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## Highways maintenance and successorship



Component 10 vice president Rory Smith takes a break from visiting worksites in Gold Bridge.

Successorship has evolved since the privatization of highways in the late 1980s from the original tripartite agreements involving the Ministry of Highways, the Road Builders and the BCGEU, maintaining these rights through bargaining to the current collective agreements of today.

Successorship ensures our collective agreement continues even if there is a change in the maintenance contractor.

This model created a steady workforce of highly skilled members with important local area knowledge. This helped provide safe roads for all stakeholders. The tendering process included successorship agreements until 2002 when the government decided successorship would be part of

the tendering process for the next round. Those tenders were for five years with a five-year extension which supported the successorship agreements for 10 years.

Our union was able to negotiate a second five-year extension giving most areas agreements until 2018, 2019 and in one area until 2021. Service Area 11 was not able to conclude an agreement and did not receive a five-year extension to their collective agreement. Their agreement ends on September 22, 2016 and is expected to be tendered this fall.

Successorship rights are your rights within the collective agreement, including:

- seniority, job security, selection of shifts, va-

cation preference and more

- wages that are paid for level of expertise, experience, trade qualifications, shift premiums and more
- benefits such as health, dental, STIPP, LTD, sick days, special leave, pensions, RRSP and more
- rights to representation for negotiation, grievances, labour management, WCB appeals and more

These are the rights that have supported a steady workforce to keep our roads and bridges safe for the last 27 years. Now the future of successorship is in the hands of the government.

Our union is working to ensure our members' knowledge and expertise will continue to keep our highways safe and well maintained. We will continue to lobby the government and negotiate agreements to protect your future and road safety.

*Rory Smith  
Operational Services  
Component 10 vice president*



# Are you in the Pension Plan?

I encourage all temporary 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 a temporary or auxiliary employee to join the BCGEU plan is that the employee must have worked two consecutive years and reached the threshold of 35 per cent of the "year's maximum pensionable earnings" (YMPE) in each of those years. (Two consecutive years means that you were not terminated, but it's ok to have been laid off as you are still an employee on layoff.)

Once qualified you will be required to make your portion of the contribution and the employer will make theirs. This is done for you at payroll. All you have to do is sign up!

These are the YMPE numbers:

- 2011 = \$48,300
- 2012 = \$50,100
- 2013 = \$51,100
- 2014 = \$52,500
- 2015 = \$53,600.

The year-to-date numbers for the BCGEU Pension Plan are as follows for August 2015:

Main fund

1 year = 6.01%

3 year = 11.06%

5 year = 8.80%

Immunization fund

1 year = 0.61%

3 year = 1.08%

5 year = 1.09%

In solidarity

*Kelly McDonald*

*BCGEU Pension Plan Trustee*



Mistakes were maid.

## A decade of Liberal cuts!

For over a decade, citizens of B.C. have been falling further behind the top 1 per cent of income earners in this province. We have seen hikes in the cost of services, while pay increases are fewer and fewer.

Our workforce is aging and younger people are not offered the opportunities they once were in the past.

The government implemented a carbon tax and then cancelled, against the wishes of Metro mayors and councils, the AirCare program that reduced air pollution.

BC Ferries has announced cuts to some routes where a lot of seniors live and cannot afford any more service cuts. Coincidentally, many of the residents of these affected communities are the same people who voted for the NDP.

The Premier says her government puts families first but what she isn't saying is that she means Liberal families first. The rest of us are on our own!

*Kevin Staneland*

*Local 1008 Chair*



## It pays to be a BCGEU member!

In addition to the regular union services, the BCGEU works in partnership with businesses and service organizations to provide members with discounts and unique access to goods and services. Check out the latest offers and discounts to BCGEU members:

[www.bcgeu.ca/member\\_advantage](http://www.bcgeu.ca/member_advantage)

## QUESTIONS?

### Need assistance?

Contact your local area office:

[www.bcgeu.ca/offices](http://www.bcgeu.ca/offices)



Local 1012 chair Earl Haward (front left) supporting UNBC staff on a picket line in Terrace.

## Save a life!

Automated External Defibrillators (AEDs) are a simple, inexpensive, and easy way to save a life. They could save you from having to make a call to a family member telling them their loved one died at work. Could you imagine having to deal with that?

In highways maintenance, we are an aging workforce and because of that we need to protect our workers and make available the tools that could save their lives. AED's can do that.

I would like to recognize Main-road South Island Contracting Ltd in Service Area 1 for being the first highways maintenance employer in B.C. to purchase AEDs. One is in the Langford yard and one is in the Tansor yard.

Congratulations for taking the lead in this industry in having that extra tool to protect workers.

## Women's Committee report

I attended the Provincial Executive's Women's Committee meeting in Kamloops on June 5.

We had numerous opportunities to speak on issues concerning women's issues and had a

chance to sit in on some interesting presentations.

On June 23 I attended the Summer Institute for Union Women in Portland, Oregon where women from across North America met to discuss issues concerning women and the labour movement today.

Upcoming events will include an international event in Virginia in February, and an educational institute for women in California later in the year.

Feel free to contact me for information on these or any other women's issues. In solidarity

*Lana Vincent  
Component 10  
Women's Committee Chair*



Local 1003 chair Lana Vincent and Corps of Commissionaires member Russell Newcombe at the West Coast Express Port Haney Station.

# Component Ten bargaining council report

The Pacific Regeneration Technologies bargaining committee and the employer met in August and exchanged proposals. They agreed on minor changes. However, talks broke down in late September and a strike vote has been scheduled.

Bargaining committee elections and calls for nominations will go out November 2 and be open until December 1. Elections will run until early January 2016 if required. After the committees have been elected they will elect a chair.

Eighteen service areas have agreed to settlements concerning their Health Spending Accounts, and one area has a tentative agreement. Six areas are still under negotiation.

We expect bid proposal information packages will come out this fall in Service Area 11.

In Solidarity,

*Dave Maki  
Component 1  
Bargaining Council Chair*

## The BCGEU Edge

Being a union member comes with some very good perks such as:

- WE Insurance offers BCGEU members discounts on home and life insurance
- Rogers and Telus both have discounts for members on their cell phone plans
- Park N' Fly gives a discount for those who need the service
- Dueck Auto Group offers a discount on the purchase of a new vehicle

For more information visit:  
[bcgeu.ca/member\\_advantage](http://bcgeu.ca/member_advantage)



Make sure you're able to receive regular email bargaining updates.

To update or add your email address visit [www.bcgeu.ca/email](http://www.bcgeu.ca/email)

And remember to check [www.bcgeu.ca](http://www.bcgeu.ca) often for Component 10 news!



Component visits Victoria: Component 10 Executive members met this summer with Ministry of Transportation representatives: (from left to right) John Cantlon (Component 10 Treasurer), Dave Maki (Bargaining Council Chair), Ian Pilkington (Min. of Transportation, Director of Rehab and Maintenance) Frank Anderson (BCGEU Coordinator) Norm Parkes (Ministry of Transportation – Executive Director for Engineering Services) and Rory Smith BCGEU Component 10 vice president.



BCGEU's executive vice presidents Brenda Brown, Sussanne Skidmore, Mike Nuyens and Mike Clark with some young highways workers in Williams Lake.



# WORDSEARCH – ROAD MAINTENANCE

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

ACCOUNTABILITY  
 BACKHOE  
 CONTRACTOR  
 CONVEYOR  
 EDUCATION  
 FLAGGER  
 GOVERNMENT  
 GRADER  
 LABOUR  
 OPENNESS  
 OPERATOR  
 ORGANIZED  
 PAVER  
 PLOW  
 POTHOLE  
 PROFESSIONAL  
 QUALITY  
 RESPONSIBLE  
 SAFETY  
 STEAKHOLDERS  
 UNDERBODY



Members get together for a BBQ and a chance to see the new BCGEU RV at the Mainroad yard in Cranbrook.



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

## BC forum pre-retirement course

On September 16, Dan Bradford presented an overview of a pre-retirement course being offered by BC Forum (BC Federation of Retired Union Members). It is a two day course covering just about everything you need to know before you retire. The information package is yours to keep at the end of the course.

The course can be presented to groups of 6 to 20 participants. If the request is made, Dan will try to set up a session for Component 10 members.

If you are interested in this upcoming course and would like more information, feel free to contact [Dan.Bradford@bcgeu.ca](mailto:Dan.Bradford@bcgeu.ca) for more information.

## OBITUARY

### DARRELL GILLIS

Long-time Emil Anderson auxiliary employee Darrell Gillis has passed away. Darrell began his career with Emil Anderson in 2002 as an auxiliary machine operator with Hope Roads. Darrell was a proud and dedicated employee who never missed a winter shift. In the last couple years Darrell also worked on local paving projects and some summer projects in the Hope area. Prior to working for EAM, Darrell worked in the logging and mining industries.

Our thoughts are with Darrell's family and friends.



### DAVE CUMMING RETIRES

Longtime union activist Dave Cumming has retired. Dave represented his members in Local 1003 with pride and respect for many years. The photo here shows Dave (centre) with MLAs Spencer Chandra Herbert (right) and George Heyman during BCGEU lobbying to save AirCare.

We already miss Dave's wit and humour and wish him all the best in this next chapter of his life. Dave continues to live in Burnaby and his friends still call him for advice or just meet and chat. Good luck, brother.

*Kelly McDonald  
Local 1006 Chairperson*

### RAY (JOHN) WILSON

Ray (John) Wilson started with Bell Maintenance in 1988 in Castlegar and worked his way up to senior grader operator out of the Birchbank yard with Emcon. He retired late last year. He is going to enjoy all that extra time with his grandchildren and family camping around the area and working on his many projects.

### BILL LANGMAN

Bill Langman started in Rossland in 1980 with the Ministry of Highways. He worked for Bell Maintenance and also Emcon where he finished as a senior equipment operator working out of the Birchbank yard. He retired in July 2015.

### FRANK KAVANAGH

Frank Kavanagh worked as a mechanic starting in Rossland in 1986 for the Ministry of Highways. He went through privatization with Bell Maintenance and retired in January 2015 after working for Emcon as a lead hand mechanic in Birchbank. Look for Frank on the golf course, ski hills or organizing the annual bobsled race for the Rossland Winter Carnival.

The experience, knowledge and friendship of these guys will be missed by all their co-workers. Enjoy your retirement, you deserve it!

*Dave Johnson  
Local 1009 Chair*