



BCGEU Comp-Ten Report

AUGUST
2025



Bargaining our future p.2 • Safety from the unknown p.3
Winning grievances p.7 • OH&S Conference p.8

Our newsletters are a collaborative effort from your component leadership, bringing together topics and updates that reflect our activities and plans for the future.

We are currently living in a divided world shaped by many factors – trade wars, economic instability, and rising costs affecting businesses and governments managing expectations and budgets. As Component 10 members, we often feel caught in the middle. We face increasing housing prices, soaring grocery bills, and higher day-to-day living expenses, along with limited access to medical, dental, and educational services. Depending on where you live, you may be experiencing many or all of these situations.

Your component leadership continues to actively listen to your concerns during worksite visits. We use your feedback to identify key issues needing attention and potential solutions. Your participation—whether as a shop steward, OH&S representative, local executive, or bargaining committee member—is crucial to shaping the future of your workplace, your local, and your component. This is your

future, and playing a role in shaping it can be an incredibly rewarding experience. We encourage you to get involved with our union!

One key reason for our ongoing worksite visits is to prepare for the next round of bargaining. Negotiations will focus on addressing member needs across the province. It's important that each area begins considering who will serve on their bargaining committee, which will be formed through member nominations.

We encourage all interested members to consider putting their name forward – whether from roads, bridges, mechanics, signs, or purchasing and regular or auxiliary. If there are more than three nominations in an area, all members will be informed of the candidates and an election will be held. Bargaining offers an important opportunity to make meaningful changes to our collective agreements. Learn more on page 2 from your Highways Bargaining Council Chair, John Cantlon.

Occupational Health and Safety (OH&S) remains a top concern at worksites. In October 2024, we held our second OH&S

Conference for committee members across the province, with higher participation than our 2022 event. The feedback was overwhelmingly positive (see page 8). Alongside OH&S, your component executive continues to create new educational opportunities for members.

At the June 2024 Convention, we welcomed new unionwide leadership: President Paul Finch, Treasurer Maria Middlemiss, and five Executive Vice Presidents. Together, they are committed to strengthening democratic processes across our union. We remain focused on building solidarity at every local and worksite, while ensuring your bargaining priorities are supported at the table. Earlier this year, you elected your Component 10 local chairs, who now sit on our executive and are now helping to lead the work of supporting member needs.

Our worksite visits will continue throughout the year, and I look forward to seeing you soon and discussing priorities for the upcoming negotiations.

In solidarity,

Rory Smith
Component 10 Vice President

BARGAINING OUR FUTURE: PREPARING FOR 2026/27

Those of us who participated in the 2016 highways bargaining process will remember it as a significant challenge. We navigated complex successorship issues to preserve long-standing rights such as employment security and seniority—key elements that have been negotiated over the past three decades. At that time, concerns were raised about the length of the collective agreement. Moving from a 5-year to an 8-year term was unprecedented. To ensure flexibility, reopener clauses were included to address specific issues during the agreement's term, including contracting out, bargaining unit work, and healthcare benefits.

While some reopener discussions resulted in progress, many did not. Several committees encountered stalled negotiations, and even attempts at mediation failed to bring resolution. As a result, some agreements remain unsettled, leaving areas of our collective agreements fragmented and contributing to growing member frustration.

Looking Ahead

During the summer 2025 member-to-member (M2M) yard visits, local chairs and component executive members heard directly from you. You shared your experiences with increased stress, bullying, aged equipment, shift pattern uncertainty, premature layoffs and other ongoing concerns related to our current agreements. These issues have

been documented and will shape the priorities for the next round of negotiations.

We are now preparing for a full bargaining in 2026/27. Your component executive, in partnership with BCGEU staff, is working to elect new bargaining committees. These committees will represent your interests and guide negotiations based on feedback gathered through surveys and ongoing engagement. All agreements will be brought back to members for ratification.

Next Steps

A key part of our preparation is ensuring we have a strong network of shop stewards. This past fall, many stewards were elected or re-elected. These individuals play a vital role in upholding our collective agreements, resolving disputes, and ensuring fair treatment in the workplace. However, it's clear we need more support in many yards. Recruiting, training, and mentoring new stewards is a top priority.

In the coming months, local meetings will be held in area offices or community venues. These meetings will address current issues, active grievances, and bargaining-related concerns. Your participation is essential, your voice matters, and your input will help shape a stronger agreement.

In early 2026, new bargaining committees will be elected. This is your opportunity to choose representatives who will best advocate for your needs. Prior

experience is not required; comprehensive bargaining training will be provided.

Throughout this process, your component executive will continue M2M visits and host local meetings to stay engaged and responsive to your concerns.

Moving Forward Together

No matter where you work from, remote northern regions to high-traffic corridors near major centers, your professionalism and dedication to highway safety are consistently evident. In all weather conditions, you continue to deliver essential services that keep our roads safe for the public and for one another.

While progress has been made, there is always more work to do. Lasting change can only be achieved through collective effort. Whether you are new to the sector or a seasoned operator, we share the same commitment to improving our workplace. Let's continue working together to secure a better future.

In solidarity,

John Cantlon
Provincial Bargaining Chair
1010@bcgeu.ca



SAFETY FROM THE UNKNOWN

While workplace safety is becoming more of a culture, and less of something that “has” to be done, there is still a large gap in the highways sector despite extensive safety processes and procedures.

We have Occupational Health & Safety (OHS) committees, safety officers, training, conferences as well as our union OHS staff. There are safe operating procedures for our equipment, tools, lifting, chemical usage and so on.

We have safety meetings on hot and cold stress, shift work, silica, violence in the workplace, WHMIS, and too many other things to list.

The companies we work for have their own procedures, and WorkSafeBC provides information and assistance with health and safety issues in the workplace.

Then there is traffic. We have traffic control manuals as well as Section 18 in the OHS regulation. These tell us what signs we need, where to place them, tangent distances, number of barrels and so on. The factors that help determine the placements are speed, type of roadway, site distance, volume of traffic, length of work and a few other things. And as the near misses and impacts with the public increase, the number of barrels and cones that need to be put out also increases.

Yet with all of this in place, there are still the unknown factors that place us at risk on



the roads. We are dealing with higher speeds, greater traffic amounts, impatience, entitlement, indifference and a lack of public knowledge about road projects.

And as this danger increases, it's workers that are expected to take the biggest risks to address it by placing more signs and equipment on the roads. I think instead we should start putting the onus on the motorists to increase safety when it comes to unknown factors. To create a better culture of safety on the roads, we need a shift in road user behaviour as well.

During yard visits this June, someone from Argo in SA 15 suggested we look at doing commercials, or placing ads on the many electronic billboards perched along high traffic areas. I think that could be a good start at bringing awareness to the dangers we face, as well as educating the public about

the work we're doing, and their role as motorists in ensuring everyone's safety. Maybe then they would believe we're not just there to hold them up on their commute.

*Michelle McKenna
Member at Large, Local 1005*

WORK SAFE BC

If you've witnessed a traumatic workplace incident you can contact WorkSafeBC's Critical Incident Response program.

It's free, voluntary and available seven days a week by calling 1-888-922-3700.

Source: <https://www.worksafebc.com/en/contact-us/departments-and-services/critical-incident-response>



WORKSITE VISITS

In recent months, most of the highways membership has had a visit from their local chair and others from the provincial executive committee during our member-to-member (M2M) yard visits.

These have been important opportunities to connect, put faces to names, and discuss our collective issues.

If you have not seen your component executive at your worksite and would like them to come by to discuss concerns, please reach out to your local chair or BCGEU area office and request a visit soon.

Get area office contact info here: https://www.bcgeu.ca/full_contact



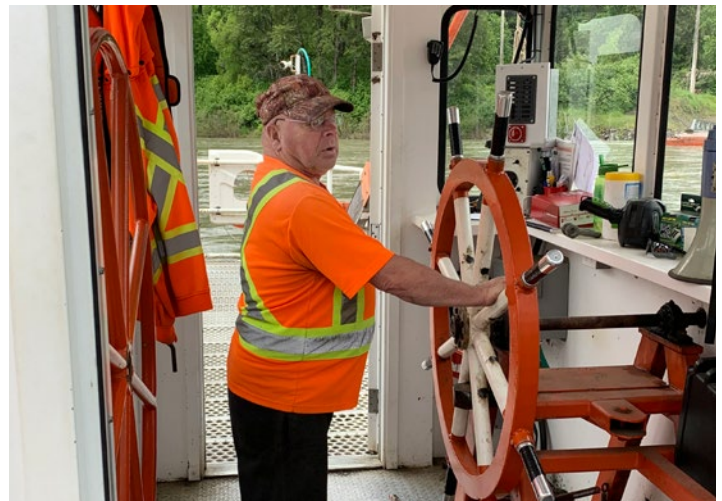
Terrace yard. L-R Skylar Senior, Ed Moore, Yvonne Ware, Tylor Evans, Dan Parnell, and staff Rep Jeff Morgan. May 2024.



John Cantlon and Kevin Searle visiting the Cowichan yard 2024



Nass yard visit, S/A 26. L-R Alan Clayton, Vince Robinson, Daniel Ganou SR, Rodney Tate, Collin Moore. June, 2024.



Ernie Webb operating the Usk Ferry, S/A 26.

WORKSITE VISITS CONTINUED



Dease Lake yard visit May 7/24 S/A 28. Left to right Andrew Louie, Rory Smith, Earl Haward, Dale Tashoots, Joe Knelsen, and John Dennis.



The Tattogga yard visit May 9/24 S/A 28. Left to right Doyle Nole, Pardner Payne, Daniel Mc Pherson, Earl Haward and Rory Smith



Component 10 workers in Rosedale



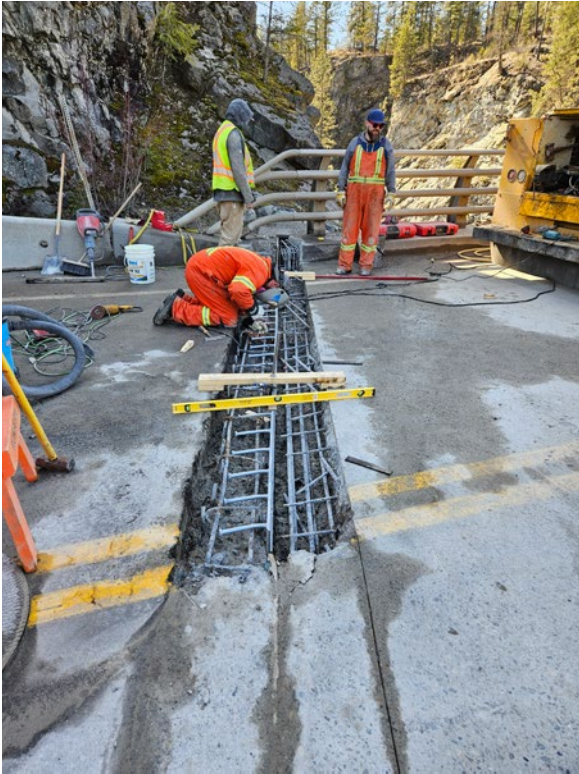
Bob Quinn yard visit S/A 28 May 9th 2024. Left to right Mike Muir, Earl Haward, Rory Smith and Brad Safroniuk.



Visiting the Burns Lake yard June 3rd, 2025



John Cantlon and Mark Taylor visiting an Okanagan yard 2024



Seth Edwards, Mike Meyer, Greg Haward. Photo taken by Jim Kastrukoff.



Component 10 went to the Lapu Lapu memorial on 41st and Fraser in Vancouver to pay our respects to the 11 people that were killed and to pray for the survivors. Edward Brittain and Kevin Searle place flowers on behalf of Component 10 BCGEU

HAVE YOU SIGNED A BCGEU MEMBER CARD? SIGN A DIGITAL CARD TODAY!

Signature

Signing a BCGEU union card is an important part of being a member of our union. All workers at BCGEU shops are protected by our collective agreement, but signing a card will:

- Ensure our union has your personal contact information, especially your personal email, for updates on bargaining, elections, and other important matters.
- Allow you to vote for your bargaining committee.
- Enable you to participate in union elections.
- Provide access to leave of absence for attending union events or training during work hours.
- Grant proof of membership required by some vendors for BCGEU Member Deals.
- Send you a physical member card in the mail.

Signing a card is simple, and you can do it from your phone!

Simply visit www.bcgeu.ca/membership and follow the instructions on the page.

Stewards - remind your coworkers to sign a card today!

UNION GRIEVANCE WINS

AIM Roads Inc. (Service Area 08) v. British Columbia General Employees' Union (Communication Centre Grievance), [2024] B.C.C.A.A.A. No. 156

Under the Highway Maintenance Contract for Service Area 8 the relevant contractor is required to maintain a 24/7 hotline for the public. The previous contractor had contracted this work out to a third party. When AIM Roads took over the contract they decided to bring this work in house and hired six people to maintain the hotline. Specifically, four regular employees including a foreperson, and two auxiliaries. After several years of performing this work in house, the employer contracted out the work and laid these workers off.

Several grievances were filed challenging these layoffs. The Collective Agreement specifically prohibited the contracting out of work "presently performed by employees covered by this agreement which would result in the laying off such employees." AIM Roads claimed that "presently performed" referred to the time the collective agreement was negotiated, at which point the work was not done in house. Arbitrator Chris Sullivan rejected the employer's argument and sided with our union. Specifically, the arbitrator determined that the collective agreement barred the contracting out of work done by bargaining unit members that would result in the laying off of bargaining unit members. The

grievances were upheld and the Employer was determined to have broken the collective agreement by contracting out the work in question and laying off the workers.

Dawson Road Maintenance Ltd (Service Area 16) v. British Columbia General Employees' Union (Winter Shift Grievances), [2025] June 9th, 2025 (Rick Coleman)

Here, the collective agreement called for the union and the employer to meet and negotiate the appropriate winter shift schedule. The employer instead unilaterally imposed a 5:2 shift pattern, which was the default pattern for winter shifts in the collective agreement. Our union did not agree with this and sought the determination of the appropriate shift schedule by an arbitrator through the expedited process in the collective agreement. Dawson Road Maintenance claimed that the expedited arbitration process was only available to determine the appropriate schedule when the parties were in dispute between two alternative schedules, not when they sought to implement the default schedule. We took the position that the expedited arbitration process was available whenever the parties could not agree on the appropriate schedule.

The language of the collective agreement read:

Should the parties fail to agree on an appropriate work schedule, the matter

will be referred to expedited arbitration, pursuant to Clause 9.6, for resolution. The Employer has the option to implement the disputed shift until such time as an arbitrated settlement is reached. The Arbitrator, in making their determination, shall choose either the company- or the Union-proposed work schedule for implementation. The onus will be on the party requesting a shift pattern other than 5:2 for winter shifts and 5:2/5:2/4:3 for summer shifts.

Arbitrator Coleman allowed the grievances and determined that expedited arbitration was available whenever the parties failed to agree on the appropriate winter shift schedule, even when the employer sought the default 5:2 pattern. The fact that the language clearly contemplated the possibility of a party seeking a schedule other than a 5:2 pattern at expedited arbitration, with that party bearing the onus, clearly meant that a party challenging a 5:2 pattern through expedited arbitration was available to the Union.



A FUTURE THAT WORKS

Component 10 Occupational Health and Safety Conference

Our union takes occupational health and safety (OHS) very seriously, and given the physical dangers that we face in our work, Component 10 has made it an area of particular focus.

In October of 2024, our component brought in dozens of member health and safety reps from across the province to discuss the latest in OHS developments and what can be done to improve safety at their workplaces.



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 and trains about 3,000 people each year.



Visit ohs.bcgau.ca to find news, details about courses, and lots of useful OHS resources.



AIM ROADS WORKER CREDITED WITH SAVING A WEST KELOWNA CHURCH FROM FIRE

AIM Roads employee Troy Anglois is being hailed a hero for actions credited with saving Westside Alliance Church from serious damage.

Church Pastor Jared Enns tells Castanet News Anglois' quick action in the early morning hours of April 4 from being destroyed by fire.

A fire was set in the four large cedars to the right of the main entrance at the front of the church just after 2 a.m.

Enns says moments later, Anglois turned the corner in his street sweeper water truck, spotted the fire which had been set moments earlier, called the fire department and pulled into the lot.

"He actually had the fire out before the fire department got here," said Enns.

He said the windows behind the cedars had already started to crack under the heat.

"The guys from the West Kelowna Fire Department said more or less that, had he not been there with the pump truck, the inside would have gone up.

"It's totally a blessing and obviously from my perspective, it's an act of the grace of God that he was there when he was."

Enns says AIM Roads employees get a "bum rap" sometimes because of road conditions and everything else, and just wanted to make sure that this "positive community engagement was highlighted."

*From Castanet, by Wayne Moore
May 7, 2025*



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!

YOUR LOCAL CHAIR



When you have issues or concerns about work, do you reach out to your local chair? Not only can they offer helpful advice, they also attend quarterly component meetings and can bring issues in your local forward to the provincial level. This is helpful because it may be that the challenge you are facing is part of a larger trend among our membership, and requires the support of the component executive to take corrective action.

Your component executive also creates action plans to respond to membership concerns identified through discussions with local chairs, during worksite visits, or identified and raised by staff.

To connect with your local chair call your area office:
https://www.bcgau.ca/full_contact

From May 29 to June 1, 2024, almost 600 delegates from across the province gathered for the 52nd Convention of the BCGEU. At this triennial event, delegates determined the direction of their union by voting on policy resolutions and electing a new and expanded leadership team pictured right. This work will now help shape the direction of our union for the next three years.

Delegates from Component 10 noted [these resolutions]....in particular.

Kelly McDonald received the BCGEU's Life Membership at convention. This is our union's highest honour bestowed upon its activists who have spent decades of their lives dedicated to our union, and to the broader labour movement. They have served on their executives, some have sat at the bargaining table, others have mentored members, or organized new workplaces. Congratulations Kelly, well deserved!

Fallen member Randy Sandberg was also recognized as an Honour Roll recipient. This award is bestowed upon members who have met the criteria to be awarded life membership, but who have sadly passed away before being recognized. Vice-president Rory Smith (bottom right) paid tribute to Randy at convention.



The Component 10 delegation to Convention 2024



Component 10 Life Members - L to R: Kelly McDonald, Joe Warshawsky, Kevin Staneland, Bob Cristofanetti, Fred Street, Mike Nuyens, and Dave Maki



The new BCGEU Executive - L to R: EVP Masoud Aminzavvar, EVP Tristen Wybou, Treasurer Maria Bennett, President Paul Finch, EVP Megan Washington, EVP Coralie Gregoire, EVP Doug Kinna,



Component 10 members at the convention microphone recognizing Randy Sandberg as a member of the BCGEU Honour Roll

CONGRATULATIONS TO ALL RECENT RETIREES!

Rod Lebitschnig - Local 1004

Emil Anderson 2000 to 2024

I was originally hired in 2000 as an auxiliary, working in the Hope shop. I commuted from Abbotsford for 2 years until a regular posting came up in the Abbotsford shop. After 2 years in the Abbotsford location, I replaced the retiring foreman.

After taking management and supervisory skill courses, I was given Trade Senior Supervisor classification. Within a year we had moved the Abbotsford shop to its current Rosedale location.

Over the years I have made many friendships with both regular staff and management. Most of which I still maintain. My 24 years with EAM and BCGEU were some of the best years of my career, and I have many good memories of that time.

Since my retirement, I have spent time outdoors with my family and dog, golfing, fishing and hunting. I still do some gas fitting work on the side to keep busy.



Bob Dodding - Local 1012

Retired from the Houston yard after 33 years of service on September 15, 2023.

Lil Olsen - Local 1009

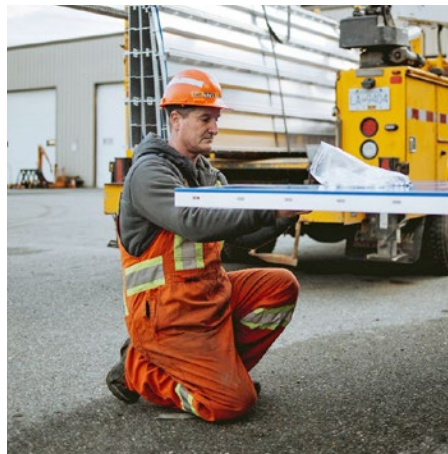
Worked with the Kaslo road crew for about 15 years.

Eric Gesbrecht - Local 1007

Retired after 29 years of service.

Dave Ball - Local 1009

Retired after 20+ years on the road in Nelson.



Todd McLean - Local 1004

Retired after 41 years of service on the Rosedale Sign Crew

Now spending his time with his grandchildren and working on his 1970 Dodge Challenger R/T

RETIRED

/re'ti(e)rd/

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

See also: 'Not my problem anymore'



Phil Chetwynd - Local 1009

Retired after 17 years of service from the Houston yard

IN MEMORIAM

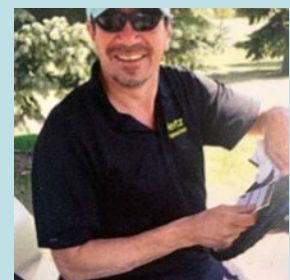
With our deepest condolences to their families and co-workers, we say goodbye to members who passed away.

Walter Chernoff - Local 1009

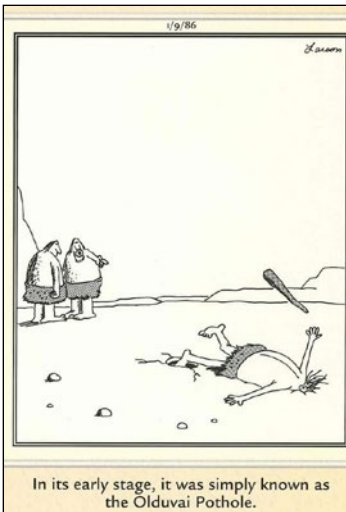
Retired after 39 years as a trade journeyman mechanic in Grand Forks with Emcon and then YRB.

Les Suvee - Local 1011

Worked in the Fort George yard

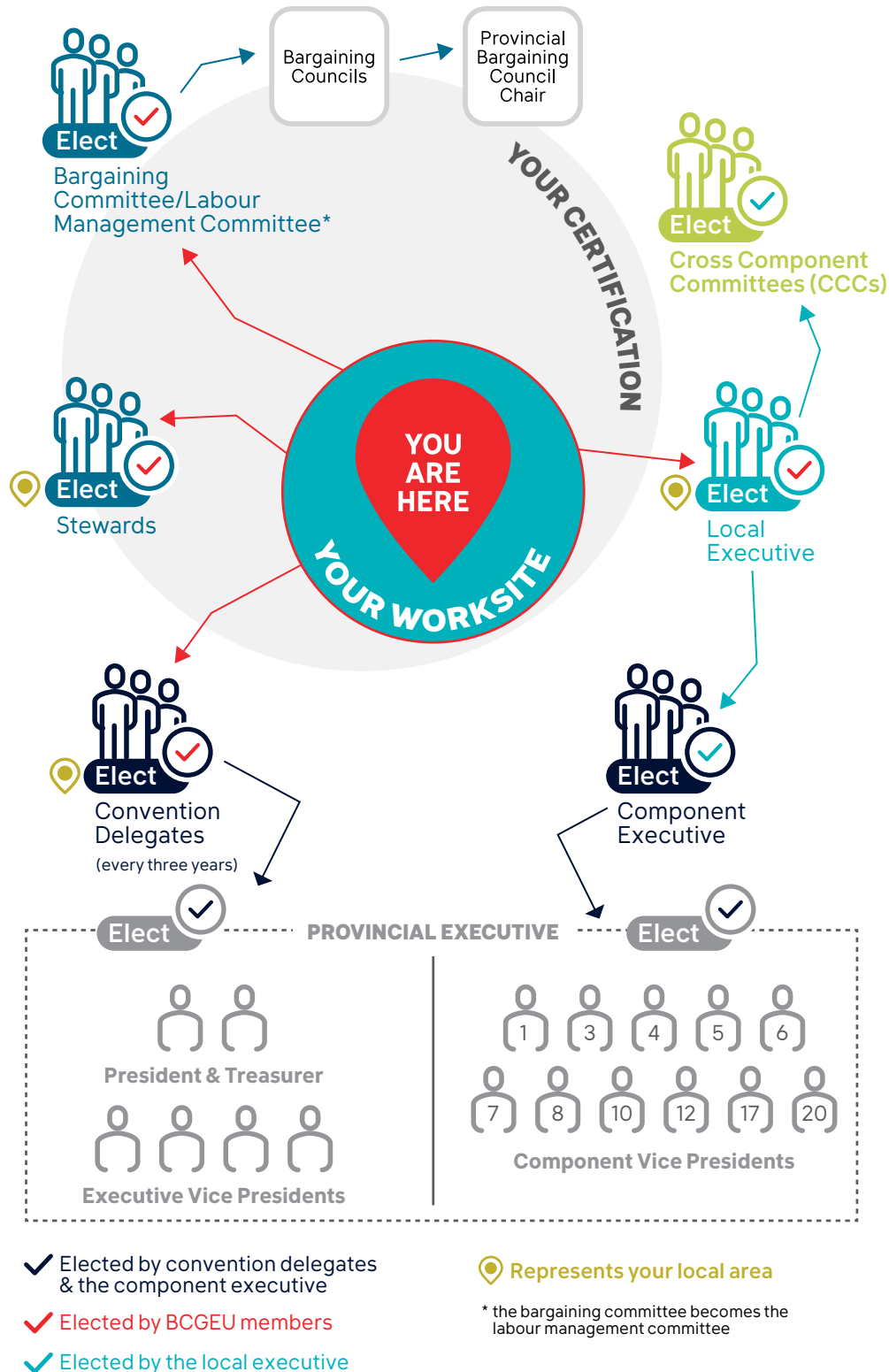


COMPONENT 10 FUNNY PAGES



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.





CANADA LINE WORKERS' BBQ!

With negotiations in full swing last June, the Protrans bargaining team was joined by BCGEU president Paul Finch to host a member BBQ. Thanks to the almost 100 folks who made it out to connect and enjoy some food together – and congratulations on your new agreement!

WORD SEARCH - COMPONENT 10 CERTS

M2M visits

J	L	U	D	I	Z	O	Y	F	I	D	R	Y	K	Z	T	S	I	I	E	M	L	L	E	N	W	C	O	X	M	BRIDGES
J	I	L	S	N	D	F	D	Y	E	C	S	B	F	A	T	B	S	W	Z	A	J	Z	B	V	R	Z	K	B	I	GRIEVANCES
G	X	H	U	Y	J	Y	E	T	E	V	D	U	R	G	N	M	O	A	K	B	J	N	P	R	H	A	O	H	N	ISLANDS
K	R	O	Q	F	S	X	B	I	P	W	E	U	T	P	T	Y	L	C	A	T	L	L	O	C	A	L	S	U	B	ISOLATED
U	Y	I	F	W	W	G	T	R	I	E	R	Z	N	Q	S	N	A	D	Y	H	S	B	K	Y	P	W	V	Z	A	LEADERSHIP
J	L	P	E	N	E	J	A	O	M	P	N	X	T	I	E	T	T	N	E	M	E	G	A	N	A	M	M	X	W	LOCALS
B	X	Z	J	V	L	U	K	I	Q	M	I	Z	K	C	D	K	E	D	S	O	L	I	D	A	R	I	T	Y	O	MANAGEMENT
V	B	U	P	R	A	S	M	N	K	L	G	H	V	V	K	L	D	W	X	R	I	J	J	E	D	X	F	A	V	MECHANICS
Z	V	B	A	G	F	N	L	E	Q	G	H	E	S	P	I	V	T	I	A	O	N	S	D	T	J	O	V	B	K	MEETINGS
T	J	G	R	N	Q	D	C	S	Y	G	T	Q	M	R	M	Z	D	X	X	R	M	K	A	B	P	Q	U	V	M	MEMBERSHIP
Q	J	I	F	I	B	Y	N	E	W	Z	S	C	W	Y	E	C	J	S	B	M	D	N	B	Q	F	G	K	G	R	NIGHTSHIFT
C	E	R	S	U	D	Q	D	B	S	L	H	S	Q	V	M	D	U	X	C	B	M	S	X	D	Q	G	P	Q	M	OPERATORS
V	R	W	I	W	G	G	W	F	D	Y	I	R	T	V	B	D	A	F	U	V	I	X	N	J	K	T	E	S	H	SENIORITY
G	D	Q	L	O	V	A	E	Y	P	H	F	M	I	J	E	O	P	E	R	A	T	O	R	S	N	F	Z	G	M	SOLIDARITY
P	M	G	S	R	J	F	N	S	R	K	T	Q	M	Z	R	E	V	S	L	F	S	L	S	B	E	B	D	N	B	STEWARDS
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F	O	Y	Q	M	E	C	H	A	N	I	C	S	C	Q	N	Y	U	G	O	V	M	L	U	L	L	D	R	M	F	

COMPONENT 10 EXECUTIVE



Vice President
Rory Smith
Local 1004



1st Vice-Chairperson
Travis Sandberg
Local 1008



2nd Vice-Chairperson
Earl Haward
Local 1012



3rd Vice-Chairperson
Shawn Hoornaert
Local 1004



Treasurer
Lana Vincent
Local 1003



Recording Secretary
Edward Brittain
Local 1002



Bargaining Council Chair
John Cantlon
Local 1010

MEMBERS AT LARGE

Kevin Searle (L.1001), Danny Campbell (L.1003), Michelle McKenna (L.1005), Lee Stone (L.1006), Mark Taylor (L.1007), Jim Kastrukoff (L.1009), Curtis Biech (L.1011)

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 Earl Haward at 1012@bcgeu.ca