



Saskatchewan
Building Trades

➤ *Q&A: Pensions*
➤ *Drug Policy Update*

Building

SASKATCHEWAN 2018

New Faces of the Building Trades

***Getting
Started***
2018

Profiles:
Davies Family
Ken Busch
Bert Ottenson



DISTRICT COUNCIL 17

District Council 17

NACE International's (formerly the **National Association of Corrosion Engineers**) 2016 *International Measures of Prevention, Application and Economics of Corrosion Technologies (IMPACT) Study* tallied the total annual global cost of corrosion at 3.4% of global GDP (US\$2.5 trillion in 2013). Given Canada's harsher weather, our corrosion costs are likely somewhat higher! From Canadian bridges to the **Royal Canadian Navy**, handling the destructive effects of corrosion is critical. In Saskatchewan, nobody is more acutely aware of the costs of corrosion than **Saskatchewan** mining and oil owners / engineers!

Corrosion comes in many forms (uniform, pitting, crevice, etc.) and there are a number of ways engineers address these problems, but in many cases the right answer to the corrosion problem is **Protective Coatings and Linings**. However, in order for these products to perform as designed, owners / engineers must ensure proper application, by properly trained personnel, using properly maintained equipment, under the correct environmental conditions, with appropriate quality controls and inspections, and of course, all done safely!

To meet this challenge, **IUPAT** has partnered with the two premier industry leaders in protective coatings – the aforementioned **NACE** and **SSPC** (formerly the **Steel Structures Painting Council**, now called "**SSPC, the Society of Protective Coatings**") – to incorporate cutting edge certifications into our training pipelines.

With **NACE**, **District Council 17** sends qualified Saskatchewan Industrial Coatings Applicators / Contractors, both management and key labour supervision, for their **NACE Coatings Inspector Program (CIP)** training / certification. Inspection gives assurances to owners / engineers that coatings are applied correctly, and therefore corrosion protection will be achieved!

With **SSPC**, **District Council 17's** training culminates in **SSPC Coating Applicator Specialist (CAS)** certification. The "CAS" evaluation includes both written and practical exams administered by **SSPC**. The practical consists of proper abrasive blasting and airless spray techniques on an appropriately designed **ASTM** steel test panel. **District Council 17** has 7 of these test panels. The **CAS** evaluation has been incorporated into **District Council 17's** crafts training program(s).

Additionally, **District Council 17** offers several office **SSPC** courses – *Fundamentals of Protective Coatings (C1), Planning and Specifying Industrial Coatings Projects (C2), De-Leading Industrial Structures (C3, C5), Plural Component Application for 43 and High Solids Coatings*, etc., – many incorporated into our Apprenticeship, in the cue, ready to deliver, for our partnered contractors, our member tradesmen, and owners / engineers.

To conclude, **District Council 17** is on the engineering and trades forefront in the battle vs corrosion! **District Council 17** has had over 100 years of history in Saskatchewan, and we are confident that such partnerships w/ **NACE, SSPC, & our Saskatchewan affiliated contractors** will ensure our future for another century!

Be safe, and let's solve the corrosion problem together!

What Next?

We would like to have an opportunity to present the benefits of our services. There is no obligation on your part.

To arrange a brief meeting to explain how your company can benefit and, even more importantly, for you to see that we mean business.

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- 6 **EDITORIAL • What does labour want?**
By Robert Blakely
- 7 **EDITORIAL • It's time for a new approach**
By Colin Daniels
- 8 **EDITORIAL • We are in a world of change**
By Dion Malakoff
- 9 **Just a little off the top**
- 10 **About our cover**
- 11 **Contractor raves about IBEW 529**
- 12 **Build Together update**
- 15 **FEATURE • Q&A: Pensions**
An interview with Leah Fichter
- 18 **Detroit bankruptcy**
What bad pension planning can lead to
- 19 **PROFILE • The Davies family**
Three generations of boilermakers
- 21 **FEATURE • Getting Started**
A guide to a career in the Building Trades
- 29 **EDITORIAL • Workplace safety is everyone's job**
By Hon. Don Morgan
- 30 **PHOTOS • Dad's Day Golf Tournament 2018**
Drivin' for diabetes



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32 **EDITORIAL • There's an app for that**
By Collin Pullar

33 **PROFILE • Bert Ottenson**
We take care of our own

34 **Bert and the SaskPower buses**

35 **CODC Alcohol and Drug Policy updated**

36 **Marijuana legalized**
No place for pot on the job

37 **PROFILE • Ken Busch**
Decades of helping people

38 **About the Piping Industry JTCs**

39 **Daniels speaks of challenge and promise**

40 **Saskatchewan Youth Apprenticeship**

42 **Employment outlook**
BuildForce Canada looks ahead

43 **PHOTOS • Labour Day Picnic 2018**

44 **PRO Care**
Learning to work with the Building Trades

46 **Advertisers Index**

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What does labour want?



By Robert Blakely
Canadian Operating
Officer, Canada's
Building Trades Unions

In a speech given by Samuel Gompers on May Day, 1890, he asked the question: "What does the working man want?" Gompers, who founded the American Federation of Labor, is often misquoted as answering his own question with "MORE!" What he actually called for was more social justice, fairness, education, and other positive things and fewer things like prisons, workhouses, illness, and penury. One hundred and thirty years later, the objectives stated by Gompers in his speech remain the goals of our movement. The world has changed, but maybe the changes aren't fast enough or large enough.

Gompers also suggested: "The worst crime against working people is a company which fails to operate at a profit." This is a point that seems to be self-evident. Our contractors need to make money so they can pay us a decent wage. We cost more than our competitors so we need to be better trained and better motivated. We make our employers organize the work better and coordinate the site in a better way. We have a partnership: they get the work and coordinate it; we do the training, supply the trained people, run the hiring hall, and provide social benefits.

Our employers are profit-driven. According to Samuel Gompers, that is a good thing. There are other contractors who are also profit-driven but without the need to plan better, deploy better, organize the work better. They make money by paying less and – often doing less. They are completely



transparent about what they want – a successful bid – when low bid takes all. Studies show low bids often don't complete the job or don't complete it well. They also try to make up for the low bid by charging for extras and using dispute resolution throughout the job.

Those who make these low-cost bids bitterly resent any change to their status quo and spend a ton of money suggesting pointedly "unions cost more" and anything like a community benefit agreement is just a way of paying off union friends. That is just so much rubbish. The truth is community benefit agreements require those who are paid for work with public money to do more than just provide a service; they will also train and employ apprentices. Studies by the Canadian Apprenticeship Forum show that 80% of Canada's apprentices are produced by 18% of industry employers; that means that absent a union (where we make the employer hire apprentices), there are no apprenticeship opportunities. In Canada, it's the Building Trades that train each new generation of skilled construction workers.

Ask a prudent person: "If costs are about the same, should there be apprentices on a publicly funded job site?" The answer you get is "yes." And if the lowest bid isn't the best value for the purchaser of the construction (in this case, us, the people who pay taxes), then changes need to be made so we get the best value for our money!

Safety, quality and timeliness all matter to us. The cheap option is not the sensible option.

Our industry is a base industry – important to the country. As such, it affects almost every person. Would it be good for our country for young women, Indigenous people, underemployed youth, or new Canadians to have a place in our industry? The answer is obvious – yes. Construction is going through an enormous transition as the



Samuel Gompers, founder of the American Federation of Labor, asked in Louisville, Kentucky, in 1890, "What does the working man want?"

Baby Boom generation goes off into the sunset. We are in the same position as every other Canadian industry in this respect – needing new people. The ONLY way we get the people we need is by inviting women, Indigenous people, new Canadians and underemployed youth into the trades. Where this has been done, we find again and again they are just as good as any other apprentices.

My final point – we need to push for what works best for us; but, like Gompers said about the failure to make a profit being a crime against working people, we need to make sure that the benefits from our endeavours to the body politic are always there. This means supporting governments, provincially and federally, which pursue goals that will get us "MORE" by spending our money in smart and progressive ways.

We must all use our franchise to elect governments that support a fair approach to contracting, and that understand the need to regenerate the workforce, that builds and maintains our country, is a need that matters to us all. ■



It's time for a new approach



By Colin Daniels
*President
Saskatchewan Building Trades*

The old way of doing business is just that – the old way. But, these are different times, these are hard times. They call for a new approach.

The boom of the last decade is over and we appear to be in a long period of little or no growth. BuildForce Canada* reinforces what we can see around us. It projects construction jobs in Saskatchewan will decline in the near term and then recover gradually.

The cold truth is we find ourselves in a different environment. To succeed, we must adapt. A critical step in adapting to these times is reconnecting with key groups: our contractors, our apprentices and the larger Saskatchewan community.

Our contractors

Saskatchewan's union contractors have been our partners for decades. As they have prospered, we have prospered. But in an era when it is increasingly the case the only thing that matters is the bottom line, they are losing out, as we are. Out-of-province companies with cheaper labour and lower input costs (part of which is lower taxes) are getting many of the jobs that matter. We need to recommit to working with our contractors and make it clear that we will do what needs to be done to get the work for them and for our members.

Our apprentices and young journeypersons

For decades in Saskatchewan, we have had a backbone of veteran building trades members. They understand and value the relationship with their local. They know the history of the labour movement and what it has meant to them, their communities and their province. But this older generation of stalwarts is retiring.

BuildForce Canada* estimates that over the next decade 10,000 baby boomers will leave the Saskatchewan construction industry, union and non-union. The boomers are being replaced by a much younger generation – millennials – who do not know or value our common history and do not hold fast to their unions and what they

stand for. They are children of the 21st century. Like the rest of us, they have reaped the benefits of modern technology and the abilities it gives us to communicate and stay informed. An unfortunate by-product of the Internet age is that some younger people place less value on face-to-face communications and personal relationships.

But the world of the Building Trades is substantial and it has a real impact on their lives. It is a community – a family – they are entitled to. It holds benefits they will reap through the course of their lives – which they cannot currently appreciate. They need to be shown what these benefits are; they need to feel part of our community. These are our brothers and sisters; we need to bring them into the fold. We will all be better off for it.

Saskatchewan's business and political community

The larger community needs to be informed of what's at stake. We need to build new relationships and rebuild those we take for granted.

When a big project goes to an out-of-province contractor, the Saskatchewan union contractor and the Building Trades lose out. This is clear. But beyond that, supplies are brought in from elsewhere and local suppliers are often cut out of the equation. The money that by all rights should flow through the local economy, creating wealth, disappears. The Saskatchewan taxpayer loses out when the supplies are purchased in other provinces and no taxes are paid here.

At the root of our argument is the value proposition that the Building Trades brings to the table. We do good work – better work than our competitors. We come in on time and on budget. Our work does not have to be redone

and we have produced a far safer work environment for our members and our contractors. (I cannot remember the last time there was a fatality on a Building Trades job site in Saskatchewan.)

To a large degree, we are in this together: the contractors, the Building Trades, the local suppliers, and the Saskatchewan taxpayers all lose out when a major project goes to an out-of-province developer.

We are natural allies with our contractors and the larger business community, and they need to know we will work with them to win contracts that will benefit all of us. Adapting is the only way to deal with lean times. It should, in fact, be our way of operating at all times. ■

“The cold truth is we find ourselves in a different environment. To succeed, we must adapt.”

*see page 42



We are in a world of change



By Dion Malakoff
Executive Director
Saskatchewan Building Trades

It's 2018 and change is all around. For the Building Trades to thrive, we need to embrace these changes. If we don't, we'll be left behind.

I can remember years ago working at the Co-op Upgrader in Regina when we were doing a big lift. Over coffee, we sketched out how we were going to do it, what everyone's job was and then get on with the lift. That approach is a thing of the past.

There are a number of reasons for this change. The most important is safety. We've become a safety-centred industry and we are better off for it. We train for safety and we plan for it. The result is an exemplary safety record on our job sites. This can only be achieved through meticulous planning, which is now an indispensable part of any project.

Older iron workers will remember when they built a structure one piece at a time, a weld at a time, a rivet at a time. Now, on many jobs, a project consists of dozens, perhaps hundreds, of modules. They fit together to make a three-dimensional structure somewhere between a jigsaw puzzle and a Rubik's cube. This kind of work requires detailed planning.

Another change on our worksites is the new generation of tradesmen and women. Earlier generations have been able to rely on the experience of older workers on site, available at a moment's notice, to give the benefit of their experience. Today, the retirement of the baby boomers is forcing a quick change in the mix of young,

seasoned and veteran tradespeople in our locals. This produces an experience gap on our sites.

To manage this change, we must continue to train, to produce the best young workforce we can. Our locals will continue to invest in the training of the younger members because it's in all of our interests to do so and it's what the Building Trades is all about.

We have to deal with waves of new technology. We are only a few years away from trucks hauling to and from sites without drivers. Already on some sites, we see tasks that have been done by our members for a hundred years being done by machines. Anyone who has seen one of the automated on-site welding machines can testify to this.

Globalization and economic slowdowns in other areas mean we are seeing in Saskatchewan – sometimes for the first time – contractors from Eastern Canada, British Columbia and overseas.

I began my career at a time when we were on a first-name basis with the contractors and supervisors we worked for. They knew us and we knew them. Increasingly, as companies merge and headquarters move farther away, we work for managers with little or no familiarity with either Saskatchewan or our Building Trades. Project management becomes impersonal, as even small decisions are now made by managers hundreds of miles away who communicate by email and phone. To these new managers, a big project is nothing more than a spreadsheet on their computer screens.

In the face of all these changes, we must continue to invest in the training of our members because their skills and knowledge are our competitive advantage. We must boast about the work we do and leverage our strengths. We must tell the story of why our work is better and how it is done on time and on budget. Then, we must follow through by delivering what we promise. This last part is easy: it's what the building trades do seven days a week. ■

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Business Manager/Financial Secretary

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Just a little off the top

A few years ago, Dustin Reine lost a relative to cancer. As a tribute, he decided to grow his hair long to make wigs for cancer patients. While working on the K+S Legacy Project, as an insulator with Local 119, Dustin came up with an even better plan. There were “tons of people from the building trades” on site. Why not ask his co-workers to pay him to cut off his impressive locks and donate the proceeds to the fight against cancer?

After a quick consult with the Canadian Cancer Society, Dustin set his fundraising goal at \$5,000. The money came flying in. In the end, he raised double his original target, with \$10,600 going to fight cancer.



Ragged Ass Barbers of Regina donated a haircut and shave, and the hair was collected for wigs. Then Dustin went to Blacksmith Art Studio where tattoo artist Jesse Exner went to work on Dustin’s dome. The resulting tattoo will be a reminder to Dustin and others on “...what a good cause this is.” It includes a multicolour cancer ribbon and proclaims: “Support One, Support All.” As Dustin says, “Cancer affects everyone, not just those with cancer.”

This is the third time Dustin has shaved his head for donations. “But it won’t be the last.”

Dustin Reine is from Regina. He got his insulator’s ticket in 2016. ■



Jason Zalusky of Ragged Ass Barbers and Dustin Reine of Insulator’s Local 119
 Insets: Dustin’s “before” picture and his crowning achievement

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About our cover



On a warm Sunday in July, in a canola field just west of Regina, three patient people stood and kibitzed while the photographer insisted they wait for cloud cover.

Austin Davies

In November, Austin Davies will be returning to Red River College in Winnipeg for his second-level training as an apprentice with Boilermakers Local 555.

Austin is a third-generation boilermaker, following his grandfather, his father and his uncle. The Davies family is profiled on page 19.

Austin is from Moose Jaw.

Barry Lafontaine

Barry Lafontaine has come to the building trades a little later in life than most. He had a variety of jobs, including more than 20 years as a roofer. In 2015, Lyle Daniels, of the Building Trades, told him of a work-prep course for First Nation people being put on by UA Local 179.

Barry took to the course, has been working his way through his apprenticeship and is now in his fourth year. He's had a variety of work, including a stint at the K+S Legacy Project potash mine. Barry says, "It's never too late to change your stars."

Barry is a member of George Gordon First Nation.

Christina Hagel

Christina Hagel followed her father into the plumber/pipefitter trade. She has been a journeyman with UA Local 179 for three years.

Christina is actively involved with Build Together, an initiative to recruit more women into the building trades and to retain them. She was one of the Build Together team members that presented to the Building Trades convention in August (see page 12).

"With the help of mom and dad," she was able to complete her apprenticeship while raising her daughter. Christina is from Regina. ■



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General foreman Dan Downs and other members of Local 529 in front of Saskatoon's new bus barn

Contractor raves about work done by IBEW 529

The Saskatoon Civic Operations Centre is a public-private partnership, design-build, 500,000-square-foot, state-of-the-art transit operations facility for the City of Saskatoon.

Western Pacific Enterprises (WPE) of Vancouver was awarded the role of design-build electrical contractor. The Operations Centre was a successful project on all fronts, meeting and/or exceeding safety, quality and client expectations. The lead for WPE was Project Manager Andrew Fettback.

Fettback had this to say about the work of IBEW 529.

“This was our first project in Saskatoon

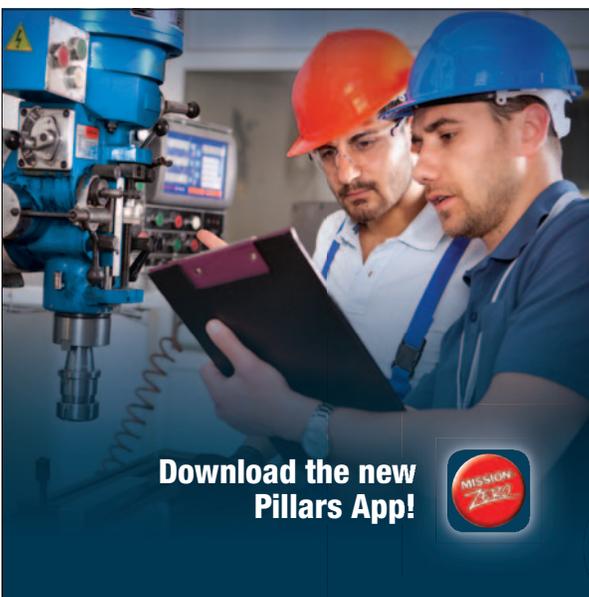
and Local 529's jurisdiction. From the beginning, the communication and professionalism with which the hall carried itself were outstanding. The hall promised us we wouldn't be disappointed with the members of 529 and we weren't. From young apprentices, women in the trade, and members over 50, everyone carried their weight and was dedicated to the project in workmanship, attitude and productivity.

“The hall and members understood for a union to be successful its contractors have to be equally successful. If we aren't able to be competitive in the market by quoting projects with high productivity rates, we

won't win future bids to create more work for the members.

“We were able to show the City of Saskatoon, the general contractor, and the owners' group that IBEW is the right choice! Local 529 is ahead of other locals by leaps and bounds. They understand today's market, and respect and honour the union agreement to which we are bound. They looked out for the members and worked professionally with us, the contractor.

“We look forward to winning future projects in 529's jurisdiction and continuing to build off of what we have created here.”



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Across Canada, Build Together gathers momentum

“Five years ago, 10 women from across Canada, different trades, different provinces, met for the first time to make a difference in our industry,” says Jenna Lipinski, a journey person bricklayer with BAC Local 1. They created Build Together, a national building trades program that promotes, supports and mentors women in the skilled construction trades. Lipinski is now chair of Build Together Saskatchewan.

Build Together is having an impact on women in the building trades.

“Tradeswomen across Canada are eager to participate and to be leaders, and we are better off for it. I have seen several tradeswomen, who have participated in the Build Together programs, move up into leadership roles within their union and in their communities,” said Lindsay Amundsen, Director of Workforce Development with Canada’s Building Trades Unions (CBTU).

In August, Amundsen and Lipinski were joined by Christina Hagel and Ashley Stroud in making a progress report on Build Together to the Saskatchewan Building Trades convention in Saskatoon.

Amundsen says there are now Build Together chapters in British Columbia, Alberta, Saskatchewan, Manitoba, Newfoundland and Labrador, and Nova Scotia. She reported the Government of Canada has pledged \$76 million to get women into the trades. The CBTU has submitted a proposal to fund three pilot projects, including one in Saskatchewan, for women in the trades.

“We have partnered with a



Jenna Lipinski, Ashley Stroud, Lindsay Amundsen, and Christina Hagel. All four made a Build Together progress report at the Saskatchewan Building Trades convention in August.

Newfoundland and Labrador organization called The Office to Advance Women Apprentices. They’ve been doing some incredible work. Newfoundland and Labrador has 13% of women in the trades. The rest of Canada has about 4%. There are things we can learn from them,” said Amundsen.

In 2017, the Iron Workers in the United States became the first building trades union to offer maternity leave. Amundsen is working on a proposal to integrate maternity benefits, for Canadian building trades women, with the existing Employment Insurance Maternity and Parental Benefits.

In her portion of the presentation, Lipinski talked about what working on Build Together has meant to her. “I’m eternally grateful for the empowerment and support I received from this organization. It unearthed a confidence in myself that I never knew I had. I was continually encouraged to step out of my comfort zone and to make the most of opportunities. They taught me a lot of lessons, but mostly they taught me one woman can make a difference.”

Of the women Lipinski has met, “They are apprentices and journeymen, board members, organizers, union advocates, shop stewards, and foremen. We are a diverse group of women, all with different backstories and experiences, working toward the same goal.”

Hagel, a journey person plumber with UA 179, reported on the Saskatchewan chapter’s efforts to achieve financial independence. Build Together Saskatchewan is building partnerships with local business leaders.





Ashley Stroud shows off one of the Hillberg & Berk necklaces being sold to support Build Together Saskatchewan. Necklaces are \$130 and can be purchased from any member of Build Together or by contacting them through their website, buildtogethersk.com

To this end, they have recently created sponsorship packages. She also reported that Build Together members are being mentored in lobbying to better reach out to Saskatchewan's political leaders.

Stroud, a third-year apprentice with Iron Workers Local 771, talked about Build Together Saskatchewan's partnering efforts. They've had a fundraiser and an Easter donation drive, raising \$2,051 for SOFIA House, a women's shelter. Stroud believes the support and networking activities are key. "It's important to us to continue to have these events to understand the struggles, experiences and accomplishments of tradeswomen."

The Saskatchewan and Alberta chapters have recently partnered with sponsor Hillberg & Berk, a woman-owned jewelry business in Regina, to sell a one-of-a-kind necklace, with the proceeds going toward Build Together and local women's support initiatives. "These beautiful necklaces represent the independence and fearless nature of tradeswomen, and their passion to empower and mentor women and youth in their community," says Amundsen.

Build Together Saskatchewan has created its own website – buildtogethersk.com – Facebook page, Instagram and Twitter accounts. ■



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Whistleblower protection laws

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Q&A: Pensions



We sat down with Leah Fichter for a crash course in pensions. She is Deputy Superintendent of Pensions at Financial and Consumer Affairs Authority of Saskatchewan, a Treasury Board Crown corporation.

Photo by Matthew Barton

Q: Who has responsibility for regulating pensions?

A: Pensions are provincially regulated with some exceptions. Anyone working in federally regulated employment falls under federal government rules. So anybody who works in airlines, communications and grain handling – for example – are all federally regulated and are subject to federal law. Also, some Saskatchewan Government employee pension plans have their own legislation. Everyone else is subject to the provincial laws where you report to work.

Q: What law regulates pensions?

A: We administer *The Pension Benefits Act*. It's the law that covers all the pension plans registered in Saskatchewan. The rules of the Act ensure the fair and equitable treatment of plan members and establish the rules under which pension plans must operate. Our office ensures that all of the rules are followed.

The Pension Benefits Act sets out certain things that the pension plan has to do and certain things that we, as the regulator, have to do.

Among other things, *The Pension Benefits Act* states that:

- all registered pension plans have to comply with the law;
- amendments to plans have to be filed with our office;
- employers have to make their required contributions. For defined benefit plans, required

contributions are determined by an actuary, who performs an actuarial valuation report at least every three years;

- every plan has to submit an annual information return which gives us updated information about the plan; and
- all members are provided with annual statements. For defined contribution members, the statement will show the members how much is in their account. For defined benefit members, the statement will show how much members can expect to receive from the plan at retirement.

Our office is available to help plan members if they feel they are not being treated fairly, or if they feel their plan administrator is not complying with pension law or the pension plan contract. We answer inquiries from plan members and plan administrators, and handle complaints.

Q: What kind of inquiries do you get?

A: Actually, most of the calls we get are from former plan members who have terminated their membership in a plan. They've taken their money out and it's now being held at a financial institution. By far, that would be the main type of call we get; their money is in a locked-in retirement account and they want to know what they can do with it.

Q: What kind of inquiries do you get from people who are still working?

A: Usually, we get general inquiries: how does this

continued

work, why is my plan administrator doing this, can my plan administrator do this?

Q: What types of pension plans are there?

A: There are two main types of plans: defined contribution and defined benefit. There are also limited liability plans, which are commonly known as target benefit plans.

Q: Defined contribution?

A: In a defined contribution plan, there's a contract that defines how much the employee puts in and how much the employer puts in. A certain amount of your pay is put in the pension plan, it's invested and that money accumulates over time. It's like an RRSP (Registered Retirement Savings Plan).

Types of pension plans



Defined Contribution
Contributions are set. Pension depends on investment, like RRSP.



Defined Benefit
Pension income is predetermined. Employer insures pension.



Target Benefit
Contributions are set. Pension income targeted - can be reduced.

Icons by Gregor Cresnar

When you retire, you have a lump sum of money. The plan member then decides what to do with it. The Act provides a few options as to the products the money can be put in, such as a locked-in retirement account or an annuity. How can I invest that? How can I ensure that I will have enough money for the rest of my life?

We are finding that members are interested in tools to help them understand and estimate their benefits upon retirement. To that end,

plan administrators could provide estimates of the accumulated value members will have at retirement and the pension that may result from that value.



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Q: And defined benefit?

A: You could say that a defined benefit plan works the opposite of a defined contribution plan. In these plans, there's a contract that specifies how much you're going to get when you retire.

A typical plan will pay 1.5% of your average income multiplied by years of employment. The best plans are 2% plans - if you work 35 years, you'll get 70% of your salary when you retire. Now we have your formula and we figure out how much it's going to cost.

The contribution amounts float, but the pension formula is static. Every three years, the plan files an actuarial valuation report. It uses current economic data and assumptions about life expectancy to determine the cost of the pensions earned to date. It also determines the cost of benefits going forward.

Q: You mentioned target benefit plans?

A: Yes. There's a third type of plan - a hybrid of the first two - called a target benefit plan. In these plans, contributions are fixed (like in a defined contribution plan). At retirement, plan members will receive a pension directly from the pension plan based on a formula (like in a defined benefit plan). However, if the plan is in a deficit position, rather than contributions going up, as would happen in a defined benefit plan, benefits are reduced.

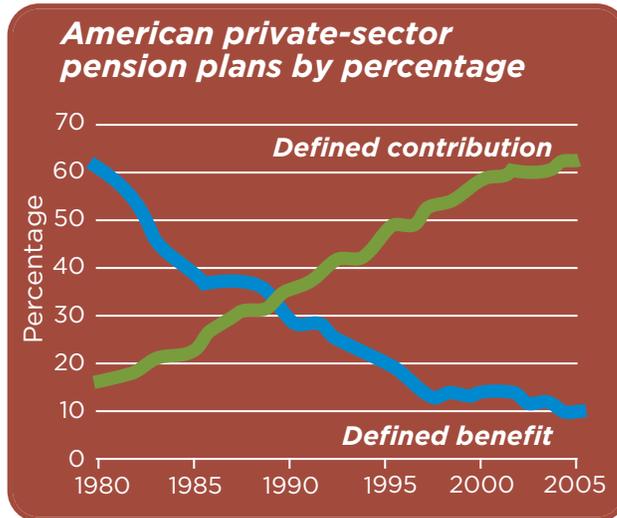
There has been a national trend toward the introduction of more target benefit plans. Saskatchewan has had several of these plans registered for many years.

Pension plans for the building trades unions are typically target benefit plans with several employers contributing to the plan.

Q: Is it fair to say that older plans are defined benefit and newer plans are defined contribution?

A: I think that's fair to say. We've had maybe three new target benefit plans registered in the last few years, and they all replaced existing defined benefit plans. The number of defined benefit plans has been

Decline of defined benefit plans



Source: Employee Benefit Research Institute

declining over time, and I think there will be more defined contribution plans. That's what we see being registered - and possibly more target benefit plans.

Q: What should a contributor know about their pension plan?

A: Pension members should be aware of what type of pension plan they are in. For defined contribution plan members, in particular, it is important to have an idea of how much money your plan is likely to provide you when you retire, so you know if you need

to save more money in a personal account, like an RRSP.

Plan members should be aware of their rights: like how much will their spouse be entitled to when the member dies, what happens if you leave your job, and what happens when you retire. The plan administrator will have a plan booklet available for members, which will answer these questions.

Q: Are investments in pension plans guaranteed?

A: There is always a possibility of low investment returns. Even in a well-managed portfolio of investments, external factors can result in poor returns. In defined contribution plans, poor investment performance may result in members having lower-than-expected account balances at retirement. In defined benefit plans, poor investment performance may result in higher contribution requirements or, in some cases, the reduction of benefits.

Sometimes pension plans aren't intended to be a replacement for your salary - not the only source of income when you retire. You should have some idea of what you're going to get and determine if you should supplement your pension with other savings, like RRSP contributions or TFSA (Tax-Free Savings Account) contributions.

Every pension plan has to send an annual statement to their members who should be looking at how the plan is doing, especially in a defined contribution plan.

If members have any questions, they should feel free to contact their plan administrator. ■

Bad pension planning Detroit bankruptcy

In 2013, Detroit was in real trouble. Its population had dwindled from 1.8 million to 700,000. Once America's fourth largest city, Detroit was now 19th.

The mighty auto industry, "America's economic engine," had largely moved on. Entire sections of Detroit were abandoned and more than 40,000 buildings needed tearing down.

Of the \$18 billion in debt carried by Detroit, more than half was related to future pension payments and health care benefits. With its tax base shattered, the city would never have the income to get out of the red. The city

fathers pulled the plug and on July 18, 2013, Detroit became the largest American city to go bankrupt.

Retired Detroit city workers went to court

to protect their pensions through the bankruptcy process. Even then, they saw cuts of up to 4.5% in their payments and a reduction or elimination of their cost-of-living adjustments.

While much of Detroit's ills were not of its own making, some problems of critical importance could have been avoided.

It never put away enough money to cover its obligations to its employees.

Detroit became the largest American city to go bankrupt.



A hundred years ago, this kind of thinking was common for businesses and governments. When cities are incorporated and businesses started, their employees are young and retirement obligations are decades away. "Obviously, we will pay pensions out of future growth." When it doesn't work that way, retiring employees lose out.

Much of pension law in the last 50 years has been written to prevent what happened to Detroit city employees.

Detroit could have learned from others, who saw where their pension liability was going, and made changes. The Government of Saskatchewan is one such example.

For its first 65 years, the Saskatchewan Government had a defined benefit plan. It made pension payments out of operating revenue and never put money away. Then in the early 1970s, the Government decided it was time to change direction. An unfunded liability, created by not putting money aside for its employees' defined benefit plan, was reaching alarming proportions. Under Minister Wes Robbins, the Government stopped enrolling workers in its (old) defined benefit plan in favour of its (new) defined contribution plan. It did not break its commitment to current employees. It just stopped adding to the red ink.

In hindsight, Saskatchewan's actions look like genius. But many state and municipal governments in the United States continue to deal with the same problems that broke Detroit. ■

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The Davies family

Three generations of boilermakers

Clive Davies loves to weld. His enthusiasm for welding and the satisfaction he gets from it are obvious.

He also enjoys passing his knowledge to the next generation. “I like training young fellows. Take a young fellow – who is just starting out welding – put him with me and I’ll show him how it’s done.” Clive chuckles when he thinks about the number of apprentices he has trained, estimating between 40 and 50.

Born in Wales, raised in New Brunswick, Clive Davies began working in Northern Ontario – around Thunder Bay. An accident forced him into a career change. He took a welding course and joined the Boilermakers in 1976. Clive Davies has been working on his craft for more than 40 years.

Clive and his wife, Naren, moved to Saskatchewan in 2007 where he discovered an unending demand for boilermakers. “There was so much work 10 years ago that you couldn’t find the people to do it.” He convinced his sons, Rob and Christopher (CJ), to come to Saskatchewan and join him in the trade.

Now, with his grandson Austin an apprentice boilermaker, Clive finds himself the head of three generations of boilermakers. The Davies men are all members of Local 555, and they work out of Moose Jaw.

The second generation

Clive’s son, CJ Davies, loves the work also, although he is a mechanic boilermaker – working with scaffolding and cranes. Before becoming a boilermaker, he worked as a logger in Ontario; but he felt isolated, often working alone. A job site in Saskatchewan is completely different. “I like the people. You meet a lot of great men and women.”

CJ works long hours while his wife, Leslee, holds down the fort in Thunder Bay, working as an RN and riding herd on their three kids.

In 2013, CJ was one of more than 400 boilermakers on the refit on #3 boiler at



Clive showing off a sample of his work

SaskPower’s Boundary Dam. This particular boiler is used in SaskPower’s carbon capture project. CJ also spent two and a half years working on the construction of the K+S Legacy Project potash mine near Bethune.

Like his brother, Rob Davies was a logger in Northwestern Ontario. His first move to Western Canada was Drayton Valley, Alberta, where he spent a year cutting oil leases in the wild.

He moved to Saskatchewan and has been a mechanic boilermaker for 10 years.

Rob spent two years working on the clean

coal plant near Estevan. Unlike his brother, CJ, who worked on the boiler, Rob worked on the apparatus to capture the smoke and pump it into the ground.

When asked about why he likes being a boilermaker, Rob says, “I like the brotherhood – it’s like a family. I like seeing all my friends and when we’re on the road, we usually stick together.” And he makes it clear, that these days, “brotherhood” refers to the men and women in his trade.

Rob and his wife, Tanya, plan to stay here. “I like Saskatchewan. I like the people here.”

The third generation

Rob’s son, Austin, is the newest Davies boilermaker. Right after he finished high school, he was introduced to the trade in a two-week pre-apprenticeship course at the Boilermakers shop in Regina. Now, a second-year apprentice, Austin will attend Red River College in Winnipeg for eight weeks this fall for his second round of training. A third and fourth round of instruction will follow.

Austin is paid a \$1,000 grant from the Saskatchewan Apprenticeship and Trade Certification Commission when he completes each stage of his apprenticeship.

At the time of this interview, Austin, his father Rob, and his uncle CJ were all working

continued



CJ, Clive, Rob, and Austin Davies – boilermakers all

at Yara, a nitrate-based fertilizer plant near Belle Plaine. Austin was surprised by, “How nice the people are and how well they treat each other. Morale around the workplace is awesome.”

Asked whether his son’s going to be a good boilermaker, Rob says, “I’ve only heard good things,” but adds with a grin – “these are my buddies talking. Austin is respectful to the older members, he does what he’s told and he asks questions.”

At Yara, Rob, CJ and Austin were working 12-hour shifts, seven days a week. On some shifts, young Austin was working as his uncle CJ’s apprentice. CJ says, “It’s nice to have my nephew as my apprentice. I’d like to think I’m teaching him.”

During the conversation, talk turns to the perceived limitations of size and strength on the worksite. CJ talks about mechanical advantage and says, “Where there’s a will, there’s a way. ‘Can’t’ shouldn’t be in your vo-



On the day of the interview, young Austin was his uncle CJ’s apprentice.

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cabulary.” This is Austin’s lesson for the day.

Officially retired, at 69, Clive gets called a couple of times a year when there’s work to be done and not enough bodies to do it. He prefers TIG (tungsten inert gas) welding and the skill is in high demand.

Clive really enjoys the opportunity to get back on site and spend time with the members of the Boilermakers Local 555 that he’s known for decades. CJ points out that it goes both ways – the younger boilermakers are happy to see veteran Clive arrive on site. Rob agrees, “He taught a lot of them how to weld.”

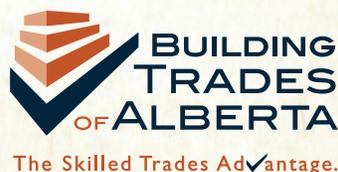
If it weren’t enough to have four boilermakers in one family, there are two more. Clive’s late brother, Ed Davies, was a boilermaker. Rob says that the kind of respect his dad gets, as an elder on site, was also shown to his late uncle Eddie. The sixth member of the Davies clan to be a boilermaker in Local 555 is Clive’s nephew, Scott Robinson.

Every two years, Clive has to renew his ticket at the Boiler Branch in the Technical Safety Authority of Saskatchewan. It seems likely that as long as he can maintain his ticket and the union keeps calling, Clive will continue to work.

“I like going out to see the boys. That’s the main reason I keep doing this. It’s nice to have the money too. It’s mostly to see the boys. You live with them on the road. It’s almost like you’re family. They treat me good, like I was golden,” says Clive. ■



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A career in the Saskatchewan Building Trades offers many exciting options.

In the next few pages, we offer information on our affiliated unions. You will read about each union's history, the kind of work they do, how to become an apprentice, how long it takes to become a journeyman, and the education and training you will need.

You will also find out how much it costs to become a journeyman, what journeymen and apprentices earn, and who to contact.

So, if you're interested in the Building Trades, this will get you started.



**Saskatchewan
Building Trades**

Iron Workers Local 771

The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers is known as the Iron Workers. The Iron Workers International was founded in 1896 in Washington, D.C. Local 771 was founded in Regina in 1956, and it covers all of Saskatchewan.

Structural iron workers fabricate, weld, cut, erect and dismantle structural, miscellaneous and ornamental metal work. They also erect and place pre-cast concrete, and rig and place machinery and equipment. Reinforcing iron workers fabricate and weld rebar, as well as handle, cut, sort, bend, tie and install rebar and other materials used to reinforce concrete. Local 771 members work on commercial and industrial sites, as well as perform maintenance and long-scheduled maintenance work.

Apprenticeship

Applicants must have a Grade 12 diploma (or GED 12), speak English and be a resident of Saskatchewan with a valid driver's licence. New applicants are accepted as needed,



interviewed by the Iron Workers Joint Apprentice Training Committee and placed into the selection process.

It takes three to four years to become a journeyman. To become a Red Seal journeyman, an apprentice works 4,000 to 5,400 hours in the field and takes a six- to eight-week technical training course at Saskatchewan Polytechnic each year.

Apprentices must have a solid work ethic, be willing to work with others and learn the trade skills required.

Costs to become a journeyman

The cost to indenture as an apprentice is \$200. Tuition at Sask. Polytech for the three terms is approximately \$2,310. An apprentice will spend roughly \$1,000 on tools.

Wages

Journeyman structural iron workers earn \$33.00 to \$42.46 an hour (varies between commercial and industrial). Journeyman reinforcing iron workers earn \$32.77 to \$40.70 an hour (varies between commercial and industrial). Apprentices start at 60% of journeyman wages – \$25.48 (structural) and \$24.42 (reinforcing) – and receive increases every 1,800 hours (approximately one year).

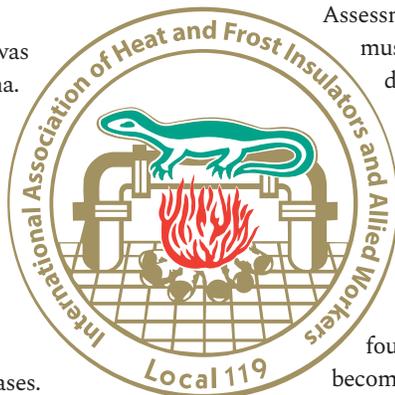
Interested in apprenticeship?

Contact: Wayne Worrall Jr.
President/Trade Coordinator
Iron Workers Local 771
306-522-7932
wayne@local771.ca

Heat and Frost Workers Insulators Local 119

The International Association of Heat and Frost Insulators and Allied Workers is commonly called the Insulators. Several different unions, going back to the 1800s, came together to form a single union in 1903, in St. Louis. The Saskatchewan local, 119, was chartered in 1955 in Regina.

Insulators apply insulation and protective coverings to both hot and cold surfaces on piping, ducts, tanks, vessels, boilers, etc. They also apply materials used to prevent the spread of fire, smoke or other harmful gases. They work mainly in industrial, commercial and institutional facilities – during initial construction, as well as regularly scheduled maintenance, and upgrades.



Apprenticeship

Applicants must have a minimum Grade 10 certificate (or GED 12). Applicants whose first language is not English must have a minimum Canadian Language Benchmark

Assessment of six (CLB6). They must have a valid Saskatchewan driver's licence. The local executive board reviews applications, which are then presented to the membership at monthly general meetings and voted on.

It takes a minimum of four years (6,400 trade hours) to become a journeyman. During apprenticeship, the union provides three technical training sessions – two are six weeks long, one is eight weeks long.

Apprentices work under the direction of a journeyman, where they learn the practical application techniques of the trade. Apprentices go to school for the technical portion of their training.

Costs to become a journeyman

Once accepted into Local 119, the cost to register as an apprentice is paid by the local, as are all tuition and associated costs for the training sessions (over \$2,000). The initial cost of tools is small. By the time an apprentice becomes a journeyman, tools will cost \$800 to \$1,000.

Wages

The wage scale is based on the hourly rate paid to a journeyman, which varies between the industrial (\$39.80) and commercial (\$35.14) sectors. Apprentice rates are a percentage of the applicable journeyman rate – typically 55% in the first year and increasing to 85% in the fourth year.

Interested in apprenticeship?

Contact: Chuck Rudder
Business Manager
Insulators Local 119
306-545-5025
inqlocal119@sasktel.net

Boilermakers Local 555

The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers is usually called the Boilermakers. The union was founded in 1880 in Kansas City. Local 555, “Triple Nickel,” was chartered in 1954 and covers Saskatchewan, Manitoba and Northwestern Ontario – the largest jurisdiction in Canada.

Boilermakers in Canada work in the heavy industrial sector – building, maintaining and repairing mechanical and pressurized process equipment used in pulp and paper, electrical generating stations, oil and gas, and mining. A boilermaker is a craftsperson who is highly skilled in all aspects of metalworking and specializes in construction, erection and fabrication of pressure vessels.

Apprenticeship

Applications for apprenticeship are made to Craig Beauchamp, Training Coordinator, Local 555. Applicants must have their Grade 12 diploma (or GED 12), speak English and be a resident of Saskatchewan with a valid

driver’s licence and health card. Applicants must be physically fit, willing and able to work inside confined spaces, able to climb, and unafraid of working at heights and in adverse climate conditions. Each year, in September, applications are reviewed. Applicants are interviewed by a panel.

A Red Seal journeyman passes through three levels. Each level includes 1,800 hours of field training and eight weeks in school.

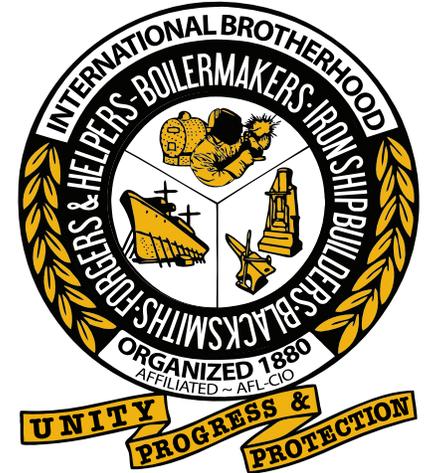
Apprentices must be willing to work, willing to learn in school and on the job, and must respect their supervising journeyman.

Costs to become a journeyman

An apprentice will attend Red River College in Winnipeg for eight weeks each year. While tuition is covered by Local 555, accommodations are the apprentice’s responsibility.

Wages

A journeyman makes \$44.88 an hour. An apprentice begins at \$26.56 an hour and



receives increases after completing each level/year. An apprentice earns \$40.30 in year three.

Interested in apprenticeship?

Contact: Craig Beauchamp
Training Coordinator
Boilermakers Local 555
204-987-9200
cbeauchamp@local555.ca

Electrical Workers IBEW Local 529



The International Brotherhood of Electrical Workers, usually called the IBEW, was established in St. Louis, in 1891, by 10 founding fathers. Local 529 received its charter in 1947 in Saskatoon. Local 529’s jurisdiction is work within the provincial boundaries of Saskatchewan, north of the 51st parallel.

IBEW Local 529 members are mainly construction electricians. Industrial electricians wire potash mines, uranium

mines and processing facilities, oil refineries, and power plants. Those working in the commercial sector build hospitals and install building automation and control systems.

Apprenticeship

Apprenticeship applications are made to Local 529’s business manager who reviews each one, short-lists them, and grants final approval. Applicants must speak English and need Grade 11 with Foundations of Mathematics 20 or Workplace and Apprenticeship Mathematics 20 or Pre-Calculus 20.

It takes a minimum of four years to become a journeyman. Each year, an apprentice must work 1,800 hours in the field and take one course (typically eight weeks long) at Saskatchewan Polytechnic.

A strong Saskatchewan work ethic, eagerness to learn and to continue learning, and recognizing being productive in the workplace not only helps everyone in the union, it also helps the employer grow and be able to bid on more work.

Costs to become a journeyman

Saskatchewan Polytechnic tuition, for the four training courses, totals \$3,200 and is paid for by Local 529’s training fund, as is the \$150 to be indentured as an apprentice. All other training costs are paid for by either the IBEW or the employer. Tools will cost less than \$500.

Wages

A journeyman earns \$42.03 an hour in the commercial sector and \$44.89 an hour in the industrial sector. A first-year apprentice earns 50% of these rates and receives regular increases upon completion of the required hours and training courses.

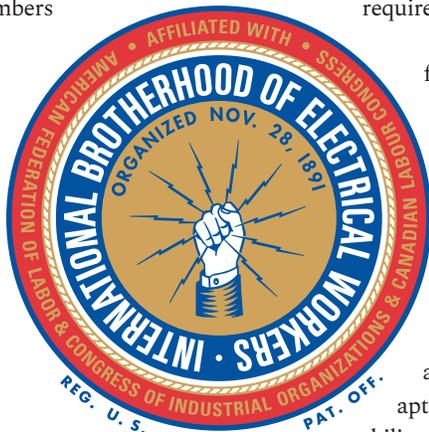
Interested in apprenticeship?

Contact: IBEW Local 529
306-384-0529
ibewlocal529@sasktel.net

Electrical Workers *IBEW Local 2038*

The International Brotherhood of Electrical Workers, usually called the IBEW, was established in St. Louis, in 1891, by 10 founding fathers. Local 2038 received its charter in 1959 in Regina, and its jurisdiction is Saskatchewan, south of the 51st parallel (roughly, anything south of Davidson).

IBEW Local 2038 members are mainly construction electricians. Industrial electricians wire potash mines, uranium mines and processing facilities, oil refineries, and power plants. Those working in the commercial sector build hospitals and install building automation and control systems.



Apprenticeship

Applications are made to an examining board of three, elected by members of Local 2038. Applicants must have Grade 12 or equivalent (GED 12) and the ability to

communicate with other workers. They must be able to prove Saskatchewan residency (driver's licence, health card, etc.). Applicants have a directed education session with the examining board and are interviewed one-on-one. New applicants are interviewed every three months, more often when required.

It takes a minimum of four years to become a journeyman. Each year, apprentices work 1,800 hours in the field and take one course (typically eight weeks long) at Saskatchewan Polytechnic.

Applicants must have a good work ethic, an aptitude for the trade and the ability to learn from supervising journeymen. As electricians often work at heights, those with a fear of heights should steer clear of this trade. Electricians can work in harsh weather, near chemicals and with high voltage.

Costs to become a journeyman

The \$150 to be indentured as an apprentice is paid for by Local 2038. Tuition at Saskatchewan Polytechnic, for four training courses, totals \$3,200. Tuition is refunded by Local 2038 upon successful completion of each level of training. Tools will cost between \$500 and \$1,000.

Wages

A journeyman earns \$41.33 an hour in the commercial sector and \$44.19 an hour in the industrial sector. A first-year apprentice earns 50% of these rates and receives regular increases upon completion of the required hours and training courses.

Interested in apprenticeship?

Contact: Aaron Laughlin
Education and Training Coordinator
IBEW Local 2038
306-757-0222
Aaron2038@sasktel.net

Teamsters *Local 395*

The International Brotherhood of Teamsters was founded in the Boston area in 1903. Teamsters Local 395 was chartered in 1938 in Moose Jaw, with jurisdiction for all of Saskatchewan.

Members of Teamsters Local 395 work on the movement of men and materials, as well as the procurement of materials through warehousing.

Becoming a member

Résumés are requested and reviewed by the dispatcher. Successful applicants will be dispatched, as permits, to be tested in the field, as needed. Once a job is completed successfully, they may be considered for membership.

Applicants need a Class 1 licence with a clean driving record. Experience in driving all types and sizes of vehicles and being a certified warehouse person are assets.

Applicants should have a solid work ethic and the ability to follow instructions.

Costs to become a member

Once an applicant is confirmed for membership, they will pay a \$300 initiation fee. There is no real formal education; however, there are certain courses provided for education in the field, at no cost to the member.

Wages

A member of Teamsters Local 395 earns between \$35 and \$45 an hour, depending on experience.

Interested in membership?

Contact: Randy Powers
Secretary-Treasurer
Teamsters Local 395
306-569-9259
rpteamsters395@sasktel.net



Bricklayers and Allied Craftworkers BAC Local 1

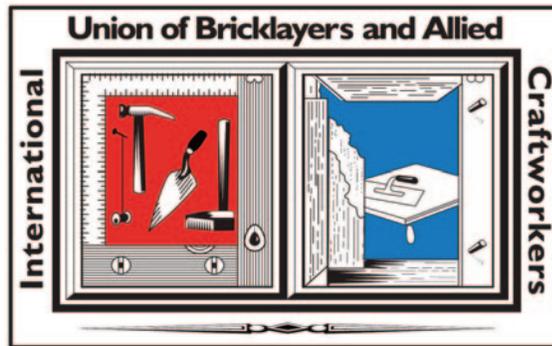
Bricklaying is the oldest trade. The work of some bricklayers done 3,000 years ago is still standing. The International Union of Bricklayers and Allied Craftworkers, commonly called BAC, was founded in 1865 in Baltimore and Philadelphia. Local 1 of BAC was founded in Regina in 1906, and it covers all of Saskatchewan.

BAC members work on many kinds of masonry, including brick, stone, artificial, cement and marble. They cut and lay marble, mosaic and terrazzo tile. They do pointing, cleaning and caulking. They work on removal and maintenance of all masonry work, consisting of plastic, castables, acid-proof materials, ceramic fibre materials, asbestos or any refractory material. BAC members work on commercial, institutional, residential, industrial, and refractory jobs.

Apprenticeship

Members of BAC are indentured as apprentices by their employers who pay the \$150 fee.

It usually takes three to four years to



become a journeyman. A Red Seal journeyman passes through three levels of apprenticeship. Each level includes eight weeks of technical training, plus 2,000 hours of work. Training is provided by Saskatchewan Polytechnic.

Costs to become a journeyman

Tools will cost a minimum of \$500. Tuition at Saskatchewan Polytechnic is just over \$600 for each of the three levels of technical training. BAC Local 1 pays a portion of the tuition.

Wages

The wage scale is based on the hourly rate paid to a journeyman, which varies between commercial, industrial and refractory work – \$36.07 to \$42.24. An apprentice begins at 55% of a journeyman's pay – \$19.84 to \$23.34 – and receives regular increases over the course of the apprenticeship (for example, an apprentice earns 85% of a journeyman's pay in their third year).

Interested in apprenticeship?

Contact: Mike Weigl

President

BAC Local 1

306-359-6356

sask1bac@sasktel.net

Operating Engineers IUOE Local 870

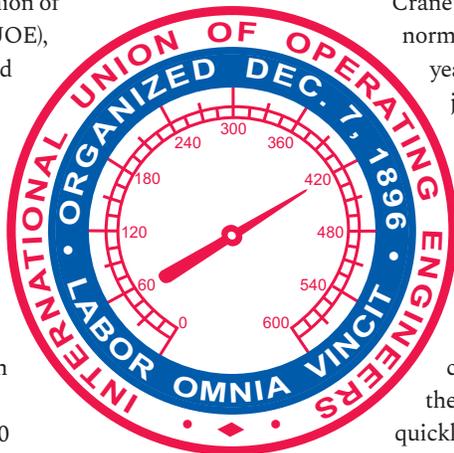
The International Union of Operating Engineers (IUOE), of Canada and the United States, got its start in Chicago in 1896, when 11 pioneering individuals formed the union that is the Operating Engineers' forerunner.

Saskatchewan's IUOE Local 870 was founded in Saskatoon in 1957.

Members of Local 870 operate various pieces of heavy equipment, from cranes to earth-moving equipment, on commercial, industrial and pipeline construction sites.

Apprenticeship

Applications for crane apprenticeship are made to IUOE Local 870.



Crane apprenticeship normally takes three to five years to become a journeyman. Having a Red Seal journeyman crane ticket makes it easier to work anywhere in Canada.

Apprentices must show the ability to adapt to new circumstances daily. As the industry changes very quickly, operators can face new regulations and different

pieces of equipment – so apprentices must have the ability to learn. If this career is your career of choice, you should understand that you will be on the road for your working life, unless there are construction or shutdown projects which are happening near your place of residence.

Wages

A journeyman earns between \$54.31 an hour (top hydraulic crane operator) and \$57.09 an hour (conventional). Apprentices start at 60% of a journeyman's pay and earn increases as they accumulate hours and pass the Saskatchewan Apprenticeship Commission exams.

Interested in crane apprenticeship?

Please send or fax your résumé to:

IUOE Local 870

PO Box 1112

Saskatoon, Saskatchewan

S7K 3N2

Fax: 306-665-0998

Painters and Allied Trades *IUPAT District Council 17*

The International Brotherhood of Painters and Allied Trades was first organized in 1887 in the United States.

Saskatchewan's first painters' union was formally organized in 1906. After a name change, it became the International Union of Painters and Allied Trades (IUPAT). In 1996, the Saskatchewan, Manitoba and Nunavut locals combined to form IUPAT Local 739. In 2015, a further amalgamation with Alberta and the Northwest Territories formed IUPAT District Council 17, which now represents all three Canadian Prairie provinces and the two aforementioned territories.

IUPAT members work in the finishing trades – industrial and commercial painting, drywall finishing, glazing and glass work, sign and display, floor covering installation, and more – in construction.

Apprenticeship

Apprentice painters and glaziers need



their Grade 10. Architectural Red Seal painters and glaziers are enrolled with Saskatchewan Apprenticeship and follow the same curricula as the rest of Canada. It takes a minimum of three years to become a journeyman painter and four years to become a journeyman glazier. Each year, apprentices complete 1,800 mentored job hours, and a session of technical training (six or eight weeks) at either the Northern or Southern Alberta Institute of Technology (NAIT/SAIT).

For industrial painting, the IUPAT has partnered with member signatory contractors to purchase state-of-the-art spray booth and abrasive blast equipment. This will ensure that apprentices in this specialized portion of the trade receive the most up-to-date training and third-party certifications in the industry.

IUPAT crafts are physically demanding. Working at heights and repetitive motion are common in both the painter and glazier

trades. But “touch” and “finesse” also have their place in these crafts.

Costs to become a journeyman

It costs \$150 to register as an apprentice. Total tuition costs at NAIT/SAIT will be approximately \$3,000. Annual tuition is reimbursed upon successful completion of each level.

Wages

Generally, a journeyman industrial painter's annual wage ranges from \$65,000 to \$150,000, depending on the classification and job specifics. A journeyman commercial painter typically makes \$50,000 to \$60,000. A journeyman glazier earns around \$55,000 to \$70,000. The annual wage of a first-year apprentice will start at 50% of a journeyman's rate, increase regularly and at the end of the apprenticeship reach 90%.

Interested in apprenticeship?

Contact: IUPAT District Council 17
800-322-0694
office@dc17.ca

Labourers *LiUNA Local 180*

The Labourers' International Union of North America is commonly called LiUNA. The first Labourers' union was recognized in 1836 in Philadelphia. Many independent labourer unions joined in 1903 to form the framework of the modern day LiUNA. Local 180 was chartered in 1953 in Regina, and it now covers all of Saskatchewan.

LiUNA members work in many different sectors. Some of their work includes: placing and finishing concrete, trenching and backfilling, site services, piling, tunnelling and swamping in the industrial and residential sectors. They do many different jobs on pipelines (such as blasting and coating pipe), road building, work in manufacturing plants, and long-term maintenance in industrial facilities.

Apprenticeship

Applications for apprenticeship are made to Local 180's Joint Training Committee.

Applicants must have Grade 10 math. Applicants whose first language is not English must have a minimum Canadian Language Benchmark Assessment of six (CLB6). Apprentices are accepted every six months (or as needed). Applicants are interviewed.

Construction craft labourers can become journeymen after two years and 2,400 hours in the trade. During the two years, there are two training sessions (four weeks per session) provided by Sask. Polytech.

Applicants must demonstrate a strong work ethic and a willingness to learn many new skill sets under the direction of a journeyman.

Costs to become a journeyman

There is a one-time fee of \$200 to become an apprentice. Tools will cost approximately \$300 to \$500. Tuition is \$300 per training

LiUNA!

session and is paid by LiUNA Local 180 on behalf of the apprentice. Apprentices may have to travel to attend training.

Wages

A journeyman earns \$31.54 to \$33.92 an hour, depending on the scope of work and the agreement work falls under. There are three levels of apprenticeship and wages: Level 1 – \$19.85 to \$22.05 (0 to 300 hours); Level 2 – \$22.91 to \$25.44 (301 to 1,200 hours); and Level 3 – \$25.96 to \$28.83 (1,201 to 2,400 hours).

Interested in apprenticeship?

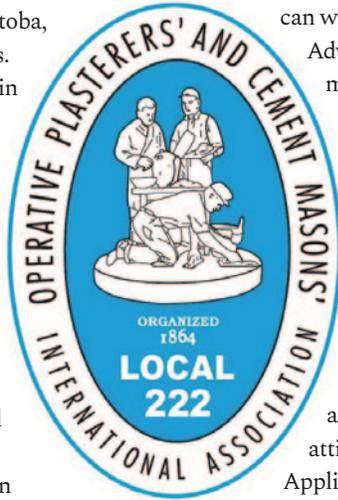
Contact: Shane Sali
Joint Training Committee Coordinator
LiUNA Local 180
306-525-2336
shane@local180.ca

Plasterers and Cement Masons *OPCMIA Local 222*

The Operative Plasterers' and Cement Masons' International Association (OPCMIA) is the oldest construction trade union in the United States, tracing its roots back to the American Civil War. Local 222 was chartered in 1996. Its jurisdiction is Alberta, Saskatchewan, Manitoba, and the Northwest Territories.

OPCMIA members work in two segments of the construction industry: concrete and plaster. Both have multiple specialty fields and niche markets. Cement masons work in commercial, concrete repair, curb and gutter, decorative concrete, flatwork concrete, heavy and highway, industrial and residential.

Plasterers/fireproofers work in exterior insulation finish systems, fireproofing, historical, restoration, interior gypsum plaster, motion picture and special effects, portland cement plaster, and specialty and coloured finishes.



Apprenticeship

Both masonry and plastering apprenticeship applications are made to the business manager and agent, Local 222.

Applicants need Grade 10 or GED 10 (those applying for masonry without Grade 10 can write an exam from Alberta

Advanced Education). Cement masons will need proper lifting techniques, as they will be shovelling cement.

Plasterers/fireproofers must be able to stand, crouch and kneel for long periods of time and work at heights on scaffolding. All need to be able to lift over 25 kilograms, be able to work with others and demonstrate positive attitudes and behaviours.

Applicants are interviewed.

A cement mason's apprenticeship is three years, including a minimum of 1,200 hours of on-the-job training each year, as well as four weeks of technical training in the first and second years. Total tuition for cement mason training from the Southern

Alberta Institute of Technology is \$1,000.

The apprenticeship for a plasterer/fireproofers is four years, including a minimum of 5,000 hours of on-the-job training and eight weeks of technical training provided free of charge by Local 222.

Costs to become a journeyperson

There is a one-time seat fee of \$150 (reimbursable upon attendance) to become an apprentice. Tools are approximately \$400 to \$1,000 for a concrete finisher and \$500 for a plasterer/fireproofers.

Wages

A journeyperson cement mason makes \$42.06 an hour. An apprentice starts at \$27.34 and receives regular increases based on hours worked.

Interested in apprenticeship?

Contact: Tony Wassill
Training Coordinator
OPCMIA Local 222
780-490-4327
tony@local222.com

Sheet Metal Workers *Local 296*

An early version of the Sheet Metal Workers' International Association was formed in 1888 when 11 tradesmen met in Toledo. Local 296 was originally chartered in 1958 in Regina, and it now covers all of Saskatchewan.

Sheet metal workers perform architectural sheet metal work, fabrication, installation, service of heating, ventilating and air conditioning systems, shipbuilding, rail work and more. Sheet metal workers are unique in the construction industry as they are the only tradespeople that design, manufacture and install their own products.

Apprenticeship

Apprenticeship applications are accepted at the Regina Union Hall or Saskatoon Education Centre. Applicants are interviewed and it is strongly recommended they have Grade 12.

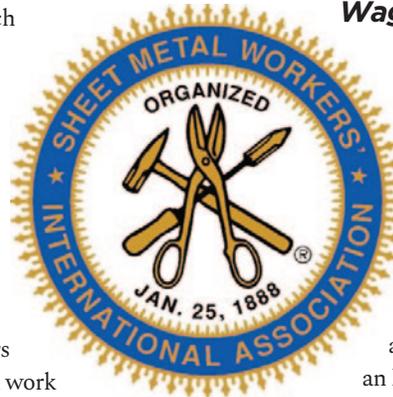
It takes four years to become a Red Seal

journeyperson. Each year, an apprentice works 1,800 hours and takes an eight-week training course at Saskatchewan Polytechnic.

Those applying to be apprentice sheet metal workers should have a good work ethic, hands-on mechanical skills and enjoy the outdoors.

Costs to become a journeyperson

Sheet metal workers who complete apprenticeship pay virtually nothing for their education. Tools are purchased and accumulated by the apprentice during their four-year apprenticeship.



Wages

There are two categories of journeyperson sheet metal workers. Industrial journeymen earn \$42.34 an hour and commercial journeymen earn \$37.93 an hour. Beginning apprentices make approximately 50% of the journeyman's rate (apprentice industrial earns \$22.29 an hour; apprentice commercial earns \$20.86 an hour) and rates are increased yearly upon successful completion of each level of apprenticeship training.

Interested in apprenticeship?

Contact: TJ King
Training Coordinator
Sheet Metal Workers Local 296
306-374-5482
tj.king@local296.ca

Plumbers and Pipefitters *UA Local 179*

The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada is referred to as the UA. The UA was founded in 1889 in Washington, D.C. Local 179 was chartered in Regina in 1906, and it now covers all of Saskatchewan.

UA members work in the plumbing, pipefitting, sprinkler fitting, refrigeration, pipe welding, instrumentation, and quality control/quality assurance crafts. They work on commercial, industrial and some residential, as well as service, maintenance and long-scheduled maintenance work throughout the province.

Apprenticeship

Applications for apprenticeship are made to the UA 179 Joint Training Committee. Applicants must have a Grade 12 diploma (or GED 12), speak English and be a resident of Saskatchewan with a valid driver's licence and health card.

It takes three to five years to become a

journeyperson, depending on the trade. In most cases, the requirements to become certified as a Red Seal journeyperson take three or four levels of technical training, plus field hours – 1,800 hours in the field and seven to eight weeks in school each year.

Apprentices must be willing to work, have a solid work ethic and show respect to those passing on skills and knowledge.

Costs to become a journeyperson

There is a one-time fee of \$200 to become an apprentice. Tools will cost roughly \$1,000. To become a journeyperson, an apprentice will need to attend Saskatchewan Polytechnic for three to four terms. Tuition costs vary by trade.

Wages

The wage scale is based on the hourly rate paid to a journeyperson, which varies between commercial, refrigeration and industrial sectors – \$37.28 to \$43.55. An



apprentice begins at 40% or 45% of a journeyperson's pay – \$16.78 to \$19.60 – and receives regular increases over the course of the apprenticeship (for example, an apprentice earns 50% of a journeyperson's pay after one year).

Interested in apprenticeship?

Contact: Brad Funk
Director of Training
UA Local 179
306-651-3737
Brad.skppin@sasktel.net

Millwrights *Local 1021*



fans. They work in power plants, potash mines, uranium mines, oil refineries, industrial manufacturing facilities, public works facilities, and anywhere there is rotating equipment and mechanical equipment.

Apprenticeship

The United Brotherhood of Carpenters and Joiners of America, Millwrights Local 1021 is usually referred to as 1021 Millwrights. The union was founded in 1881 in New York, with 5,000 members. Local 1021 was founded in 1968 in Saskatoon, and it covers all of Saskatchewan, the Northwest Territories and Nunavut.

Members of 1021 Millwrights install, maintain, repair, and troubleshoot stationary industrial machinery and mechanical equipment. This includes all pumps, all conveyers, bucket elevators, hydraulic systems, overhead bridge cranes, all types of turbines (wind, water, gas, and steam) and

Applications for apprenticeship are made to the Millwrights Apprenticeship Committee. Applicants for apprenticeship must present their Grade 12 transcripts (with all required maths) or their GED 12, plus math upgrades. They must be a resident with a valid driver's licence and health card. Applicants are interviewed by the Millwrights business manager.

It takes a minimum of four years to become a Red Seal journeyperson. There are four levels of technical training. Each level consists of eight weeks at Saskatchewan Polytechnic in Saskatoon, plus 1,800 hours trade experience, within a 12-month period.

Applicants must have a high mechanical aptitude and very good math skills. They will be self-motivated and willing to learn.

Costs to become a journeyperson

There is a one-time fee of \$150 to become an apprentice. The initial cost of tools is roughly \$1,000. Each schooling session has a tuition cost of \$840 which is reimbursed by Local 1021 to members when they pass.

Wages

An apprentice is paid \$27.55 an hour for the first six months (65% of a journeyperson's wage). Wages increase 5% every six months (900 hours). A journeyperson is paid \$42.38 an hour.

Interested in apprenticeship?

Contact: Jeffrey Austman
Business Manager
Millwrights Local 1021
306-290-4294
jaustman@myparc.ca



Workplace safety is everyone's job



By Hon. Don Morgan
Minister of Labour
Relations and
Workplace Safety

When we first formed government in 2007, the injury rates in Saskatchewan were completely unacceptable. Since then, our province has made significant strides to increase the safety of our workers. This important work has been done in partnership with the Saskatchewan Workers' Compensation Board and WorkSafe Saskatchewan, as well as the employers and employees across our province.

In the past decade, both the time-loss injury rate and the total injury rate have dropped by approximately 50%. While this is encouraging, we know even one injury is one too many. Across Canada, workplace injury rates are declining. We want to continue to work with other provinces to develop best practices to keep this trend going across the country and here at home. Our goal is Mission: Zero. That means zero injuries, zero fatalities and zero suffering.

In 2017, 88% of workplaces in the province achieved Mission: Zero. We will not stop until we reach 100%. I encourage everyone to make safety a priority in

everything they do and to use the resources available through WorkSafe Saskatchewan to become educated about safety in the workplace.

This year, the Government of Saskatchewan added five new Occupational Health and Safety (OHS) officers in the Ministry of Labour Relations and Workplace Safety. Adding more officers has given OHS the ability to conduct more worksite visits and continue to focus on the targeted intervention strategy. OHS has recently expanded this program to smaller employers with injury rates that are consistently higher than average.

As of March 31, 2018, 181 employers have completed the first phase with a 37% reduction in injury claims. Worksite inspections are also an important tool to keep workers safe. There were almost 4,000 worksite inspections last year. These inspections were targeted, officer-initiated and complaint-driven. If you feel unsafe in your workplace or think some of your policies are outdated, do not hesitate to reach out to OHS to seek assistance or to ask questions.

The federal government has announced that Bill C-45, the Cannabis Act, will come into force on October 17, 2018, making

recreational cannabis legal. Last fall, the Government of Saskatchewan conducted an online survey to gather information from Saskatchewan residents on how to approach cannabis legalization in the province. We received nearly 35,000 responses. Feedback from the survey indicated we should take additional steps to keep workers safe from workplace impairment. As a result, our government undertook consultations this past summer on possible changes to Part III (Occupational Health and Safety) of *The Saskatchewan Employment Act* and/or *The Occupational Health and Safety Regulations, 1996* to address concerns.

In closing, I am proud to write that over the last 10 years Saskatchewan's population has increased by more than 160,000 people. With this growth, there is an increased demand for homes, community centres, hospitals, schools, and other core infrastructure. Due to the impressive work by our construction industry, we have seen these developments realized. Newcomers move to Saskatchewan and they have a home, there are schools for their children to attend, and there is a place for them to build their lives. I would like to thank you all for helping keep Saskatchewan strong. ■



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Dad's Day Golf Tournament 2018 Drivin' for diabetes



Winners: Andrew Eichinger, Mitch Grenier, Shane Callaghan, and James (JJ) Arthurs (not present)



Dion Malakoff with Mixed Champions: Darcy Doepker, Ron Doepker, Linda Knittig, and Stan Knittig

The annual Dad's Day Golf Tournament was held August 2 at the Dakota Dunes Golf Links – 112 golfers from industry and the Building Trades participated in the annual charity event.

For more than two decades, all proceeds have gone to the Juvenile Diabetes Research Foundation (JDRF).

“Through their continued generosity and dedication, the Saskatchewan Building Trades has donated over \$300,000 to help fund research to find a cure for Type 1 Diabetes – a disease that impacts over 100,000 Saskatchewan residents. JDRF highly values the partnership with the Saskatchewan Building Trades,” says Randy Durovick, JDRF fundraising coordinator.

This year, in support and recognition of the Humboldt Broncos tragedy that saw 16 killed and many others injured in the April 6 bus accident, half of the Dad's Day Golf Tournament proceeds are going to STARS to aid in their work as Saskatchewan's helicopter air ambulance.

Following the golf, trophies and prizes were awarded at a banquet held at the adjoining casino.



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The 2018 Dad's Day trophy went to the team of Mitch Grenier, Shane Callaghan, Andrew Eichinger, and James (JJ) Arthurs from UA 179, who shot a 13-under-par 59 in the modified Texas Scramble event. The foursome was happy to report their efforts kept the trophy in Saskatchewan as they finished a shot under an Alberta team that included Alberta Building Trades President Terry Parker.

Mixed winners were Ron Doepker, Darcy Doepker, Stan Knittig and Linda Knittig from Aecon. Alexander MacDonald and Heather Jensen were joint recipients of the trophy for men's and women's longest drive. 🏆

Dad's Day photos

- A. Mitch Grenier - UA Local 179
- B. Milton Greyeyes - Nutrien, Tyler Knock - Infracon, Frank Royal - Whitecap Industrial Services
- C. Chuck Rudder - outgoing Sask. Building Trades President, Insulators Local 119
- D. Dennis Wilson - Infracon, Sandra Sutter - Tarpon Energy Services Ltd, obscured is Darrell Balkwill - Whitecap Development Corporation (WDC), Dwayne Eagle - WDC
- E. Shane Callaghan - UA Local 179
- F. Sheri Starko - Infracon
- G. Gunnar Passmore - recently retired from Sask. Building Trades, Sheet Metal Workers Local 296
- H. Jason Bencharski - Boilermakers Local 555, Bob Blakely - Canada's Building Trades Unions, Patrick Dillon - Ontario Building and Construction Trades, Dion Malakoff - Sask. Building Trades
- I. John Sedor - IUPAT District Council 17
- J. Devin Wagman - Insulators Local 119





There's an app for that



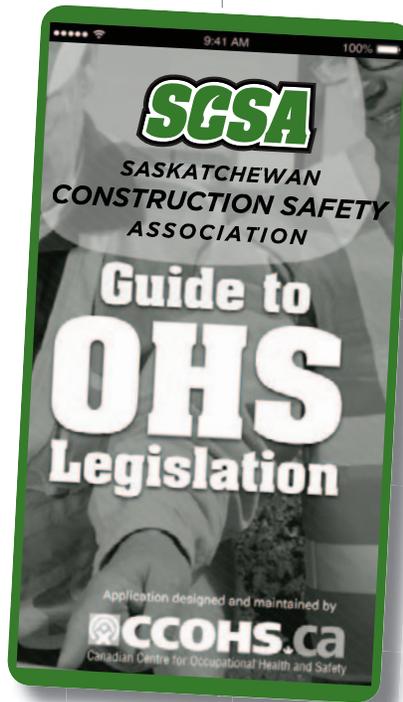
By Collin Pullar
President
 Saskatchewan Construction
 Safety Association

When it comes to on-site safety and the safety of employees and co-workers, “I didn’t know” is just not valid. That is why the Saskatchewan Construction Safety Association (SCSA) created the Saskatchewan Construction Safety Association Guide to Occupational Health and Safety (OHS) Legislation app.

Together, *The Occupational Health and Safety Regulations* and *The Saskatchewan Employment Act* are more than 500 pages in length. While workers, supervisors and other managers are required to adhere to the Regulations and Act, it is often impractical for people to carry such a massive document in their back pocket.

The SCSA felt that there was a need for a quick reference tool that focused on some of the most common issues in construction safety with direct reference to the Regulations and Act. From the onset, it was determined that the tool had to contain brief, plain language summaries and links to additional resources and training that employers and workers could benefit from. It had to be accessible anywhere and to anyone.

The OHS app was developed in partnership with the Canadian Centre for Occupational



Health and Safety and contains both a web-based version and a mobile application. This guide will help Saskatchewan employers and employees understand and comply with the legislative obligations within their workplaces. Each of the 20 topics includes an easy-to-read summary and related resources such as hazard alerts and safety talks.

Upon reviewing the SCSA app, Anders Wheeler, District Health, Safety and Environmental Manager, PCL Regina District, had this to say, “It doesn’t take long to realize the value in what you guys have been able to put together. It is easy to see that it will be a very effective tool for our project teams to reference and find the information they need efficiently. The simple, streamlined interface makes it extremely easy to pick up and use from the first time you open the app.”

In response to member feedback, five additional topics have been added to the Guide to OHS Legislation app – Harassment; Working Alone; First Aid; Duties of the Employer, Supervisor, Contractor and Prime Contractor; and Protection for Electrical Workers.

In the 2016-17 fiscal year, there were 38 prosecutions initiated, resulting in 25 OHS convictions in Saskatchewan. Total penalties for the year were just under \$1 million. Education and knowledge are key to injury prevention. The Guide to OHS Legislation app delivers that to employers, supervisors and workers.

Thousands have taken advantage of this free app, by downloading it from either the Apple or Google app stores. To check it out, simply search “SCSA” using each store’s search tool.

To preview the web-based version, visit: ohsguide.scsaonline.ca

The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, membership-based, non-profit organization that provides cost-effective, accessible safety training and advice to employers and employees in the construction industry throughout the province to reduce the human and financial losses associated with injuries. Registered March 20, 1995, the SCSA is, and has been since inception, committed to injury prevention. Serving almost 10,000 member companies, with business offices in both Regina and Saskatoon, the mission of the SCSA is constructing safety leadership in Saskatchewan and the vision is to create the safest construction environment in Canada. For more information, visit: www.scsaonline.ca

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Bert Ottenson

We take care of our own

“I got involved in the union, as a union rep, because I believe you should have a decent wage when you work. You should have a pension plan so that you can retire with dignity, and you should have a health plan so that you don’t have to worry for you or your family,” says Bert Ottenson.

“Let’s put it this way – if every contractor/employer was a good employer, you wouldn’t have unions. But that’s not the case and it probably never will be.”

Bert Ottenson has a lifetime of experience to back up his words. He has been a union member and a union rep for more than 50 years.

Bert started as a sheet metal worker in Winnipeg in 1966. He moved to Saskatchewan in 1975 and became a full-time employee of the Sheet Metal Workers union in 1981. For the next three decades, he worked for the union, including time on the international staff. Today, Bert sits on the Labour Relations Board.

Bert says working in the building trades is different from most jobs.

“First of all, it’s not a job. It’s a career. You can make a pretty good living in the trades these days, it doesn’t matter which one it is. You have good benefits and pension plans. Your health plans are all top-notch. There are other benefits that go along with it.

“If you go to university, you pay to learn. When you become an apprentice, you get paid to learn. You go to school eight to ten weeks a year. Your tuition is, in most cases, paid by the union.

“When you’re in the building trades, your union is more like a second family. You’re

part of a bigger group, and we take care of our own.”

You’re part of an international organization when you are in the building trades. You can work anywhere in Canada and even in the United States says Bert. The reach of the international unions makes them the only ones who can get 3,000 people to a job site within a week. An example of such a need is when there is a shutdown at the oil sands, costing millions a day. No effort, no expense is spared getting systems back on track.

“If you’re prepared to move and travel, you can make a pretty good career out of it.”

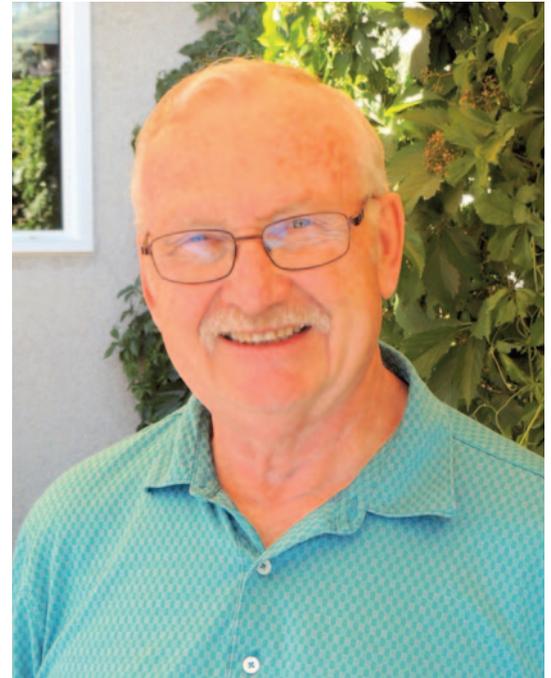
Bert reflected on how things have changed for young people coming in.

“I think the kids now are much more aware, probably because of social media, and a little better educated in the process. Part of my job was to meet with the new apprentices, tell them about the structure of our union, what their benefits

were, that kind of stuff, and why we got involved politically. I think a lot of them understand you have to get involved politically now. There was a time when that was a no-no.”

There has been a change in the contractors as well. Bert says that his generation may have been luckier because the owners they dealt with came out of the

trades themselves and understood the issues and problems of their workers. Today, you’re dealing with the children and grandchildren of the original owners. Most of the current generation of owners have never worked in the trades.



Bert Ottenson

“When you’re in the building trades, your union is more like a second family.”

Still, Bert says, “Our contractors are not our enemies. We have to work with our contractors.”

Bert is a firm believer in the need for political action. “Politics is very important because if you don’t get the proper legislation – where you have an even playing field – it’s fairly uneven right now across the spectrum.”

Bert has been part of the Saskatchewan Building Trades Council since its beginning. In 1989, the north and south councils amalgamated and became the Saskatchewan Building Trades Council. Bert was its first secretary/treasurer.

Before there was the Saskatchewan Building Trades Council, there would be jurisdictional squabbles between unions at the same job site over which union would do which work. These arguments could escalate into strikes. Since the establishment of a unified bargaining system, disputes at job sites over jurisdiction have all but disappeared.

In the early 1990s, Premier Romanow’s

continued

Bert Ottenson *continued*

NDP government brought together contractors, the Building Trades, and government officials to draft legislation which became *The Construction Industry Labour Relations Act, 1992*. The Building Trades representatives were Bert, Harvey Fleming, Ed Cowley, and John MacLeod. The Act built upon the system of province-wide bargaining that had evolved between the Building Trades and the province's contractors.

The creation of *The Construction Industry Labour Relations Act, 1992* has been good for the unions, contractors and the provincial government. It has produced a stable, predictable and less confrontational labour environment – a benefit to all. Bert is quick to point out, “The thing to remember about the province-wide

bargaining is that none of the locals surrender their bargaining rights. I wouldn't do it if I were a business agent.”

What are the challenges for the building trades locally and internationally? According to Bert, one of the challenges is during boom times – you tend to ignore the commercial sector.

“When you ignore the commercial sector, that's where your opponents will be coming up. How much a particular trade depends on the commercial sector varies. For the sheet metal workers, it's about 70% of the work; for the UA, IBEW and the boilermakers, it's quite a bit less. At one time, they all had a healthy commercial sector. I think we have to get back to that,” says Bert. ■

Bert and the SaskPower buses

Back in the day, there was a strike at the Shand Power Station in Estevan. SaskPower used buses to take replacement workers through the union picket lines. The buses were built for combat with unbreakable plexiglas over the windows and puncture-proof, solid rubber tires.

After the strike, as Bert Ottenson remembers, SaskPower had no need for the buses.

“We found out that these buses were up for auction, so we went and bought them. We took the plexiglas off and put new tires on them because they rode like tanks, but we left the SaskPower paint job and logos.”

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cartoon by Jodie

SYSTEM INSTALLER PLUMBER WELDER STEAMFITTER-PIPEFITTER REFRIGERATION MECHANIC INSTRUMENTATION MECHANIC SPRINKLER SYSTEM INSTALLER
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Later, in 1998, the inside workers at SaskPower were locked out and a picket line was set up in front of the head office on Victoria Avenue in Regina.

“We decided to take them some coffee and muffins. We took one of the buses with SaskPower written on the side, pulled up to the front, opened the back doors and handed out coffee and muffins to the strikers. The CEO at the time looked out his window and says, ‘How come we are giving coffee and muffins to the picketers?’

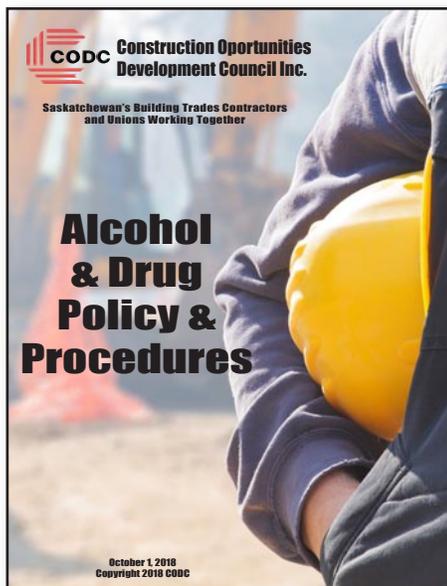
“We had a call from SaskPower and they insisted we get rid of the signage on the side of the buses. We said sure, but we're sending them out in two hours. Before the two hours were up, they had guys at the IBEW office, where the buses were parked, getting rid of the signage.

“Just to see that happen made the entire investment in the buses worthwhile. You got to have some fun sometime.” ■

CODC Alcohol and Drug Policy updated

The CODC Alcohol and Drug Policy, covering Saskatchewan union members and contractor employees working in the construction industry, has been revised.

In 2006, the Construction Opportunities Development Council Inc. (CODC) created



its Alcohol and Drug Policy, based on national standards. After a decade, it was time to meet and talk about what is working and what needs improvement. A workshop to review the policy was held in 2016. More than 150 attended.

As the workshop wrapped up, there was agreement on key areas. Generally, the Alcohol and Drug Policy was viewed as working very well. Most issues raised involved implementation and enforcement and were viewed as manageable. The CODC Board created a “to do” list of actions to improve the policy.

Here is a progress report on the CODC’s eight-point “to do” list.

1. Develop a non-compliant referral form for workers in violation of the policy. Done.
2. Work to achieve greater consistency in drug and alcohol policy across Western

Canada. Ongoing initiative – while individual policies have much in common, aspects of the different jurisdictions make a unified policy for Western Canada difficult.

3. Develop a plan to improve alcohol and drug training. Some work has been done and more is forthcoming.
4. Revise the Alcohol & Drug Testing Employee Consent Form (Form F) – used by workers to give consent to their unions to see drug test results. Done.
5. Review the way drug testing services are acquired. Centralizing drug testing was looked at and found to be impractical.
6. Continue to educate owners and contractors on the Alcohol and Drug Policy. Ongoing.

7. Revise the text of the Alcohol and Drug Policy. Done.
8. Present to the federal government on the

legalization of marijuana. Both the unions and the construction industry have made presentations.

The CODC Alcohol and Drug Policy is available at: www.codc.ca/downloads/

The CODC is a partnership between the Saskatchewan Building Trades and the

Construction Labour Relations Association of Saskatchewan Inc. (CLR). Since 1994, the CODC has worked on programs and issues that benefit the industry – its clients, its contractors, its unions, as well as unionized workers and their families. The CODC is co-chaired by Dion Malakoff, Executive Director of the Building Trades, and Warren Douglas, Executive Director of the CLR.

“A workshop to review the policy was held in 2016. More than 150 attended.”

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No place for pot on the job

The Government of Canada has declared October 17, 2018, as the date recreational marijuana becomes legal. This move fulfills a promise made by Justin Trudeau's Liberal Party in the last federal election.

Canada is now the second country, after Uruguay, to legalize marijuana.

Many outstanding issues remain. From the federal government's perspective, legalization concerns include eliminating the black market, keeping children safe and integrating recreation pot into impaired driving laws.

In contrast, the construction industry's (and many other industries) primary concern is workplace safety. Warren Douglas, Construction Opportunities Development Council Inc. (CODC) Co-chair, points to insufficient research on marijuana in a safety-sensitive work environment. Studies



have demonstrated marijuana users (when compared to users of alcohol and other drugs) may lack an accurate sense of their own impairment – quite worrying when safety is critical.

The lack of research means that myths about marijuana persist and go unchallenged. A 2013 study in *USA Today* revealed that 75% of senior high school students either believe they drive better under the influence of marijuana – or it has no impact.

“With the legalization of cannabis, people might suddenly think the rules have changed and they may engage in riskier behaviour because it's legal. What we say is the rules at work have not changed; you still have to show up fit for duty,” says Douglas.

Douglas notes, “At this time, there is no .08 equivalent for marijuana. Everyone equates the two – I have a drink, you have a puff, what's the difference? They're very

FIVE FACTS ABOUT MARIJUANA

1. Governments regulate marijuana sales.
2. Adults can have marijuana and grow it too.
3. Kids and teens can't have marijuana.
4. No, you can't drive while high.
5. Don't take it over the U.S. border.

different beasts, different chemicals, they interact with the body differently. It's a complex issue.”

Research suggests that 24 hours after the consumption of marijuana you may no longer feel high; but, the impact to your reaction time, motor skills, coordination, and memory impairment will likely still be there, which is quite different from the impact of alcohol.

CODC Co-chair Dion Malakoff, of the Building Trades, shares the concern over workplace safety. “Alcohol and cannabis have this in common: whether they are legal or not, there is no place for either at the workplace.”

One reason for the lack of hard research on workplace safety is marijuana's history as an illegal substance. With its new legal status and an emerging regulated industry, this is expected to change over time. ■



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Ken Busch Decades of helping people

“**H**elping people – that’s the satisfaction. I do everything I can to help people with their personal skills development because if they succeed, we all succeed,” says Ken Busch, Director of Training of the Joint Training Centres (JTCs) in Saskatoon and Regina.

While the JTCs primarily provide services to the plumbers, steamfitters and gasfitters of the UA, they do quite a bit more. Ken is not employed directly by UA 179. He reports to the Joint Training Board (which has equal representation from unions and contractors), or at least he will until year’s end. After 41 years in the trade – 33 as an instructor – Ken Busch is retiring.

“We are overwhelmed with the job he has done for us. Ken will be very hard to replace,” says Dwayne Currie, Vice-president of Operations for Balzers Canada and Chair of the Joint Training Board. “Those are big shoes to fill.”

On January 1, Brad Funk will assume Ken’s responsibilities as Director of Training.

Chris Henriksen, Assistant Training Coordinator at the JTCs, has worked closely with Ken for several years. “Something that has always stood out about Ken is his passion; his passion about his craft, his passion on teaching and passing his knowledge of his craft onto others and his passion to help other people,” says Chris.

“Ken has told me time and time again over the years that it costs nothing to be kind to others. I believe the world would be a whole lot better if more people were like that,” says Chris.

Ken’s career began with a brief stop in a body shop. He was doing maintenance in a potash mine when he decided to join the UA as a steamfitter in 1977. He took a job as a steamfitter/pipefitter instructor at SIAST – now Saskatchewan Polytechnic – in 1985. When the Saskatoon JTC opened in 2000, Ken signed on.

Now, after more than 30 years instructing, Ken estimates he has helped the personal skills development of 60% of UA 179’s members.

Ken says the big difference in the trades between now and when he started is, “Technology – access to information is pretty much instant. There’s a ton of information as long as you know how to find it.”

Ken thinks it’s critical for apprentices to get as much experience as possible. He believes some contractors prefer not to have apprentices on their job sites because they think they won’t be as productive as the journeypersons. Ken says this is not true.



Chris Henriksen and Ken Busch at the Saskatoon Joint Training Centre

“The demographics of today’s society is that a lot of highly skilled people are on the cusp of retirement.” UA 179 has been aggressive and successful in bringing young people into the trade. “Those young folks need that experience to gel as journeypersons. They’re getting it for the most part, but I think it could improve.”

Typically, when students are in school, they come to his facility and get help with their homework and valuable one-on-one time. Ken points out that both the plumbing trade and steamfitter trade require a total of 7,200 hours, in four levels of technical training, to become a journeyperson.

Ken has high expectations for those coming into the trade. “Once the eggshell is beat off them, and they truly want to focus on their craft, then they do OK. It’s a commitment.”

One of those apprentices Ken has high expectations of is his granddaughter, Kayla, a third-year apprentice steamfitter. “She’s respectful and a keen learner.”

Ken Busch has positions on a number of boards and committees. Here are a few.

- Chairman, Steamfitter/Pipefitter Trade Advisory Board
- Director, National Association of Union Schools & Colleges, and Chairman of the Western Region
- Member, Saskatchewan Government’s Boiler Branch Advisory Board

The children and grandchildren of those Ken trained now show up in his courses – that’s how long he has been at this. “It’s awesome,” says Ken. “It’s humbling actually. I get quite a few people that I haven’t seen for 10 or 15 years and they’ll stop by for a coffee and thank me for my efforts.”

Ken Busch modestly surveys his career. “I’m an ordinary guy who just happens to do extraordinary things – at times,” says Ken, with a chuckle. ■

About the Saskatchewan Piping Industry Joint Training Centres

- The primary purpose of the JTCs is to aid in the education/training of members of UA 179.
- The facilities are available to all trades – for a small fee.
- The JTCs are in Saskatoon and Regina. They provide essentially the same services.
- Classrooms at the JTCs are busy about 200 days a year.
- One-on-one mentoring for UA 179 apprentices is a big part of the work.
- A 50¢-an-hour levy on UA 179 members covers about half of the JTCs operational budget.
- Other operational and capital funding comes from the Canadian Training Fund, Employment and Social Development Canada, and the Union Training Innovation Program.
- The Technical Safety Authority of Saskatchewan does pressure weld testing and the Canadian Welding Bureau does plate/structural weld testing at the JTCs.
- Saskatoon was the first JTC, opening in 2000.
- In January, Brad Funk will be the new Director of Training.
- Saskatoon JTC: 306-651-3737, Regina JTC: 306-522-4237

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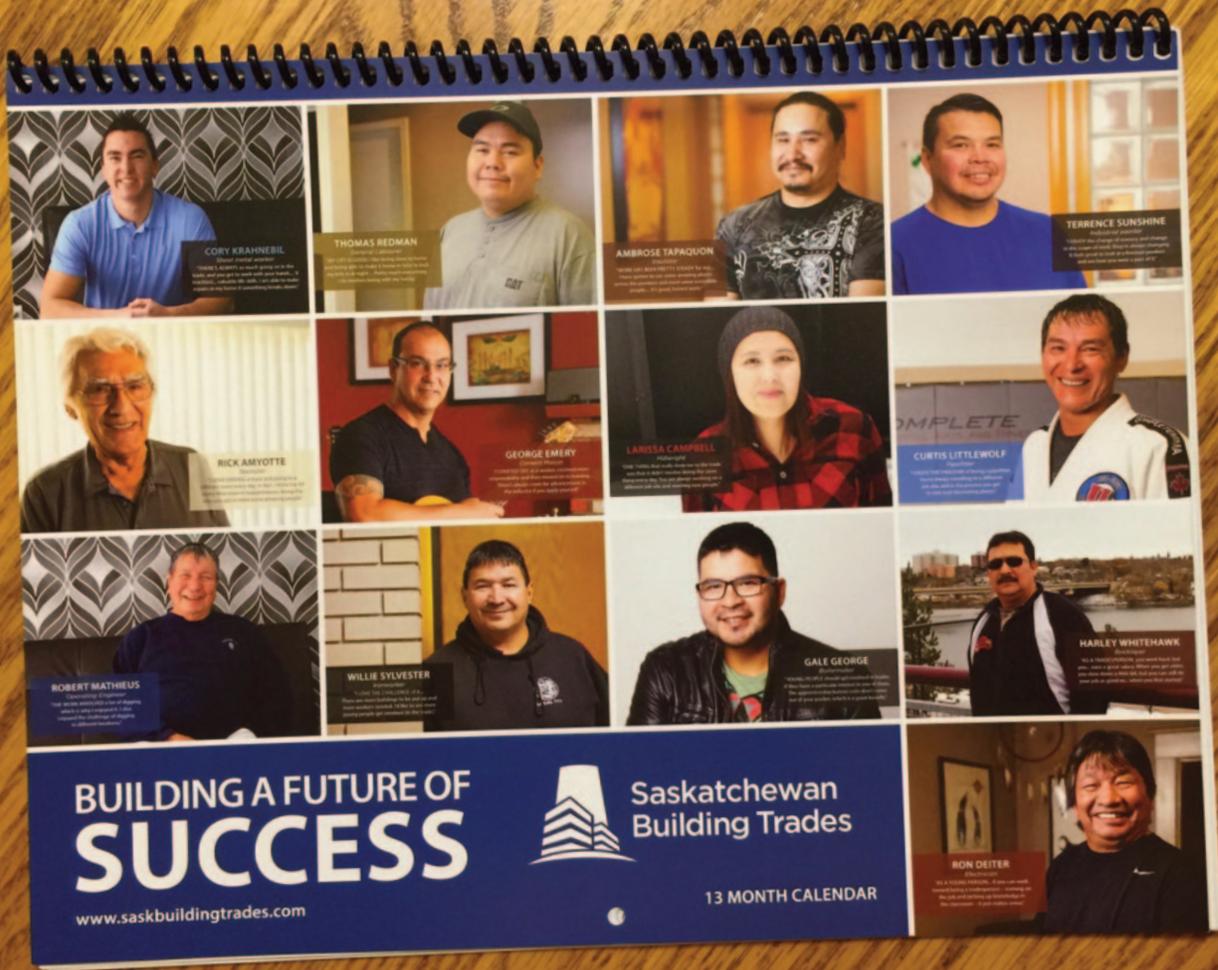
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Daniels speaks of challenge and promise

At the August Building Trades convention, Lyle Daniels, who works on Indigenous initiatives for the Building Trades, spoke about the successes – the role models – who work in the trades.

To illustrate his point, Daniels displayed a recent calendar featuring Indigenous people in the Building Trades. “Take a look at these guys’ eyes. That’s the eyes of success. The eyes don’t lie.” Daniels spoke about the individual stories behind the 13 faces on the calendar and noted that one of them – cement mason George Emery – is the business manager for OPCMIA Local 222.

Daniels believes that getting Indigenous people into the trades is one of the best things we can do. “They will have an opportunity to add a new community, a new family, which they can be a part of, to their lives.” He applauds the fact that one of the Building Trades locals has started a program with inmates to offer them a path, once they get out of jail. “We are a brotherhood and sisterhood of people that care for each other and want to be there for each other.”

Reconciliation is a subject, Daniels knows, people are tired of hearing about. But he asked his audience – in reference to residential schools – what would each of them do if one of their children or grandchildren was taken away by a social worker or a clergyman and was told there’s nothing you can do about it. He asks, “What damage would that do to your family?” He believes working to get more Indigenous people into the building trades should be viewed as an act of reconciliation.

Daniels is happy to report that he has been asked to do Indigenous training for the executives of one of the affiliates and hopes to soon do training for general members.

Daniels explains when a white supervisor criticizes an Indigenous person on a job site, it often is perceived as racism. But if they get the same criticism from someone like himself, it’s taken as motivation. He says it’s an unfortunate reality.

As for the broader white community, “We have to realize there is still a tremendous amount of racism in Saskatchewan. There is anger and hatred.” Daniels believes this problem has to be dealt with by the rest of the non-Indigenous community. It’s their job to talk to those who harbour racism and find out why they feel this way. ■



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Saskatchewan Youth Apprenticeship

“When you’re hiring somebody who is doing the work that they want to do, you get a really happy, productive and engaged workforce,” says Jeff Ritter, Chief Executive Officer, Saskatchewan Apprenticeship and Trade Certification Commission (SATCC). Ritter was speaking to the Building Trades

convention about the Saskatchewan Youth Apprenticeship (SYA).

“It’s a longstanding program in Saskatchewan that immerses high school students into the skilled trades. Through research and hands-on learning, these high school students learn more about apprenticeship, the skilled trades and the

opportunities that are available to them.”

Students in the SYA are required to complete challenges. They can include interviewing a journeyperson, job shadowing and attending career fairs. There are significant benefits to students who complete the SYA.

If an SYA high school student registers with SATCC as an apprentice, within five years of going through the program, then:

- the apprentice registration fee (\$200) is waived;
- there is no charge for their Level 1 technical training tuition; and
- they get 300 hours of trade time credit.

SYA students also have the chance to win one of 100 annual \$1,000 scholarships. In 2018, SYA scholarships were given out to students from 72 Saskatchewan communities.

In order to redeem a scholarship, students must pursue a career in the skilled trades, within two years of graduation, either by registering as an apprentice and successfully completing Level 1 technical training or by completing a pre-employment course.

“These scholarships are really unique because students can only redeem them by demonstrating they are actually pursuing a career in the skilled trades,” says Ritter.

The SYA scholarship fund is supported by the construction industry. Contributors include the Saskatchewan Building Trades, a number of its affiliates and the Construction Labour Relations Association.

Good feedback

Students and employers were recently surveyed about the SYA – with impressive results:

- 1 in 10 current apprentices went through the SYA;
- 77% of students who went through the program agreed it was a significant influence on their decision to become an apprentice;
- 93% of the apprentices who went through the program said the tasks were useful in them becoming apprentices; and
- 68% of employers thought employees who went through the SYA performed as well as the other employees, while 31% thought they performed better.



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Each student has two years to redeem the scholarship by completing a pre-employment program or by registering as an apprentice and successfully completing Level 1 training.

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Ritter proclaims, “The SYA program is a big influence on high school students. It’s certainly a motivator to enter a career in the skilled trades and it helps set up these students for success.”

Ritter remembered that one of the first apprentices he met, when he became SATCC’s CEO, was Kayla Green. Then, she was in high school. Now, Kayla is a journeyman bricklayer with BAC Local 1 and is actively involved with Build Together. 🏗️



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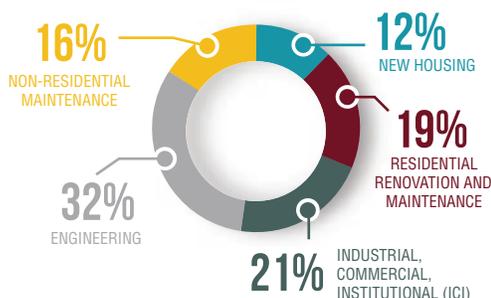
Each year, BuildForce Canada creates a national construction industry labour forecast. It also creates forecasts for each province. These forecasts are made so that contractors, unions, educational institutions, and governments can make adjustments for the upcoming years. BuildForce does not separate union and non-union labour; its forecasts are industry-wide.

The summary and graphs below are from BuildForce Canada's 2018 Saskatchewan projection.

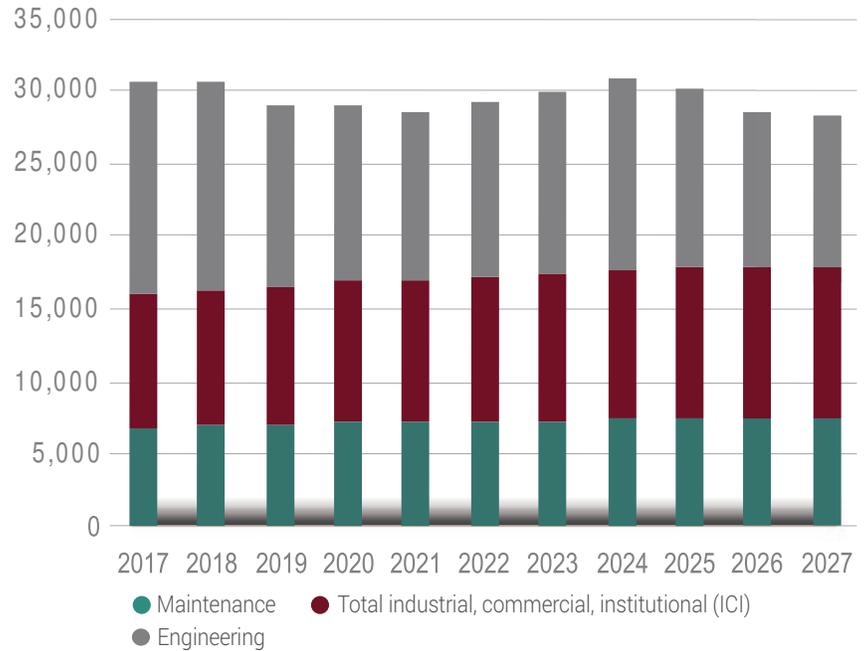
Highlights

- Mining project demands peaked early in 2017, while strengthening institutional and industrial building construction bolstered overall non-residential construction employment following two years of declines.
- Non-residential engineering construction is a dominant source of construction employment, with three in 10 construction workers earning a living in the sector, but is expected to fall to less than one-quarter by 2027.
- Overall construction employment declines by a further 2,200 jobs over the next four years, before a strong residential recovery and planned new resource development and utility projects require the addition of 3,500 jobs between 2022 and 2027; expected gains are concentrated between 2022 and 2024.

Distribution of construction employment in 2018, Saskatchewan



Non-residential construction employment growth outlook, Saskatchewan



10-year workforce outlook for Saskatchewan



AVERAGE UNEMPLOYMENT RATE 7.1%



Labour Day Picnic 2018



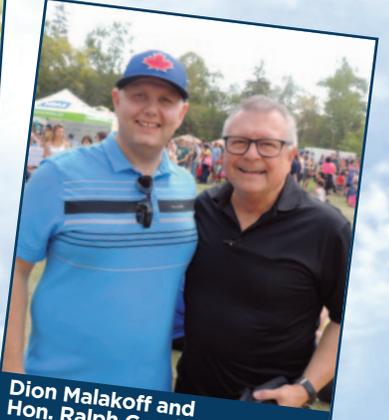
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MLA Ryan Meili



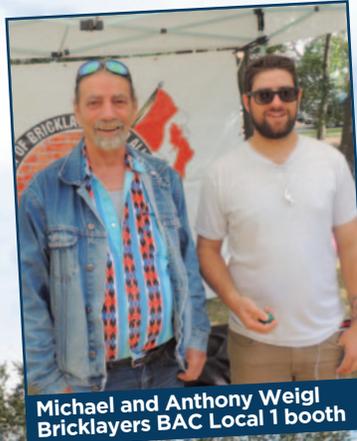
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Dion Malakoff and
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Todd Lueck, Brian Sklar and Wayne Kuntz - "Labour Country"



PRO Care

Learning to work with the Building Trades

There are two sides to the support services provided to the Building Trades by the Construction Opportunities Development Council Inc. (CODC) – mandatory and voluntary. Family Service Regina delivers these services under the banner PRO Care.

Mandatory PRO Care services

When a union member has an alcohol or drug problem affecting work, they have to deal with Family Service Regina.

“We ensure that the workers who are mandated to go through the process understand the process clearly and have someone right here in Saskatchewan who can talk them through the steps,” says Kirk Englot, Director of Operations and Business Development for Family Service Regina. They have provided PRO Care services for three years.



Englot says the relationship between the Building Trades unions and their members is different. “That was really new for us. Most often our services are negotiated with an employer. This scenario was negotiated with a group of unions and employers. The construction industry is shaped so differently – where the primary relationship of the worker is with the union. This is new to us and understanding this has been very important.

“Even when people are mandated to deal

with us because they are in violation of the alcohol and drug policy, our primary concern is that the person is doing well and has what they need. So our interest and the interest the unions have in supporting their members are completely compatible.”

Voluntary PRO Care services

Often it’s the wide range of voluntary services PRO Care provides that surprises. “People are very enthusiastic when they hear about the range of services available to them,” says Englot. (See next page.) These services are available to all members of the Building Trades who have worked in the last five months, their spouses and dependent children.

“The most popular voluntary service we offer is counselling. People want to see, in person, a professional counsellor to work on their personal matters.”

Some of the counselling issues include:

- marriage;
 - parenting;
 - stress;
 - anxiety;
 - depression;
 - financial pressures; and
 - dealing with traumatic issues (such as being abused).
- Counsellors on the approved list must:
- have a master’s degree in a counselling-related discipline, usually counselling or psychology;
 - hold a professional licence;
 - most often, have five years of post-masters experience; and
 - provide references to demonstrate they can handle counselling in specific subject areas.



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Kirk Englot outside the Family Service Regina office

Another voluntary service is legal referrals. Sometimes a person who has never used a lawyer in their life suddenly finds they need one. It can be overwhelming. The legal referral service gives a person half an hour to talk over their issue and be referred to lawyers who practice law near them and specialize in the legal services they need. In order for a lawyer to get referrals, they have to apply to a third-party legal service, which certifies they have the required credentials and specialize in specific types of law.

Getting the word out

“There are lots of people who have access to our services – that we know are not reaching us,” says Englot. “We’d like to remind them we’re here.” Family Service Regina makes presentations at union meetings and training sessions about the services they offer. They also get word-of-mouth referrals.

Still, making the first call can be difficult. “We know making that first call can be hard. There continues to be this sense within Saskatchewan culture that people should just tough it out – figure it out on their own. Our role as counsellors is to help people do just that. It’s really OK to say the things on a person’s mind – and have someone to problem solve with.”

Englot emphasizes their voluntary services are 100% confidential. “The only time we contact the CODC is to verify eligibility.” Even when someone is not eligible for PRO Care services (because they haven’t worked on a union job site in the last five months), the staff of Family Service Regina strives to find someone who can provide help.

Englot says the union offices play a key role. “Often it’s the case that someone in a union office is talking to one of their members about a problem and the union tells them they can come to us for assistance. They’ve been a really great group to work with.”

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To access any of the PRO Care services, call 1-866-757-6620; or for more information, go to: www.codc.ca/pro-care/

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American Income Life (Canada)39 <i>www.aillife.com</i>	Operative Plasterers & Cement Masons OPCMIA Local 222.....8 <i>www.local222.com</i>
Apprenticeship and Trade Certification Commission.....9 <i>saskapprenticeship.ca</i>	Painters and Allied Trades IUPAT District Council 172 <i>www.DC17.ca</i>
B.C. Building Trades.....41 <i>bcbuildingtrades.org</i>	Plaxton Jensen Lawyers14 <i>www.plaxtonlaw.com</i>
Canada's Building Trades Unions (CBTU)3 <i>buildingtrades.ca</i>	Prairie Crane.....29 <i>prairiecrane.com</i>
Construction Labour Relations Association (CLR)40 <i>www.clrs.org</i>	Pre-Con Limited32 <i>www.preconltd.ca</i>
Construction Opportunities Development Council Inc. (CODC)18 <i>codc.ca</i>	Saskatchewan Construction Safety Association (SCSA).....38 <i>scsaonline.ca</i>
Coughlin & Associates Ltd.13 <i>www.coughlin.ca</i>	SaskEnergy16 <i>saskenergy.com</i>
Electrical Workers IBEW Local 52941 <i>www.ibewlocal529.ca</i>	SaskTel.....47 <i>sasktel.com</i>
Electrical Workers IBEW Local 2038.....10 <i>www.ibew2038.com</i>	Sheet Metal Workers Local 296.....45 <i>www.local296.ca</i>
Global Benefits44 <i>www.globalben.com</i>	Teamsters Local 395.....8 <i>www.teamsters.ca</i>
Heat and Frost Workers, Insulators Local 11914 <i>www.insulators119.ca</i>	UA Local 179 Plumbers and Pipefitters34 <i>www.UALocal179.ca</i>
Iron Workers Local 77136 <i>www.local771.ca</i>	Union Savings48 <i>www.unionsavings.ca</i>
Labourers LiUNA Local 18035 <i>local180.ca</i>	United Food & Commercial Workers (UFCW) Local 140034 <i>www.ufcw1400.ca</i>
Manitoba Building Trades.....13 <i>www.mbtrades.ca</i>	Workers' Compensation Board (WCB)11 <i>www.wcbask.com</i>
Newfoundland & Labrador Building Trades.....30 <i>www.tradesnl.com</i>	

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