



INTERNATIONAL
BROTHERHOOD OF
BOILERMAKERS
LOCAL 128 ONTARIO

Business Manager's Report

Jim Watson

Brothers & Sisters,

I would like to take this opportunity to thank you for electing me as your Business Manager/Secretary Treasurer of Local 128. I would like to extend my thanks to the area reps and the International for their support in this transition period. The Executive Board and I are honoured to serve you over this term of 5 years. It has been a very busy 3 months since the election. My duties have taken me across Canada and into the U.S. For example, I spent a week in Kansas City at the International Headquarters for new Business Manager training, followed by pension, health and welfare meetings in Halifax and the Eastern Canadian Tripartite in Cape Breton.

In the weeks leading up to the election, I sent out my plan for the direction of Local 128. Since the election, we have been working hard to put that plan into action, with a focus on inclusiveness, transparency and openness. One of the first things I did was to call a meeting with the trustees of the local Executive Board. At this meeting, I asked our in house accountant, Sandra Aguilar, to describe in detail how union money comes into our various accounts and what systems are in place for tracking expenses. Also at this meeting, I asked the trustees if they had any ideas on how we can save money or streamline our operations. A small example of this is that we consolidated the cellular phone bills into a corporate plan, which represents a significant savings every month. Our trustees act as guardians of our resources, not only by checking expenses after the fact, but also by being proactive and making recommendations in advance to cut costs.

An important component from my pre-election plan is the activation of an under-utilized resource, the membership. Membership involvement is paramount in finding solutions to problems that we face in the field. Various committees have been set up and others are being planned. The involvement of members of Local 128, in addition to the Executive Board members, is critical for success. Some of the committees that have been started are as follows:

Health and Safety Committee

One of the objectives of this committee is to collect copies of the WSIB forms from members and archive them, to ensure that when information is requested by doctors, it will be accessible, and to aid with their claims. Members of this committee will represent our members at Health and Safety meetings at area and national levels.

Wellness Committee

This committee will deal with the sensitive issue of substance abuse within our local. Brother J.P. Gogosha is acting chair of this committee. He and Brother Kenny Kilday represent Local 128 for the DeNovo Program, Kenny as board member and J.P. as observer. We have also sought the help of Doctor Don Castaldi in post-treatment initiatives to help members make the transition back into the work force successfully.

Organizing and Recruitment Committee

There is a manpower shortage not only in Ontario, but across Canada. If we cannot fill our job orders, we will quickly lose market share to those who can. Alberta building trades are fighting a pitched battle with the non-union contractors. A couple of years ago, C.L.A.C. were a non-player in Ontario. Today they are active and aggressively working towards capturing market share from all of the building trades. C.L.A.C. has petitioned the Ontario government for access to all power generating sites, including nuclear power. If we do not dig in, we'll find ourselves fighting the same battle as the building trades in Alberta.

We need to increase our membership by attracting quality apprentices with an emphasis on welding and explore other ways of bringing skilled individuals into our trade. This committee has two objectives: organize the non-union and to attract new members. The Organizing and Recruitment Committee is also working in partnership with Apprenticeship and Training to create educational programs (for example, welding schools and advanced rigging training) to continue to develop a highly skilled work force.

If you would like to participate in any of these committees or have ideas to contribute, contact President, Dave Lewis.

GPC & NMCC National Bursary Program

The General Presidents' Maintenance Committee and the National Maintenance Council for Canada have announced that they have established a National Bursary Award Program. There will be up to eight \$500 bursaries awarded to the sons and daughters of members of all local unions who participate in the GPC or NMCC agreements in the Ontario area. For an application, contact the Burlington office. Deadline for applications is November 14th, 2008. The bursaries are awarded through a lottery process to be held on Dec. 5th, 2008.

Future Work Picture

In the past few years, Local 128 has been doing approximately 3 million man hours yearly. It is imperative that we continue to supply skilled craftsmen so that we can maintain and expand our market share.

Local 128 and other IBB locals across North America are using www.industrialinfo.com as well as staff to forecast labour needs and to help with market share planning. It is predicted by Industrial info that by the year 2010 we will see significant growth in man hours in power generation, petroleum refining, chemical processing and metals and mineral refining. Pulp and paper will continue to seem to be sluggish with approximately 100,000 man hours yearly. The food and beverage industry will see significant growth in man hours and we seldom see IBB contractors involved in this work. This market will be aggressively targeted by our organizing committee. By 2010 it is predicted that Local 128 will be working in excess of 3 million man hours, and coupled with the number of members retiring, we need to replenish our ranks and expand our membership. Most building trades in Ontario and across Canada are experiencing the same growth in their markets and are actively working towards increasing their memberships. We will be competing with them for skilled craftsmen and for apprentices for our local.

The future work picture for Local 128 looks very bright. We need to focus not only on keeping and expanding our current market share, but seeking out new markets for our members to ply our trade.

Keeping and Expanding Market Share

Area reps across Ontario are finding it increasingly challenging to fill our job orders, and so we are exploring ideas how to attract new apprentices and skilled craftsmen to our trade. One solution is targeting non-union shops and contractors and offering memberships via the Probationary Journeyman program (Pro Jo). Going after the non-union for their skilled workers helps to maintain our market share and to reduce theirs, which is in keeping with directives from the International.

The Pro Jo program was created by Phil Halley of Local 359 several years ago. Recently, representatives of Local 128 were involved in a Probationary Journeyman meeting to outline the rules and regulations for this program. The Pro Jo program will be run by Apprenticeship & Training and in fact is very similar to an apprenticeship. There are hour and training requirements. The difference between an apprentice and a probationary journeyman is that the probationary journeyman is a seasoned construction worker and has recognized skills and qualifications that are easily transferable to our craft.

We are seeking high quality pressure welders to address a shortfall in this area. At a market share

assessment manpower planning meeting held recently in St. John's, Newfoundland, it was stated that in 2005 we had approximately 500 welders, while today we only have approximately 300 welders. To make up the shortfall over the next two years, we will cautiously offer memberships via Pro Jo and actively train apprentices and journeymen to become pressure welders.

Another way that we can keep and maintain market share is to continually offer training to our membership so that we keep pace with changes in technology and we evolve with our ever changing industry.

Recently, the membership received a mail out about absenteeism in the work place. The pamphlet was produced by the Tripartite Absenteeism Committee. Tripartite is a committee made up of International Union representatives, Owners and Contractors. This pamphlet was accompanied by a letter and survey from myself and Dave Lewis. The function of the survey was to get input from the membership about absenteeism. Absenteeism is a problem on some of our job sites. To stave off encroachment on our jurisdiction we need to actively reduce absenteeism. If we do not complete jobs on time and on budget there are others who would love a shot at our market. Simply, if we are not on site we will lose the contract.

To date we have received approximately one third of the surveys. Here are some highlights from the responses.

Most responses agreed that absenteeism on job sites is a problem.

Causes of absenteeism:

- Health issues, appointments and care of a family member were common reasons for being absent.
- A quarter of the replies stated that they just needed a rest day due to being overworked or tired.
- Some of the responses stated that activities outside of work led to being absent, along with poor commitment to the job.
- One eighth cited poor job conditions and poor job morale.

Solutions Proposed by Survey Respondents:

- Promotion of good job site morale by contractors
- Promote union values to apprentices through education
- Clearly defined disciplinary actions by company and Union
- More frequent visits to job sites by IBB reps to address issues on problem sites

I would like to thank all members who took the time to respond to the survey. There were many colourful and insightful responses. This was the first survey by this current administration and I plan to use this vehicle more often; it is a way of encouraging membership involvement in areas of concern.

Area Meetings

Brothers Dave Lewis, Scot McMahon and I plan to tour the province and hold area information meetings with the respective area representatives, in the near future. At these meetings, we plan to tackle issues such as the pension, the suspension rule of thirty days, known as “the bench” and other issues that are of a concern.

The markets as we know are in extreme conditions of flux and our pension is tied to these markets. As part of my duties as Business Manager/ Secretary Treasurer, I am a trustee of the pension and health and welfare plan. The trustees met in Halifax in August. No changes to the plan were made or any changes discussed. I will report to the membership after my next meeting with the trustees and discuss the pension at area meetings. The administrators of the pension plan will also issue a formal letter to the membership later this year.

On the subject of “the bench”, we cannot, as a Union, afford to have members up and leave a job site, for the simple fact that we are having a hard time filling these jobs in the first place. However, members have called the hall prior to quitting and have asked for aid. For those members we have been able to accommodate, it is not perfect but we have been able to work with member and contractor to either find a replacement so we maintain coverage or secure a lay off. At the area meetings, we will ask for solutions to the bench policy. I feel the best way to handle the suspension policy is to try and help members find resolve prior and avoid a quit.

It has been a very busy three months for the membership, area representatives, staff and myself. I knew coming into this position that it was not a 9 to 5 job and I have watched area reps and stewards go to the mat for the membership day in and day out. In turn, many members have worked long hours also and have taken less than perfect jobs to help area representatives fill their job orders. I want to thank everyone for their professionalism and dedication to the organization, this is one of the many reasons I am proud to be a Boilermaker and also proud to serve this membership.

Please take advantage of the training opportunities that are available to you. Check your area for details.

Burlington Weld Shop Hours:
Mon, Wed, Fri: 8:00 am – 4:00 pm
Tues & Thurs: 2:00 pm – 10:00 pm

Fraternally yours,

Jim Watson
Business Manager / Secretary Treasurer

President's Report

David A. Lewis

Dear Brothers & Sisters,

Well the fall chill or "shutdown chill" is in the air and it's hard to believe the first three months of our term is in the books.

It has not been an easy first three months. We literally started from scratch. I would like to personally thank our former Business Manager for doing such a thorough job of cleaning out his office and providing the local with a smooth transition as promised. The office staff and Business Representatives have allowed us the time we needed to get up to speed and I really appreciate the help and advice I have received. The membership has been so supportive and I have really enjoyed chairing the Union meetings (fourth Weds. every month). I still think I'm funnier than McMahon but the audience may disagree.

The Union has never seen a busier time and our depleted lists are evidence of this each time we try to fill an order. The majority of our projects are very large in scope and duration and we do not have the dispatched members returning to the list as quickly as we've had in the past. To combat some of these shortfalls we have initiated some old tactics and are attempting some new strategies.

We lean heavily on Travel Cards and Shop members to cover our shortfalls, these Brothers and Sisters are doing a great job of representing Local 128 and thanks go out to these groups.

The apprentice lists are swelling, so there is no reason for any apprentice to be out of work at present. Our one in four ratio has given many young members extra opportunities. In an attempt to cover manpower shortfalls we are *permitting* apprenticeship candidates out at first year rate when practical. The benefits of this are twofold, we get to see how they do in a construction setting and the *permit* gets an idea of what type of work he or she is getting into.

Our trade is in dire need of welders. In the next apprentice intake our focus will be cultivating that talent. In another attempt to address this shortage the weld shops are now open more often and they are also open certain evenings so that members and hopefuls can both have access (check your area hall for hours of operation).

Members may have heard about our Pro Jo initiative and the details of this program will be delivered shortly. The aim of Pro Jo from my perspective is to grow our group locally. There are many talented individuals with welding skills and or relevant trade experience in Ontario who have completed apprenticeships, *permitted* with us regularly, or who have skill sets we

require. This program will capture this group and give them an opportunity to become 128 members when they have completed a criteria put together collectively by our Business Manager, Business Reps., and A&T Coordinator.

Retirees are out on the job in record numbers and it's great to have this resource. Their knowledge and the care they take in educating our youth does not go unnoticed.

The local has *permitted* many tradesmen from other unions but our hope is to get our own numbers up and not have to make those calls to the UA or the MW's as often. Therefore, we will be actively recruiting throughout the Fall. This problem is not unique to us. Boilermakers are in short supply throughout North America and other trades, specifically Pipefitters and Carpenters, cannot maintain the numbers they need either.

The Job line **(905) 315-1050** is available to Travel Cards and Temporary Permit workers. They are encouraged to register so that we can add them to our computer data lists and give them job options. The future work section on this same phone number will be maintained and remain current so that members have another resource for planning.

The Local is in the process of getting a heart and lung transplant for our web site. With the help of our National group the web site will carry more info (jobs, deaths, news, etc.) as well as links. It will become user friendly.

An Organizing Committee has been set in motion. The local will be targeting trade schools, weld schools, and non-union shops with literature.

Short term as a member is great when there is no one on the list and the member has numerous choices for work, but from a Union standpoint we have to have people and maintain a list so that we can cover our work.

The best time to do your Security Clearance is when you aren't looking for work. There is nothing more frustrating than wanting to go to work only to find out it will take 5-6 weeks to get there. Even if you are not considering work at a Nuclear site now, the clearance is valid for five years once complete. This gives you another option and a lot can happen in 5 years. There is "non rad" work in these plants, (e.g..new build at Darlington!) which still requires a clearance. Please contact our Security Clearance Dept. (905) 315-1065 and speak to Patty or you can contact me. We'll do what we can to help you help us.

The first three months have been a busy time for all of us. Our trip to Thunder Bay was a real positive one and the general meeting up there was very informative. Thanks to Darrell and his members for their hospitality. I am a defending Champ now of the T'Bay golf tourney (thanks

Wendy!) and look forward to many more trips up north. My next trip will be soon to visit Boola before the snow fly's. The Tri-Partite conference in Cape Breton was a great chance to get face time with both owner/clients, contractors, Union executives, Building Trades contacts, and other Trades groups. The 6th annual Tri-Partite will be in Collingwood and I look forward to the opportunity to have more Ontario input on hand. A great big "Thank you" to Kim Matthews, Ed Power's assistant, who made the conference an absolute pleasure for everyone who attended. The *New Officer Training* in St. John's was a great week for our entire Executive Board; being a member of a past Executive I know how tight our new group is, as friends and as your representatives. The International hosted a group of approximately 50 new executives and I felt very proud to represent our Local both in the classroom and on George Street. I have been Screeched in and kissed a Puffin's butt which I am sure will go far on any future resume.

We just recently went to Sarnia and met many of our shop members at an information meeting and a shop steward seminar hosted by Kyle Groulx. It was great to get our shop's perspective and to make sure that these members know that 128 is there for them. Information meetings for Sarnia, Bruce County, and Hamilton/ Haldimand Norfolk areas will be set shortly, details will follow.

As President of this Local, I am responsible for our Committees and their appointments. We are in the process of resurrecting some of the standing committees and creating some new ones. The prospective Chairs of these committees will receive correspondence from me shortly and it is our hope to generate a lot of interest. By the new year, committee reports will become a regular part of the monthly meetings.

There has been an abundance of concern generated by our membership about the poor life choices some members are making. A Lifestyle Management Committee (an extension of the standing Drug and Alcohol Committee) will work with qualified support to address these issues (DE NOVO alone is not enough!). The Sick and Distressed Committee must be revived. An Ontario Safety Committee with direct ties to the National Safety Group and our Hygienist Jason McInnes will be created.

A Sarnia Building Committee will be assembled to address options and present them to the membership with regards to refurbishment or a new build. Our past Election Committee will be asked to reconvene and develop strategies and improvements for Elections, Bi-Elections and potential Referendums. The Leap Committee will start addressing some of our concerns with Municipal, Provincial and Federal governments (T2200's, compulsory certification, trade friendly candidates etc.). There are also Training, Organizing, and Social Committees

which will play a major role in our membership taking ownership of the Local.

Our members have been witness to an unprecedented amount of work, it is the hope of this new administration to try and give something back to the families of these members. There will be a Children's Christmas Party on November 29th in Burlington. Please respond before the deadline so that we can recognize the group that means the most to us "Our Families". A KID'S art contest for our first Boilermaker calendar is included in this package. I encourage all our youth to participate. The proceeds raised from the sales of the calendar we create will go towards a Spring Family Picnic. We hope to have a Christmas Dinner Dance ready for 2009 if feasible.

I would like to welcome Rob Hache to the team as our new Welding Instructor in Burlington and thank Ron Sostomi and Eric Bibeau for all the hard work and interest they have shown in helping to address our training needs. I would also like to thank Pat Widmeyer who has been appointed as Chief Steward at the Bruce site for his commitment to our membership.

I know there will be many questions at the Information meetings and I look forward to getting out and seeing everyone. If there are any questions in the meantime don't hesitate to call. The phones can be pretty hectic so bear with me.

Fraternally yours,

David A. Lewis

President/ Business Representative.

Email: dlewis@ibblocal128.org

Cell: 905-466-7449

Office: 905-332-0128 ext. 223

Vice-President's Report

Scot McMahon

Dear Brothers & Sisters,

This fall letter is to give you a little insight into what has been happening in our hall. First, I would like to say to our members "thank you" sincerely for all the hard work you are doing out in the field.

Although there are no cranes or come alongs in the office, the work load is pretty grueling at times. The phones are ringing off the hook like a Jerry Lewis telethon. The job in the hall is a big one these days. This is not only due to the number of man hours we are working on sight, but the need to adjust our existing system in the hall and how we communicate with each other.

The phone system we currently have in place needs to be adjusted to suit our members and our

business side of the hall. I personally appreciate all of your support and patience.

The work picture for our local looks extremely busy for the coming years. We must keep our craft jurisdiction strong and well represented in the field. In our short time in the hall we have experienced a few of our contractors awarding our work to other crafts. This has been rectified through sharp eyes and perseverance. So keep your eyes peeled, and stay in touch with your hall if you see anything out of sorts.

Our Business Manager and President have filled you in on a lot of what we have been learning recently, so I will not needlessly repeat it. I will say it has been a very sharp learning curve, and we continue to open our eyes to the changing world we are all in these days.

I look forward to seeing you and your families at our Christmas parties this November and December.

Fraternally yours,

Scot McMahon

Vice-President / Business Rep.

Chairman of Trustees

Kenny Kilday

Dear Brothers & Sisters,

I would like to thank all who voted for me in the Election for the position of Trustee on our Executive Board. I will do my utmost to serve you, advocate for you, ensure our monies are spent wisely. Don't hesitate to contact me when information about any of the above is required by you.

I would like to extend my congratulations to my fellow Executive Board members in their new positions and I forward to working with them over the next five years. The Executive Board meetings thus far have been excellent; filled with excitement and energy. I am excited when I look ahead at what's coming up for the work picture. I would also like to thank the outgoing Officers for their years of service to Local 128's members during their Tenure on the Board.

Our first order of business was to have a special Executive Board meeting regarding the Fit for Duty Committee with a Guest Speaker presenting the pit falls and explanations of hard core drugs. I would like to Thank Dr. Don Castaldi for coming in and telling me everything I didn't know about these lethal cocktails. I am more educated now, and look forward to getting this Committee off the ground.

The Executive Board was sent to Newfoundland for three days worth of intensive training along

with the other Canadian locals. I found the training necessary to do my new job well on your behalf. The training included teaching Trustees how to conduct an audit which we did through a mock audit put on by the Trainers. We were shown the relationship between the spending and the paying as per the Constitution. We were also given excellent hospitality by Local 203 Business Manager, Tom Walsh. Brother Walsh took us all to the best little bar in the world to get 'Screeched In'. It was hilarious, I got a special pop drink but I still had to kiss the frozen 22 year old Puffin's backside and wear the daft hat. The people on this Island are the friendliest people I have ever met in my life. The traffic even stops to let you cross the road. Brilliant!

I also went to an all trades conference for organizing and recruitment training at U.A. Local 527's training centre in Brampton. This was the first in the Industry, as it had never happened before. I took the opportunity to ask all the other Trades to stay away from our work as I joined the hierarchy to fight for our rights not to fight them off our work. This was an interesting Conference. We heard all sorts of ways to top down organize and bottom up organize, but I think we need to put people to work with what we have already, before we organize ourselves more work we can't man. The IBEW had a lot of great ideas, one of them was to have their own English teaching courses for the new non English speaking recruits.

I am on the De Novo Trustee Committee on your behalf which I just got back from. This was another intense session as it included a strategic planning component for planning the next three years operations of the centre. This Committee is made up of Owners and Unions from many walks, it was an excellent time and again I am more educated on our business of which this is one of our most important issues. I was welcomed at the Center and shared lunch with the current clients. The staff was more than welcoming too. If you have any questions, ideas for improvement or remarks regarding your treatment at De Novo, please let me know and it will be given my utmost confidentiality and a real listen.

I have thoroughly enjoyed my tenure thus far and look forward to the future of our Local. I hope I have informed you enough and I will endeavour to do so a day at a time. Thanking you in advance.

Yours fraternally,

Kenny B. Kilday
IBB Local 128
Chairman of Trustees

Cope: L343

Mark Your Calendar !

Children's Christmas Party

10:30 am – 3:30 pm
Saturday November 29th

Children under 12 years must be registered to receive a gift.

Boilermakers KID'S Calendar Contest

See insert for details
Deadline: November 17th

Christmas Open House Dates

Sarnia

December 5th – Optimist Club
12:00 noon – 5:00 p.m.

Thunder Bay

December 11th – Valhalla Inn
7:00 p.m. – 11:00 p.m.

Toronto & Hamilton

December 12th – Holiday Inn Oakville
1:00 p.m. – 6:00 p.m.

Sudbury

December 19th – Sudbury Hall
12:00 noon – 6:00 p.m.