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Photo: Quartz Creek Bridge project, Government of BC

## Successorship, and you

On June 9th and 10th 2016, the provincial highways bargaining council mapped out a plan that included the possibility of bargaining at a main table with the B.C. Road Builders committee to meet the terms set out by the Ministry of Transportation to achieve successorship. This set in motion the development of a provincial framework for successorship that would provide labour stability for workers and their families in 140 B.C. communities.

We have now achieved successorship in each of the current 24 services areas that the

BCGEU represents (where contracts were tendered). Through bargaining, these agreements addressed the local issues in each area and received strong support by the membership upon ratification.

However, this success does come with changes. In the first group of contract awards, many of our members are now dealing with new employers. In fact, this first group has seen more than a 55 per cent change in employer for our members – four of seven areas have different employers.

In the second group of contract awards, although not as drastic

### Achieving successorship in each service area provides:

- Seniority, which is your job security, rights to rates of pay, rights to selection of shifts, rights to selection of vacation preference and more.
- Wages that are paid for level of expertise, experience, trade qualifications, shift premiums and more.
- Benefits that are included within the collective agreement, health, dental, STIIP, LTD, sick days, HSA, special leave, pensions or RRSP and more.
- Rights to have representation for negotiation, grievances, labour management, WCB appeals and more.

as the first group, two of six areas have seen a total change in employers which is roughly 42 per cent. The biggest change that we have noticed in the second group is that an international company has been the successful bidder in two contract areas. This contractor is Acciona – a new employer in B.C. highway maintenance.

The third release of nine areas brought the total change to 38 per cent.

Your labour management committee and I had a preliminary meeting with Acciona to discuss labour relations issues to create continuity regarding the collective agreement and working conditions. We also have confirmation that Acciona will schedule a meeting with the relevant labour management committees to understand the concerns of those bargaining units.

There are now three remaining BCGEU service areas out for tender in 2019, representing the third group of contract awards. They are:

- Service Area 01, South Island, contracted by Mainroad
- Service Area 21, South Peace, contracted by Caribou Road
- Service Area 28, Stickine, contracted by Lakes District

These three remaining service areas have successorship included in the tender document following the ratification of their collective agreements, including the same provincial memorandum as all the service areas in the province.

There are just two remaining areas that have not yet bargained under the provincial memorandum to have successorship included – service areas 20 and 11 – due to the different expiry dates of their contracts with the ministry.

To be clear, without successorship in place contract bidders would have been able to bid for the



S/A	Location	Original Contractor	New Contractor
02	Central Island	Emcon	Mainroad
03	North Island	Emcon	Mainroad
04	Howe Sound	Mainroad	Miller Capilano
05	Sunshine Coast	Capilano Hwy's	Capilano Hwy's
06	Lower Mainland	Mainroad	Mainroad
07	Fraser Valley	Emil Anderson	Emil Anderson
08	South Okanagan	Argo	Acciona
09	Kootenay Boundary	Emcon	YRB
10	Central Kootenay	YRB	YRB
12	Selkirk	Emcon	Emcon
13	Okanagan-Shuswap	JPW	Acciona
14	Nicola	VSA	YRB
15	Thompson	Argo	Argo
16	South Cariboo	IRL	IRL
17	Central Cariboo	IRL	IRL
18	North Cariboo	Emcon	Emcon
19	Fort George	YRB	YRB
22	North Peace	YRB	IRL
23	Nechako	YRB	YRB
24	Lakes	LDM	LDM
26	Skeena	Nechako	Nechako

Photo: Government of BC

service area without recognizing the collective agreement. This includes seniority, wages, benefits and the representation of a union. Although the current employer and some others may have been required to bargain changes to the existing collective agreement to be competitive, others would have been able to negotiate a first collective agreement that would look

significantly different and hire only the employees they wanted with wages of benefits of the employer's choosing.

Thank you to everyone involved in this round of bargaining and to the membership for supporting this process and ratifying your collective agreements.

*Rory Smith, Operational Services  
VP Component 10*



BCGEU members with questions should call BCGEU Direct at 1-800-663-1674 (toll free). Lower Mainland members can call 604-291-9611.





## What's your privacy worth in the modern world?

Over the last few years we have been hearing more and more about cyber-security, cyber-hacking, ransomware, phishing, spam, viruses, malware, etc.

What does this all mean to the average worker?

As I will try to explain in the next few paragraphs, it is critical in this day and age that we are all aware of the threats that are out there, and what the potential loss of our privacy could mean.

First let's take a look at the private data we need to be concerned about. This includes pension information, social insurance numbers, payroll information, addresses, date of birth, information about next of kin – the list is endless. It's this private and valuable information that criminals attempt to access on the internet for their own gains.

Just imagine for one moment if someone got your social insurance number, your name and date of birth. Well, it could be toast for your credit because that is all they would need to get a credit card or even a loan in some cases.

Fortunately there are some precautions we as ordinary workers

can take to help prevent this from happening, and there are precautions employers should be taking as well to guarantee our privacy.

As workers we can always make sure our personal computers are up to date with the latest software, that we use anti-virus and anti-malware programs, and that we routinely change our passwords.

We should also watch out for phishing scams by email, but also on social media, by text and even by phone. This occurs when you get a communication that looks like it's from a trusted friend, co-worker or a well-known company. Instead, it's someone trying to trick you into giving out your information by appearing to be legitimate, often asking you to click on a link. The best way to protect yourself is to never respond to these messages directly because once you do, they have you on the hook. Instead, do an independent check. For example, if your bank appears to be asking you for updated information, give your bank a call and talk with them directly.

As for employers, and take note if you are reading this, they

have a legal responsibility to protect employee data stored on their network and the services that they use. This includes an employee's full name, address, social insurance number, birthdate, banking information, resume and information on their family.

Companies can protect workers' privacy by making sure their computers and smartphones are updated with anti-virus applications, endpoint monitoring for ransomware and application whitelisting. They can also create simple group policies around limiting who can access workstations and the servers. These are easy, cost-effective solutions that protect worker data.

Ensuring that a company's firewall has no open ports from the outside world is another great step. Employers should also employ outside companies to do things like penetration tests. A penetration test, is just that. It is an outside company that tries to hack into the company to see if it can steal data.

The new standards of the *Personal Information Protection and Electronic Documents Act* (PIPEDA) state that an employer has a duty to report breaches. However, in order to report a data breach, a breach must be identified through proper mechanisms that audit for breaches. Ask your employer what they have in place to protect you and your family. Ask them what is in place to audit your private data files.

Many people ask, why would a criminal want my data, I'm just a simple person? The short answer is: financial gain.

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They “hack” many machines and many companies to gather and collect data they can sell on the black market. Sometimes the data is used to create fake identities, to get credit cards, open bank accounts, rent vehicles, obtain mortgages and even enable individuals to illegally obtain passports.

To help protect you and your family’s data that resides on personal or work computers, it is vital to keep an eye on your credit report with Equifax and Transunion and there are services that can monitor your credit scores. A simple Google search can turn up lots of useful information as well. Talk to your union rep about other services that can help you too.

*In Solidarity,  
Rory Smith, Operational Services  
VP Component 10*

## BCGEU workers looking toward third renewal collective agreement with Protrans

With the BCGEU/Protrans second collective agreement set to expire on December 31, 2019, members have come a long way from the growing pains of bargaining a first agreement to making significant pension gains in the second agreement. Members are indeed in better shape today and their union rights are strong. The joint labour management and the occupational health and safety committees are functioning fully which allows us to work on your behalf more effectively between bargaining rounds. In collective bargaining

terms however, it’s still early days, and there is much room for improvement to ensure the needs of today’s members are met.

Moving forward it’s important to remember that collective bargaining is a negotiation where difficult decisions are made. For example, in the last round we felt achieving the Public Service Pension Plan (PSPP) was incredibly important to members’ futures. Other work groups in the transit industry have spent decades in non-PSPP style pension environments before finally negotiating a defined benefit pension such as the PSPP.

We got there in a much shorter timeframe and it was with your strike vote support that we achieved this goal.

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**BULLYING  
STOPS  
HERE!**  
TOGETHER WE CAN MAKE A DIFFERENCE

## PINK SHIRT DAY 2019



L-R: Barry Platt, Ezra Cox and Dave Boucher from Allison Pass



Kelly Arak at Hope Yard



L-R: Gene Pinyon and Tony Dimarco from Elkhart Yard



L-R: Dwayne Hopp, Colt Barber and Mo Washah from Allison Pass night shift



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Now that the PSPP is cemented into your collective agreement, we have the opportunity to look at other areas for improvement. This may include items not resolved last time, as well as addressing new and current goals. **This is where you come in.**

Over the coming months nominations for a new bargaining committee will take place and before negotiations begin, we want the newly elected bargaining committee to hear from the membership. Opportunities to engage will include bargaining input meetings, membership questionnaires and opportunities for you to speak with your co-workers.

We need to know what's important to you so please make your voice heard through one of these avenues.

*Gary Bennett, Staff Representative*

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## What is tri-partite, and what does it mean to you?

In the most recent round of bargaining we were able to secure an agreement for tri-partite meetings to be held annually with the Ministry of Transportation and Infrastructure and B.C. Road Builders. These meetings are based on a list of agreed-to agenda items in collective agreements that identify issues of common interest.

All collective agreements have the same language and the same list of agreed-to agenda items.

We want the membership to play a key role in bringing forward information to be discussed at



these meetings through your labour-management committees. In other words, local labour-management meetings will serve as a vehicle to bring your voice to the tri-partite meetings when it comes to concerns that have long-term effects on the work we do to keep everyone safe on the roads.

In preparation, we have created training for the labour-management committees that includes agenda items for provincial issues, suggestions for local agenda items and a format to produce minutes for the membership that are easy to follow and understand.

Once the provincial tri-partite committee starts receiving minutes from the local labour-management committees, we will begin reviewing and compiling the information for the annual meetings. The provincial committee will meet directly with the Road Builders committee to talk about the issues brought forward by the labour-management committees and finalize an agenda prior to the tri-partite.

The tri-partite committee will address the issues brought forward and minutes will be produced and shared with all service areas so the membership can review the outcomes. This feedback and information may help with local concerns being raised at your labour-management committees.

Making gains and improvements always starts at the worksite with the participation of members. The membership in each area should be helping to create the agenda items for labour-management, and the stewards and the OH&S committees should also be involved.

This is what solidarity should look like in your workplace, if you are on a committee, thank you. If you want to be on a committee please put your name forward as positions become available, it is the best way to have positive influence.

*Rory Smith, Operational Services  
VP Component 10*

# Silica exposure risk in the workplace

In 2017, asbestos was the leading cause of work-related deaths in British Columbia. But did you know that safety experts are now asking if **silica is the new asbestos?**

Silica is one of the most common minerals on earth and a basic component of soil, sand and rocks. This makes silica one of the most common hazards on a worksite, particularly in the construction, oil and gas, manufacturing and agriculture industries.

CAREX<sup>1</sup> Canada has determined that a majority of workers in the construction industry exposed to silica in Canada have high exposure levels.

Any workplace activity that chips, cuts, drills or grinds products containing silica into small enough particles (dust) that workers can breathe in can expose workers to the risk of developing silicosis, a serious and irreversible lung disease. It can also cause lung cancer.

The longer workers have been exposed to silica dust, the worse the symptoms will become. Symptoms can include shortness of breath, severe coughing and body weakness. Family members can also be exposed if contaminated clothing is improperly handled.

It usually takes decades to develop silicosis. This makes it difficult to attribute to the workplace so it is not adequately recognized or reported. Occupational cancer's long latency period may be part

of the reason why this issue does not raise alarm bells for employers however the employer **has a duty to protect their workers from silica dust exposure** as per OHSR 6.110 – 6.115.1.

The regulation requires employers to conduct risk assessments and air monitoring, develop exposure control plans which includes information on education/training, risk identification, safe work procedures, health monitoring and documentation.

Since May 2017, an online tool has been available which may negate the need for sampling levels of silica exposure. This tool was developed in collaboration with the BC Construction Safety Alliance (BCCSA), WCB and uses studies and research data compiled by a team at UBC. Employers enter details about a specific task, including what controls they are using to mitigate risk. With this data, the tool generates an exposure level. It is considered a great tool if questions are answered properly.

If the tool does not cover an activity you are doing, the BCCSA will hire a consultant along with UBC to sample the exposure level at no charge. If workers feel the information fed into tool is inaccurate, and they are at higher risk of exposure than determined, they have the option to contact WCB, anonymously if preferred, to conduct an inspection.

To find out more, please see the 3M *Beyond the Cutting and Crushing* webinar on the Component 10 Google Drive. Your OH&S committee can also contact

their local chair for a PowerPoint presentation on silica from WorkSafeBC.

Wendy Mah, OH&S Officer



## A gift to say “thank you”

If we haven't told you before, we want to say it now: thank you for your hard work and all that you do as a shop steward or local executive for our union.

As a small token of our appreciation we want to send you one free BCGEU branded piece of clothing or swag of your choosing.

There are twelve (12) items to choose from, including blankets, scarves, hoodies and jackets. The choice is yours.

To claim your free BCGEU garment email [steward.swag@bcgeu.ca](mailto:steward.swag@bcgeu.ca) to request the recognition clothing ordering information. Please provide your:

- full name
- primary email address
- phone number
- position & start date

On the BCGEU Member Portal you can easily find your collective agreement, take advantage of the store discount program, or get news and updates.



## NOT SIGNED UP YET?

Visit [my.bcgeu.ca/signup](http://my.bcgeu.ca/signup) to join today!

<sup>1</sup>CAREX (CARcinogen EXposure) is a multi-institution research project that combines academic expertise and government resources to generate an evidence-based carcinogen surveillance program for Canada.



## RETIREMENTS



Pictured above (L-R) is Kent, Karl, Darrell, Duane, Mickey, Keith, Lance, Kelly, Matt, Cliff and Keijo

The Bridge Lake highway maintenance crew gathered for a few minutes to say goodbye to Gary Desjardines (sitting in truck) who after many years as a machine operator at Bridge Lake has decided to retire.

We all wish Gary and his wife Verna the very best retirement. Good luck Gary, we will certainly miss you.

by Kelly McDonald



Pictured above (L-R) is Shea Morgan, Rory Smith and Scott (Scotty) Bumpfrey at Scotty's retirement party.



Pictured above (L-R) is Ken Brown, Bob Cameron and Ken Bonson

Ken Brown retired this past September from the Allison Pass yard on Highway No. 3. Ken had a career that started with Yellowhead Road & Bridge and finished with Emil Anderson Maintenance. Ken always had a smile on his face and a quick whip of a comment when you saw him. He always kept everybody laughing and will be missed not only from his own yard, but from the company as well.

Enjoy your retirement Ken, it was always a pleasure to work with you on any project.

by Darren Feltren



## Are you entitled to pension contributions, but not yet signed up?

A pension is one of the most valuable assets one can have as retirement approaches. While most full-time employees are signed up automatically, sometimes auxiliary employees are not informed by their employer that they too may be eligible to join the BC Target Benefit Pension Plan (BCTBPP) – formerly the BCGEU Pension Plan. Here's what you need to know.

The normal formula for a temporary or auxiliary employee to join the BCTBPP is that the employee must have worked two consecutive years and reached the threshold of 35 per cent of the "year's maximum pensionable earnings" (YMPE) in each of those years. (Two consecutive years means that you were not terminated, but it's okay to have been laid off as you are still an employee on layoff.) In short, if you are an auxiliary employee with a participating employer (an employer who pays contributions to the Plan) and you have worked for two years in a row for approximately four months each year, you have qualified.

Under pension legislation, employers are required to enroll an employee when he or she becomes eligible without any action from

the employee. In addition, the Administration Handbook provided to all employers requires that employers "provide each new employee with a copy of the plan booklet when he/she first becomes eligible to join the pension plan."

Unfortunately, lack of oversight on the part of some contractors concerning their responsibility and interpretation of the *Pension Benefits Standards Act* of B.C. can lead to auxiliary employees not being signed up when they should have been, and the loss of pension contributions. Even though the employer is responsible for making contributions once you are eligible, it is still critical that you make sure your employer has enrolled you on the date you qualify.

The best way to track your eligibility is to request a tally of your hours – employers are required to tally your hours twice each year. Document your correspondence and track your pay stubs from that point and then make sure you let your employer know in writing you would like to enroll in the plan.

Once qualified you will be required to make your portion of the contribution and the employer

will make theirs. You will have a percentage deducted from your income and it will be matched by a percentage by your employer and submitted automatically to the plan administrator. It would be advisable to familiarize yourself with your contract language as there are slight variances to each area.

Missed contributions from your employer can add up to thousands a year. That's why there are pension laws in place to protect your rights and our pension staff is working hard to make sure everyone that's eligible for the BCTBPP is enrolled.

Thank you for your hard work and support.

*In solidarity,  
John Cantlon*



### Lost pension dollars? We can help

If you are newly or recently enrolled in the BCTBPP and feel you reached your YMPE hours some months/years ago, we need to hear from you. This may be due to oversight or confusion concerning the employer's interpretation of pension rules which can be rectified. *Remember time missed is going to affect your retirement amount.*

Contact your local chair and provide your name, contractor and seniority date. Your local chair will forward that information to the trustees of your plan and we will look into any potential confusion and remedies.





## In memory of Roy Aspinal

Roy was always a pleasure to work with, whether doing highways maintenance or union work!

He was one of the reasons I got involved with the BCGEU myself. We worked together on numerous collective agreements and strike lines.

One of the most intelligent men I've ever met, Roy was quiet about it! Quietly waiting for everybody to finish the test that he breezed through!

He gave our members and BCGEU 20 plus years and numerous collective agreements along with his committee.

We miss him every day.

Fred Street  
First Vice Chair 1005  
SA14



Two days of intense rain caused flooding in Grand Forks in 2018. It's the worst the region has seen in 70 years, roughly two feet (0.6 metres) higher than ever recorded. Even today the cleanup and road rebuilding continues and it will possibly take years, if ever, to get back to normal.

Pictured right: Operator Rod Goodwin, EO2, Emcon Services, hauling gravel to the North Fork Road wash out.



## In memory of Maryann Kozak 1958-2018

Maryann was a traffic control person for nearly 30 years and a lot of that time she was with Interior Roads Ltd. Maryann loved her job and the people she worked with. She got to travel and meet so many people from as far away as Bella Coola and Goldbridge to Bridge Lake and every place in between.

I knew Maryann and will add that she was a very likeable person who knew her job well. She will be missed by all that knew her.

Our deepest condolences to all of her family and friends throughout the province.

Kelly McDonald  
Local Chairperson 1006 BCGEU  
First Vice Chair

## WORD SEARCH - COMPONENT 10 CERTS

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

### Working safe:

ALERT	PRUDENT
CAREFUL	RELIABLE
COMPETENT	RESPECT
DEPENDABLE	RESTED
EDUCATION	SAFETY
GUARDED	SECURE
HEALTHILY	TENTATIVE
LISTEN	TRAINING
OBSERVANT	VIGILANT
PROTECTIVE	

## Component 10 Executive



Front Row L-R: Frank Anderson (staff), Danny Campbell (Local 1002), Tyson Burge (Local 1003), Rory Smith (Local 1004, VP), Mike Turley (Local 1007), Earl Haward (Local 1012), Kelly McDonald (Local 1006), Curtis Biech (Local 1011), Walter Chernoff (Local 1009), Randy Sandburg (Local 1008)

Back Row L-R: Shea Morgan (Local 1001), Darren Feltren (1004), Michelle McKenna (Local 1005), John Cantlon (Local 1010), Scott Bumphrey (Local 1001, retired)

Missing: Lana Vincent (Local 1003)

Story ideas and comments for the Comp-Ten Report  
can be submitted to Kelly McDonald at [conge6@gmail.com](mailto:conge6@gmail.com)