



# The Comp-Ten REPORT

**AUGUST,  
2009**

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

## All roads lead to Dawson Creek

by Sandy Fellers

The executive of Component 10 held a retreat in Dawson Creek July 6-8.

During that time executive members were kept busy with numerous work site visits at both YRB and CRSS maintenance yards.

Half of the executive drove up so that they could make work site visits on their way to Dawson Creek which included work sites and job sites in services areas 16,17,18,20,21,22 and at PRT in Red Rock.

The visits were a great way to get out, see other places of work and to meet so many people.

It was a solid and productive way to find out the many different concerns of our membership throughout the province.

Successorship issues and pension questions were just a few of the concerns members had for now and for the next round of bargaining.

The executive feels it is extremely important to get out and meet the membership and will be sure to be doing more visits such as this one in the future.

-Fellers is chairperson of Local 1010



## 2009 wages to rise almost four per cent

by Jim Manson

By now I hope that every one has their contract signed off and on the way to the printers, if not in hand. The next round of talks in 2011 fast approaches us.

In terms of a wage increase, under the annual adjustment calculations (bases on inflation for 2008) we will receive a 3.74 per cent increase on the anniversary date in our contracts.

Your employer will receive a 5.5 per cent boost from Victoria based on inflation for 2008.

We will be surveying our members to see if your area has an active labour



**MANSON**

management committee or if chief stewards are using their days.

Please let your committees know if you have any problems.

That way we can look after the problems and resolve any of the issues at hand before they become too big.

-Manson is Component 10's Bargaining Council chairperson

# Face-to-face with the Road Builders

Earlier this summer, Component 10 leaders Mike Nuyens and Jim Manson met with three representatives of the Road Maintenance Division of the B.C. Road Builders Association, Noel Mankey from Mainroad Group, Tom Bone from Argo and Robert Hasell from Emil Anderson.

Nuyens and Manson were accompanied by BCGEU staff Stephen Howard and Lloyd Glibbery.

This is the first meeting between the parties in a long time, and although discussions started somewhat cautiously, the dialogue did open up. However, as this was the first meeting in what we hope will be ongoing sessions, no firm answers were provided.

Below is a list of the items discussed.

**Bargaining structure:** The Road Builders have not yet made their submission to Vince Ready on how future rounds of bargaining might be more successful and less costly.

**Maintenance contract extensions:** There's a rumor of a five-year extension to the existing MOT contracts which would run to approximately 2019. The Road Builders advised they have not received any information on this matter.

**Provincial budget cuts:** Will the proposed budget cuts to MOT affect contractors? We were advised no, as the companies have a contract with the province to provide services.

**Successorship:** In just about every service area, the parties have an agreement to approach the government for discussions about successorship for the new MOT contract in 2014. Very little discussion took place and we raised the matter to ensure it will not be forgotten.

**Commercial vehicle inspections (CVSI):** The union advised the Road Builders this was not an agenda of the component and we only had limited information on what had transpired, however, we were very concerned that some of our members might have been inappropriately singled out as inviting the CVSI people to check certain vehicles.

**Rebuilding relationships:** We are aware that in some service areas the relationship between contractors and BCGEU has deteriorated. We are prepared to try and repair the relationship. However, this will not detract from grievances being filed etc.

We are set to meet again on Sept. 15.

*-submitted by Mike Nuyens and Jim Manson*

## Russell Bailey passes away

Earlier this year, long time highways maintenance worker Russell Bailey passed away in Mission.

I would like to add that I personally knew Russ from when he worked for Interior Roads Ltd. in 100 Mile House.

I knew that when he retired from highway maintenance after many years on the job before and after privatization, it was with a heavy heart.

He loved to work there and he liked the guys he worked with. Russ was always good for a joke or two and made the job seem a lot easier than it actually was.

It's people like Russ that make this job a good one and he will be missed by all that knew him.

*-submitted by Kelly McDonald, chairperson Local 1006*

## MEET AIRCARE MEMBER SANDIE MALLAN



Sister Sandie Mallan has worked for Envirotest for over four years and is one of the people that looks after enquiries of all types from both customers and stations calling in for technical

assistance. She became a shop steward at the company's Burnaby head office last fall. We are extremely fortunate to have her as both a co-worker and a BCGEU steward.

# CPP changes coming in 2012

by Kelly McDonald

If you have not heard already there are some significant changes coming to the Canada Pension Plan.

Here are just a few of the proposed changes:

1. for drawing your CPP early the penalty will go up to 7.2 per cent from six per cent per year;
2. you'll be allowed to draw early while still working;
3. you will still have to make contributions up to age 65 even if you are drawing CPP, presently there is no requirement; and
4. contributions will be going up. (These changes will not affect those already on CPP benefits.)

As you see in this brief summary there are huge changes coming for 2012.

For more information please phone the Service Canada office at the toll free number 1-800-277-9914 to see how these changes will affect your CPP. Also, you can go to the Services Canada website at [www.servicescanada.gc.ca](http://www.servicescanada.gc.ca) to find out more about CPP changes.

-McDonald is chairperson of Local 1006

## Remembering Blaine McMillan

Blaine McMillan recently passed away this past year.

He was a BCGEU member and worked at Bear Lake north of Prince George as a machine operator for YRB.

Our condolences go to his wife Carla and sons Frankie and Darin and the many other family and friends Blaine leaves behind.

-submitted by Don Danroth, chairperson Local 1011



NATIONAL ARENA: Component 10 leaders Mike Nuyens and Jim Mansom in Ottawa at a meeting of highways maintenance workers from across Canada.

## Highways workers from across country meet in nation's capital

IN MAY Jim Manson, Highways Bargaining Council chairperson, Lloyd Glibbery, staff assigned to Component 10, and I attended a national committee meeting of highways workers in Ottawa.

The meeting was put together by our national organization, the National Union of Public and General Employees (NUPGE).

Sparked by a conference call last November, it brought workers like us together for a face-to-face discussion of priority issues such as privatization and contracting out, training, wages and benefits, pension, and occupational health and safety.

We also looked long-term to exchange views on where highways maintenance is going throughout Canada.

The committee gave great thought and recognized the importance of each topic. We decided to carry these discussions on into a future national meeting sometime soon in the future.

*Workers came together for a discussion of priority issues like privatization*

The national committee also believes this will build a stronger communication

network and provide more useful links to better represent the members of the highways maintenance field throughout the provinces of Canada.

NUPGE represents over 340,000 workers across the country in a wide range of different jobs and occupations.

*In Solidarity,*

*Mike Nuyens  
Component 10 chairperson*



by Mike Prystae

**W**HAT IS WORKPLACE bullying? Bullying is usually seen as acts of verbal comments that could “mentally” hurt or isolate a person in the workplace.

Sometimes bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behavior that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

### Is bullying a workplace issue?

You bet it is! Keeping bullying out of the workplace is the responsibility of the employer. In addition, they have a duty to protect employees from risks at work, including harm to physical and mental health. Many employers choose to address the issue of bullying because both physical and mental harm can “cost” an organization.

### What are examples of bullying?

It is important to note that the following is not a checklist nor does it mention all forms of bullying.

This list is included as a way of showing some of the ways bullying may happen in the workplace:

- spreading malicious rumors, gossip or innuendo that is not true;
- excluding or isolating someone socially;
- intimidating a person;
- undermining or deliberately impeding a persons’ work;
- physically abusing or threatening abuse;
- removing areas of responsibilities without cause;
- constantly changing work guidelines;
- establishing impossible deadlines that will set up the individual to fail;

- making jokes that are “obviously offensive” by spoken word or e-mail;
- yelling or using profanity;
- criticizing a person persistently or constantly;
- belittling a person’s opinion;
- unwarranted (or undeserved) punishment;
- blocking applications for training, leave or promotion;
- tampering with a person’s personal belongings or work equipment.

- decreased morale;
- reduced corporate image.

### What can you do if you think you are being bullied?

If you feel that you are being bullied, discriminated against, victimized or subjected to any form of harassment, here are the do’s and the don’t’s:

- DO firmly tell the person that his or her behavior is not acceptable and ask them to stop—you can ask your supervisor or union member to be with you when you approach the person;
- keep a factual journal or diary of daily events and record what happened in as much detail as possible, the names of witnesses, and the outcome of the event;
- keep copies of any letters, memos, e-mails, faxes etc;
- report the harassment to the person identified in your workplace policy, your supervisor;
- DO NOT retaliate—you may end up looking like the perpetrator and will most certainly cause confusion for those responsible for evaluating and responding to the situation.

# BULLYING AT WORK

### How can bullying affect an individual?

People who are the targets of bullying may experience a range of effects. These reactions include:

- shock;
- anger;
- feelings of frustration and/or helplessness;
- increased sense of vulnerability;
- loss of confidence;
- physical symptoms like stomach pains, headaches, panic or anxiety—especially about going to work;
- family tension and stress;
- inability to concentrate;
- low morale and productivity.

### How can bullying affect the workplace?

- increased absenteeism;
- increased turnover;
- increased stress;
- increased costs for employee assistance programs (EAPs);
- increased risk for accidents/incidents;

### What are some general tips for the workplace?

- encourage everyone at the workplace to act towards others in a respectful, professional manner;
- have a workplace policy in place that includes a reporting system;
- educate everyone that bullying is a serious matter;
- try to work out solutions before the situation gets out of control;
- treat all complaints seriously;
- have an impartial third party help with the solution, if necessary;
- don’t ignore potential problems;
- don’t delay resolution, act as soon as possible.

-Prystae is chairperson of Local 1009

# PRT workers take a stand, approve strike action against concessions

by Kelly McDonald

**I**N JULY, Component 10 executive members paid a visit to our colleagues who work for Pacific Regeneration Technologies (PRT) at the Red Rock tree nursery location south of Prince George.

PRT workers are also part of Component 10.

Melwyn Yon is a shop steward and bargaining committee member at the Red Rock nursery. She introduced the visiting executive members to a number of her co-workers who were very excited to see BCGEU representatives at their work site.

Around the time of the meeting, PRT members across the province held a strike ballot. They voted 96 per cent in favour of job action to fight employer concessions at the bargaining table, including demands for wage rollbacks of up to 17 per cent.



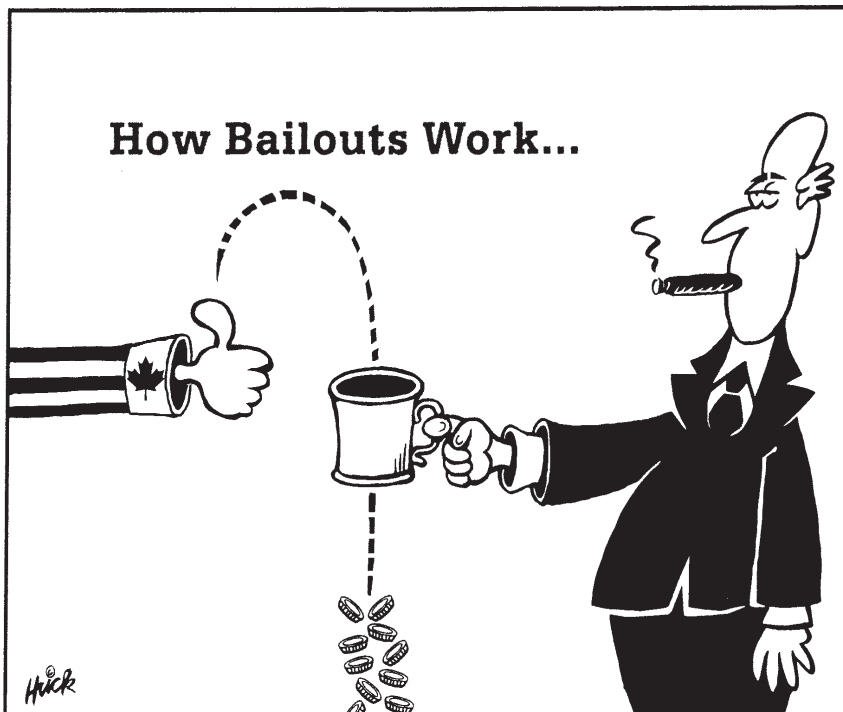
Melwyn Yon is a shop steward for BCGEU members who work for Pacific Regeneration Technologies. They face employer demands for wage rollbacks as high as 17 per cent at the bargaining table.

They are also trying to expand access to benefits so that more union members can be covered. Mediation is the next step early this fall.

The Component 10 executive has promised Melwyn and all of PRT

members throughout the province its full support and any assistance with future job actions if needed.

Thanks for informing us, Melwyn -McDonald is chairperson of Local 1006



## Labour Day: Quick facts from Stats Can

Statistics Canada/CALM

The majority of union members in Canada are now women, which has been the case since 2006. 2.15 million women and 2.07 million men are union members. Women's rate of unionization (30 per cent) also exceeds men's (28.7 per cent).

Women in unionized full-time jobs average 94 per cent of union full-time men's average (\$23.36 versus \$24.83). The wage gap is much bigger for non-unionized full-time women who earn only 81 per cent of non-union full-time men's average (\$18.16 versus \$22.50).

## Time to step up—think about volunteering

by Keith Jansons

As union members we enjoy the benefits of being in the union, job security, fair wages and benefits, pensions and the list goes on and on. To keep our union strong, we need people to volunteer, and to take on some of the duties of the union like serving as shop stewards, representatives health and safety committees, bargaining committees or being part of local executives.

Our union is based on this idea of volunteering. Those before us did it so that we can enjoy the benefits and protections of our current contracts..

We need to encourage the younger workers to get involved because what we have now will only remain there if they get involved and keep fighting for it.

Step up to the plate. Contact your shop steward or local chairperson to find out how.

*-Jansons is first vice chairperson of Local 1007*



**NEW TRUSTEES:** Meet Rory Smith and Stephanie Seaman who are both new to the board of trustees of the BCGEU Pension Plan.

## Two new trustees help guide BCGEU pension plan

by Rory Smith,  
Local Chair 1004

As a new trustee on the BCGEU pension plan, I attended a training session earlier in July. Conference materials were thorough, well laid out, and very informative.

Following the training there was a review of the duties, functions, and the responsibilities of the pension plan trustees and the other parties involved in managing the pension plan.

We then took time to review the structure, quality and effectiveness of the service provided to the plan and

look at any adjustments that should take place. We reviewed reports from investment advisers to our BCGEU pension plan and how their performance affects the pension plan.

I was able to see the work that the plan administrator, Aon Consulting, does. It gives me great confidence that the members accounts are constantly being watched and monitored for their retirement.

### **Seaman also joins board**

The second new trustee on the BCGEU pension plan board is

Stephanie Seaman, who is an early childhood educator.

Seaman has been a member of the BCGEU for 13 years. She also serves, as chairperson of BCGEU Local 303 representing almost 3,500 in the community social service members in the Lower Mainland.

She is also a member of the union's Provincial Executive as the second representative for Component 3.

Her workplace joined the BCGEU pension plan last June, and Seaman was appointed as a trustee.