run, it's my experience that road maintenance is almost recession-proof. Labour conflicts do happen, but they get resolved and everyone goes back to work while other industries do not have that luxury. Many of them depend on world market prices or political climates and are not always able to ride out a recession like maintenance can. Sawmills, pulp and paper mills and mines are up and down, oil is on and off, and logging ebbs and flows. But road maintenance is still here and will always be as long as the people continue to use the infrastructure.

Over the decades our union and the workers have fought hard for the gains we've made in highways—but the fight is never really over. So don't let your guard down, don't be intimidated, stand up for your rights, and get involved with our union and you too will have a good career.

*Kelly McDonald
2nd Vice-Chairperson
Component 10*



GO EASY ON YOUR STEWARDS

I'd just like to take a moment to not only thank all of our shop stewards, but to let the members know it's not an easy job. Stewards do all the work on their own time.

Stewards are not compensated for the time they put into your grievance. All the phone calls between you, your steward, the staff rep and the company are done almost exclusively on their own time. The exception being when management talks with them while they're at work.

They do this job for nothing because it's important for them to help the members and to the extent they can, make sure both sides follow the collective agreement.

So next time you're frustrated with the progress (or lack) of your grievance, try to remember they're doing their best. Thanks again to all our stewards!!

Regards,

Michelle McKenna Feltren
Chair, Local 1005

BCFED Convention 2022

Left to right: Mark Taylor, Maddie Swaile, Kelly McDonald, Rory Smith, Jim Kastrikoff, Joe Pendry and Danny Campbell.

COMPONENT 10 REPRESENTED AT THE BC FEDERATION OF LABOUR CONVENTION

Representatives for Component 10 attended the 60th Convention of the BCFED from November 21 to 25, 2022, at the Vancouver Convention Centre.

The theme was 'Workers Front and Centre' and they titled that correctly. Workers from all over the province, and even some from other provinces, attended this convention which debated and passed historic constitutional resolutions that will result in some exciting and progressive work over the next two years on behalf of all workers. The summary of proceedings should be posted soon at: bcfed.ca/conventions.

If you have never attended a large convention before, this would be a good one to start with as there were over a thousand delegates

from all unions in B.C. gathered in one spot. Pretty impressive!

Elected officials important to the labour movement also attended such as federal NDP Leader Jagmeet Singh, former premier John Horgan, Labour Minister Harry Bains, Premier David Eby and many others. April Sims (Secretary Treasurer of the Washington State Labor Council, AFL-CIO) visited as well.

Grand Chief Stewart Phillip, President of the Union of BC Indian Chiefs (UBCIC), also addressed the delegates and spoke of the need to renew the partnership between labour & Indigenous peoples which received a standing ovation.

Overall, I think delegates were very pleased with the convention and what was accomplished, including a changing of the guard so to speak with newly elected president Sussanne Skidmore and Hermender Singh Kailley as secretary treasurer.

Kelly McDonald
Chair, Local 1006



OHS CONFERENCE REPORT

The component Occupational Health & Safety (OHS) committee presented a request to create, fund and supply an OHS conference done specifically by a component targeting their specific issues. The conference was held September 22, 2022 and supported 54 participants in a one-day education session.

Members representing most areas of the province attended and agenda items included:

1. OHS rights, bullying and harassment
2. Live loads and employers' responsibilities
3. Silica exposure
4. Shift work and fatigue
5. Moving committee issues to resolve

The component committee is chaired by Michelle McKenna Feltren, vice chaired by Jim Kastrukoff, and the staff assigned to component is Wendy Mah. These three people along with many other staff and support helped put together this conference along with presenters, travel and all the material required.

This conference was also held in the memory of Randy Sandburg,



a component executive member who passed away in a workplace accident on November 10, 2021, only months away from retirement. He was remembered by the component executive as one of the kindest, most hardworking and caring people we had the privilege to know. His son Travis came to the conference to talk about his father's life, his ethics, his mentorship in life and the events of the day

Randy passed away. The accident is still waiting for the final report form WorkSafeBC to determine the causes.

Overall, the members that attended had overwhelming positive comments and want to see more conferences like this for our members in the future.

*Rory Smith, Vice-President
Operational Services*

INTERESTED IN LEARNING MORE ABOUT OHS OR TAKING TRAINING?

Our union's OHS department develops health and safety courses, trains worker facilitators, schedules courses, and supports their delivery. Overall, the BCGEU puts on almost 250 OHS courses, training about 3,000 people each year. Visit ohs.bcgau.ca to find news, details about courses, and lots of useful OHS resources.



PROFILES



Hello brothers & sisters my name is **James Kastrukoff (Jim)**. I'm the Local 1009 chair from Grand Forks, B.C. for Yellowhead Road & Bridge Boundary.

I have been employed in the highways sector since September 1992 as an auxiliary and then full time status since Jan 27th, 1997 as a bridgeman.

For almost all of my working career I have been an active member in the BCGEU. I have been elected to a lot of different positions on the local executive, labour/management committee, bargaining committee, OHS committee and the component executive committee, cross component committee and West Kootenay Labour Council Committee. I do very much enjoy working for our local members while also having fun and laughter with my wife Marcella, married 30+ years. I also enjoy golfing with my buddies and restoring my grandfather's 1959 Chevy truck.



My name is **Maddie Swaile** and I live and work as a machine operator for Emcon Service Area 18 in Quesnel, Local 1006. I am a young worker and I love my job. When not working my husband Dustin and I live on a rural property. I enjoy raising and riding horses in my off time and feel very privileged to have been asked to represent young workers in Component 10 at the recent BCFED Convention in Vancouver.



My name is **Lee Stone** and for several years now I have worked at Emcon in Quesnel as a machine operator, and for the last year as



a grader operator. I'm currently serving the BCGEU as 2nd vice-chair on our Local 1006 executive. I'm also our union-appointed JOHS representative, I sit on the Area 06 component committee and I serve as shop steward for my fellow workers. I recently had the privilege of visiting many worksites in area 1006 from Bella Coola to Lillooet.

This experience has given me a newfound respect for my fellow union brothers and sisters and insight into the importance of having a strong voice in Local 1006. Union members before us fought hard to win the benefits we all enjoy in our collective agreement today, but the fight is not over – holding our employer to that which they agreed to in our collective agreement is our ongoing work. As our members continue to face many challenges, from worksite concerns to the cost of living, members in Local 1006 will have a voice in myself that will stand up for all workers and try to help ease some of those challenges.

On the BCGEU Member Portal you can find your collective agreement or get news and updates.

NOT SIGNED UP YET?

Visit my.bcgau.ca/signup to join today!



THE WORKER'S ROLE IN WORKSITE INCIDENT INVESTIGATIONS

Following a worksite incident, it's our shared responsibility to use what was learned to expose hazards in our operations and shortcomings in our safety and health programs. Employers and workers can identify and implement the corrective actions necessary to prevent future incidents while increasing safety awareness.

Worker participation is central to a proper incident investigation, here's what you need to know.

What to investigate

- There is serious injury or the death of a worker.
- An injury requiring a worker to receive medical treatment beyond on-site first aid.
- A situation where the worker was not injured, but there was the potential for causing serious injury to a worker. This is considered a near miss.
- A major structural failure or collapse of a building, bridge, tower, crane, hoist, temporary construction support system or excavation.
- The major release of a hazardous substance.
- A fire or explosion that had a potential for causing serious injury to a worker.
- Any other incident required by regulation to be reported i.e. blasting incident.

An instance of a vehicle accident occurring on a public street or highway does not require an



investigation but could still be beneficial for the committee to establish causation factors which led up to the accident.

Who should investigate

Under Section 70 of the *Workers Compensation Act*, an investigation must be carried out by persons knowledgeable about the type of work involved. Employers are responsible for conducting investigations and OHS worker representatives have the right to fully participate in these investigations. Participation includes viewing the scene of the incident, providing advice respecting the methods, scope or any other aspect of the investigation.

Timeline for investigations

For any of the above circumstances, an employer must conduct a preliminary investigation within 48 hours of the incident and complete a full investigation within 30 days.

A report of the preliminary investigation must be provided to the joint committee and posted at the workplace. A report of the full investigation must be submitted to WCB within 30 days of the occurrence of the incident and

provided to the joint committee with a summary of the report posted at the workplace.

If you are an OHS representative at your worksite, you're encouraged to take the BCGEU Incident Investigations training. Once you have completed the training, you will be better positioned to participate in an incident investigation at your worksite.

Visit ohs.bcgeu.ca to view the OHS courses scheduled in your area or contact your worksite OHS representative or your local area office for information.

Incident vs. accident report

Division 10 of the *Workers Compensation Act* defines "incident" as a situation which includes an accident but also includes a situation which had the potential for causing an injury or occupational illness. An "accident" is defined as a loss to people, equipment and/or property.

The term accident also suggests an event that was random and could not have been prevented. However, we know nearly all worksite fatalities, injuries, and illnesses are preventable incidents.

CONGRATULATIONS SUSSANNE SKIDMORE PRESIDENT

BC FEDERATION OF LABOUR 60th Convention | November 21-25, 2022

Seven delegates from Component 10 attended the 60th BC Federation of Labour Convention. Throughout the week they took part in discussion and debate about solutions to the challenges workers are facing—in our component, our union and in the labour movement around the world.



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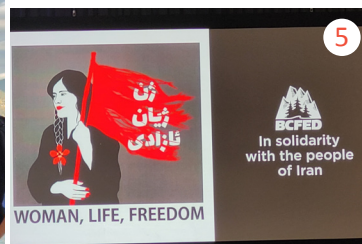
1. BCGEU member Sussanne Skidmore was elected as president, becoming the first out, queer woman to ever hold the seat. Her running mate Hermender Singh Kailley became the first secretary treasurer of South Asian decent.

2. Premier David Eby.

3. John Horgan and Kelly McDonald.



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4. L-R: Maddie Swaile, Mark Taylor, Joe Pendry, Danny Campbell, Kelly McDonald, Rory Smith, Jim Kastrikoff.

5. Image from a very powerful presentation from an Iranian delegation.



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6. L-R: Danny Campbell, Kelly McDonald, Joe Pendry, Rory Smith, Jim Kastrukoff, Mark Taylor.

7. BCGEU president Stephanie Smith and Joe Pendry.

8. Kelly McDonald and Premier David Eby.

9. BCGEU treasurer Paul Finch calling on Vancity members to advocate for a democratic elections process for the Vancity Board (campaigns.bcgau.ca).

10. Ray Haynes at 94 years old recognized as the eldest living former BCFED officer.

11. Component 10 delegates at work.



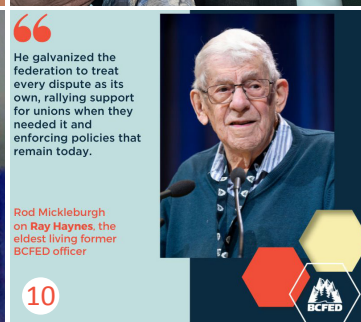
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“He galvanized the federation to treat every dispute as its own, rallying support for unions when they needed it and enforcing policies that remain today.”

Rod Mickleburgh on Ray Haynes, the eldest living former BCFED officer



11

RETIRED

/re'ti(e)r'd/

1. The ability to do what I want when I want.

See also: 'Not my problem anymore'



Jerry Prescott
Local 1007

This Area 13 grader guy parked his grader for the last time on October 27, 2022. Jerry started with the BC Department of Highways in November 1980 as an auxiliary and was full time by 1981.

He has worked with some of the best and has plenty of memorable experiences from his 40+ years on the job and five contractors (VSA, Emcon, Argo, JPW and AIM).

Al Wimmer
Local 1006

Doug Savery
Local 1002

Doug retired from active service in Service Area 2.

Walter Yofonoff
Local 1009

Walter retired from the New Denver yard (2000-2022), on July 29th.



Jerry is pictured in the blue vest, second from right.

John Priede
Local 1009

John retired from the Grand Forks yard after 24.5 years of service.

Don Hird
Local 1009

Don retired from the New Denver yard (2008- 2021) on February 25th.

Brian Gorgichuk
Local 1009

Brian retired from the New Denver yard (2012-2021) on February 2nd.

Jost Albrecht
Local 1009

Jost retired from the New Denver yard (2016-2021) on April 25th.

Wayne Yasinowski
Local 1006

Wayne, from Lilloett, B.C. receives a sign for his retirement to put in his mancave from Local 1006 chairperson Kelly McDonald (pictured right).

Barry Kornum
Local 1004

Barry, a machine operator in Abbotsford, retired from Emil Anderson Maintenance.

Paul Swetlishoff
Local 1009

Paul retired from the Winlaw yard (2019-2022) on July 1st.

Jim Lupul
Local 1006

Wayne Parks
Local 1006

Stuart Davison
Local 1006

Tim Cahill
Local 1006



Wayne Yasinowski and Kelly McDonald

IN MEMORIAM

With our deepest condolences to their families and co-workers, we say goodbye to those who passed away in 2021/2022.

Curtis Heddle

Local 1009

Curtis Heddle was born in Calgary, Alberta on June 7, 1962. He passed away suddenly from natural causes on Saturday September 24, 2022, at the age of 60. Curtis worked at the Birchbank yard from December 4, 2018 until September 2022.

Karl Nedved

Local 1006



Karl and Vicki Nedved of Bridge Lake

Karl worked for many years for Dawson Roads (previously Interior Roads). Karl and his wife immigrated from the then Czechoslovakia which is now the Czech Republic many years ago and made their home in Canada. First in the Vancouver area and



then in the Caribou and Bridge Lake where he and Vicki purchased their dream property in 1987. Karl was always ready to help anyone and had a strong opinion on everything. He was a hulk of man with the heart to go with it. I will remember Karl as a good friend and as the strongest man I had ever met in my life. One time he carried a cat grader blade in each arm to change blades on a grader. Those blades were at least a hundred pounds each. I just wanted to write something nice about this gentle giant of man who was loved and adored by all who met him. Karl passed away peacefully October 21, 2022. Deepest condolences to his wife of 48 years Vicki and to his son Karl Jr. and his daughter Michelle.

Rest in peace my good friend until we meet again.

Kelly McDonald

Garland Greig

Local 1006

Garland Greig was a TSS Mechanic from service area 16. He tragically passed away in September, 2022.

Jean "John" Vincent

It's with a heavy heart we offer our condolences on behalf of Component 10 on the passing of Lana Vincent's father John. Born June 19, 1932 in St. George, MB, he passed away September 13, 2022. John was a loving husband and father. He enjoyed working with his hands, a skilled craftsman who also loved to golf, dance, and travel the world. John was a quiet, gentle man who

believed in working hard and in trying to do the right thing. He will be greatly missed by his family.

Diane Joyce Anderson



On behalf of the component, I would like to offer our deepest condolences to longtime staff representative Frank Anderson on the passing of his mother in September. Frank left a lovely tribute on his Facebook page that with his permission, I'm sharing here:

"My mom grew up in an era where a woman's voice often was not heard. She was smart, determined, practical and fiercely independent. I've often wondered what she may have accomplished if she had been afforded the opportunities that the boys and men around her had. She left us late last night after a courageous battle with cancer. She believed in people and was a great encourager. She developed long lasting friendships with people across different generations and cultures. She touched hearts. Her legacy will live on in the hearts and actions of her children, 10 grandchildren and many friends and relatives."

I know that Frank has received comfort and support from friends and family as the months have passed. I wanted Frank to know his work family has been thinking of him too.

Kelly McDonald



Dear Members,

My name is Gregory Ould and I have been working on the Canada Line as an attendant for nearly 14 years and as such, a proud member of the BCGEU.

Blanket BC is a non-profit organization that collects and distributes blankets and warm clothing for shelter programs, Indigenous communities and families in need while promoting volunteerism. I started this organization with my son Ben who was only two years old at the time. Seventeen years later we have distributed over 550,000 blankets.

Every third week of November we host the "Blanket BC's Drive on the Line" event where we collect blankets along the Canada Line. The 12 times that we have hosted this event, we have collected over 100,000 blankets and 18,000 pieces of warm clothing – all of which have gone to the most vulnerable in our communities.

Although this year's event is over, we continually collect throughout the year, as well as monetary donations which are necessary to operate the organization. If you would like to donate to Blanket BC in any capacity, please visit us at www.blanketbc.org.

Wishing you a warm, loving and safe holiday season!

Warmest Regards,
Gregory Ould
Cofounder | CEO
Blanket BC Society



Left to right: John Dennis, Dustin Quigley, Rory Smith, Dease Lake yard road crew. September 13, 2022.



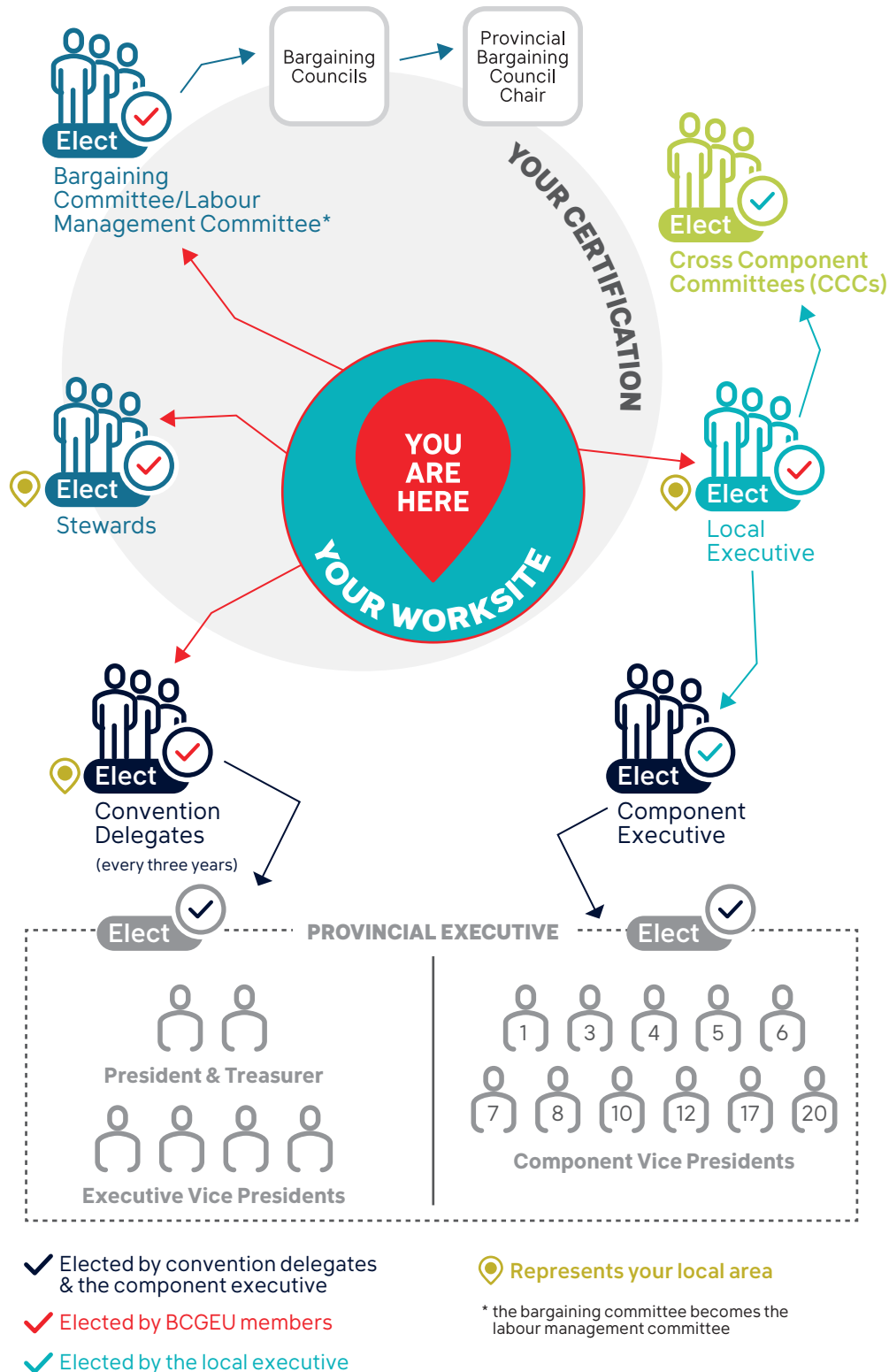
HERE WE GO AGAIN, ARE YOU READY?!



Cranbrook Highway Maintenance Yard, East Kootenay

Union structure

The diagram below illustrates where you fit into the overall union structure, and how stewards, bargaining councils and committees are elected along with the local executive, the component executive and finally the provincial executive.



Highway Collective Agreements

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

Agreement
 Contractors
 Negotiations
 Retention
 Training
 Bargaining
 Health
 Pension
 Retirement
 Union
 Benefits
 Members
 Recruitment
 Seniority
 Wages

COMPONENT 10 EXECUTIVE



Vice President
 Rory Smith
 (Local 1004)



1st Vice-Chairperson
 Lana Vincent
 (Local 1003)



2nd Vice-Chairperson
 Kelly McDonald
 (Local 1006)



Treasurer
 John Cantlon
 (Local 1010)



Recording Secretary
 Earl Haward
 (Local 1012)

Members at large:

Curtis Biech (Local 1011)
 Brendan Borba (Local 1004)
 Edward Brittain (Local 1002)
 Danny Campbell (Local 1002)
 Jim Kastrukoff (Local 1009)
 Michelle McKenna (Local 1005)
 Joe Pendry (Local 1008)
 Kevin Searle (Local 1001)
 Mark Taylor (Local 1007)

For Component 10 Executive contact information go to: www.bcgeu.ca/component-10-executive

Story ideas and comments for the Comp-Ten Report
 can be submitted to Kelly McDonald at 1006@bcgeu.ca