

# NEWSLETTER

SPRING 2024



## BUSINESS MANAGER'S REPORT



Greg Hoath  
Business  
Manager

The IUOE has experienced some success recently that is good news for our members. Bill 124 was determined by the courts to be unconstitutional and a violation of the Charter of Rights. Given we had negotiated re-opener language into collective agreements gave us the right to return to bargaining and negotiate retroactive increases back three years for increases not received. The Bill capped total compensation at 1% annually back to 2020. For the most part, depending on the sector, we secured additional increases of between 1.5% to 3.75% per year. In numerous agreements we were also able to increase benefits and premiums. Some were a 200% increase!

Overall settlements have been outstanding. For example, Bentall 6% increase per year, McMaster wage increases and market adjustments totaled 25% over 5 years, front end loaded, similar for University of Western, YMCA increases of 8% for 2024 and 6% for 2025. The IUOE secured market adjustments, significant benefit increases even in pensions, RRSP and vacation. We had the perfect storm, if you will, of high inflation, the inability of employers to retain and attract quality employees, Bill 124 settlements, and the market.

We have been working on a project for 20 years with many failures—a program to secure apprenticeship-like training and assistance with certification for Operating Engineers. Under the previous Liberal government, we came close to a formal government-funded program that was nullified by the Conservatives. Currently, we have engaged with the International through ITEC and American Technical Publishers in developing a partnership that will allow IUOE Canada to have a certification assistance online program and, in the future, to have Canadian training at ITEC with all expenses paid for IUOE members and co-op students. This is an exciting initiative with more details to follow.

*“We had the perfect storm of high inflation, the inability of employers to retain and attract quality employees, Bill 124 settlements, and the market.”*

We are in the process of developing online Steward Training videos and have engaged a videographer production company anticipated release in October 2024. Another initiative to deliver service to our members is

Financial Planning and Insurance reviews through RBC. We are in the early stages but believe this to be a missing piece of planning for members to ensure they do not get caught off-guard by cessation of benefits that comes as early as age 65. Again, details to follow.

IUOE Local 772 continues to grow, continues to modernize, continues to look for service improvements, continues to control costs, and is always working to improve the lives of our members and their families. The one area I continue to hope to improve is member engagement in the union, receiving member stories and suggestions. Please share any human interest or success stories that you may have for the website and/or newsletter.

Have a great summer. Stay safe and enjoy.

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## PRESIDENT'S LETTER



Reg Sauve  
President

Hello to my brothers and sisters in local 772.

I am Reg Sauve your newly sworn in president of the board. I bring with me a vast and varied past in trade unionism, with the last 15 years in local 772. I have the dubious honor of replacing a very active and smart man in, Greg Black He may not be big in stature but his shoes will be very hard to fill.

I am hoping during my tenure as your president I will do my best presiding over the board and representing you all.

Yours in Solidarity,

A handwritten signature in black ink that reads "Reg Sauve". The signature is written in a cursive, flowing style.

## 2024 IN THE GTA

- Bill 124 Update – All employers have negotiated settlement, most at 4.75% & 3.5%, universities 6.0% total
- ATP engaged in producing 2<sup>nd</sup> Class curriculum for certification with ITEC. Objective: five levels & Canadian-specific training course offered at ITEC.
- Atura Power – new group, battle at OLRB
- Canadian Conference 2024 – Winnipeg – August 24th – 28th
- UTEP – federal government training & education funding program for union members.
- Working with employers, are establishing Apprenticeship-like programs for OE's, currently have five with all being successful. Efforts with government not so much.

### Organizing

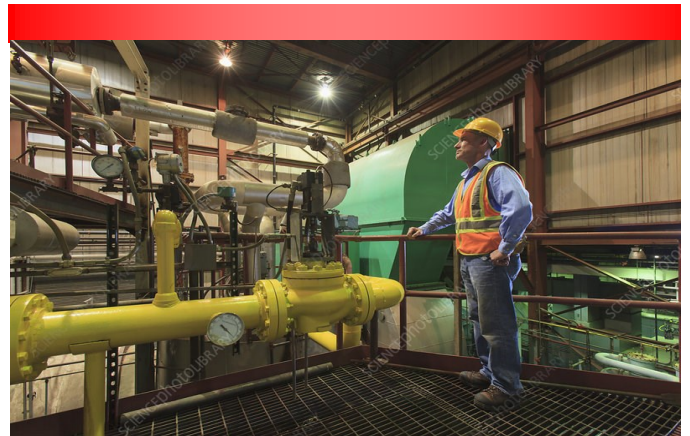
- Certarus – Engineers & Drivers, Mount Forest
- Atura Power – Energy Managers
- ADM, Windsor – production, maintenance & engineers
- Chartwell Homes, new Hamilton facilities
- McMaster University – trades
- St. Joseph's Hospital Elliot Lake – IT Techs

### Challenges

- Government Legislation & Right Wing Attacks – Political Action will be essential – Canadians United For Change (CUC)

### Grievances and Arbitrations

- Sunnybrook – several overtime issues, use of non-bargaining personnel; several interpersonal conflict & harassment cases; improper discipline
- York University – Termination for driver's license suspension, small percentage of job duties
- CBS – termination without cause
- McMaster – harassment med-arb
- Upfield – non-payment of severance



## Negotiations

- Bill 124 – wage re-openers – 4.75%, 3.5% & 3.0%, some sectors 1.5% - 2.5% with 5.5% to 8.0% total, most retro to dates affected by 1%. Achieved some benefit increases, on call increases, and double time for overtime.
- Toronto Western Hospital & Michael Garron – \$6 - \$7 wage adjustments
- Ottawa B – 3% Bill 124 – 3% per year/3 years; 100% Major Medical Coverage (80%)
- YMCA – 1.5% retro, 8% & 6%
- Hillel Lodge – 1.5% retro per year of Bill 124, 3.0% - 1 year extension to avoid interest arbitration

## Outstanding

- CBS – settled Bill 124 at 4.75 & 3.5, renewal outstanding
- City of Hamilton
- Copley – 5,4,4,3 + \$1.45 MA & \$0.50 MA; New IPP
- Ottawa U – Group A
- Bruyere/St.Vincent – Bill 124 settled 4.75%, 3.5% & 2X, renewal to bargain
- York U

## Miscellaneous

- Organizing and training are a focus
- Return to Work & Work Accommodation – cases on the rise!
- Working on Financial Planning & Life Insurance partnership
- Working on registering members for ITEC courses

## RBC AND LOCAL 772

IUOE Local 772 is pleased to announce a new partnership with the Royal Bank of Canada to assist our members with financial planning so they don't find themselves in a desperate situation when they retire and benefits cease.



**RBC**  
**Royal Bank**

RBC offers benefit plans, insurance, mortgages, and more.



Watch for email updates and stay tuned to the local's social media posts and website ([www.iuoe772.org](http://www.iuoe772.org)) for details on upcoming in-person and virtual meetings.

# 2024 IN OTTAWA



Catarina Rotondo  
Business Agent

## Contract Negotiations Underway

- Bruyere Continuing Care: No Board - Interest arbitration - SETTLED

- Heritage/Chartwell: No Board – Interest Arbitration – September 2024

- Ottawa University – Group A - ONGOING

- Ottawa University – Group B - SETTLED
- CBN – Security Agents – May 2024
- KDH – Bill 124 Reopener SETTLED
- Hillel Lodge – Bill 124 Reopener - SETTLED
- Almonte Hospital – Bill 124 Reopener SETTLED

## Negotiated Settlements

- KDH – Bill 124 Reopener
- Shift Premium – Increase to \$2.26
- Weekend Premium – Increase to \$2.77
- NEW Article 9.19 Student Supervision \$0.60
- Schedule “A” Wages: additional 0.60% effective April 1, 2019, additional 0.75% effective April 1, 2020 and additional 3.75% effective April 1, 2021
- Schedule “A” Notes - Market adjustment: additional \$2.00/hour on each step of the RPN wage scale retro-active to June 13, 2023, additional \$2.00/hour on each step of the Physiotherapy/Occupational Therapy Assistant/Activation Coordinator and Physiotherapy/Occupational Therapy Assistant wage scale effective date of Agreement (October 30, 2023)

- Schedule “A” Notes – Past Healthcare Experience Claims retro-active to the latter of the date of hire or date of ratification (November 3, 2023)
- Almonte Hospital – Shift Premium \$1.65 and weekend \$1.85. 1.5x when called in from vacation. Increase paramedical to \$450.00 each. Option for p/t to have benefits. 3.75% additional increase April 2021; 2.5% additional increase April 2022; 2% additional increase April 2023. \$0.77 wage adjustment for Maintenance classification. Add LH position to CBA with \$4.00/hour increase to 4<sup>th</sup> class rate.

## Upcoming Contract Negotiations

- Kemptville Hospital – Expiry March 2024
- Canadian Nuclear Laboratories - Expiry March 2024
- Almonte Hospital - Expiry March 2024

## Grievances Outstanding

- Jurisdiction
- Meal Allowance (12 Hour Workers)
- Premium Pay Rate
- Loss of Overtime x 3
- Health & Safety violation
- Vacation
- Camera Surveillance – Management
- Floaters – Probationary Employees
- Summer Schedule – Misapplication for unionized members

## Upcoming Arbitrations

- Kemptville District Hospital – Educational Leave
- CBN Bookbinders – Jurisdiction
- Hillel Lodge Group C – Vaccination Policy/ RTW

# GREAT NEWS!

## EXECUTIVE BOARD UPDATE

The spring 2024 executive board meeting was held at the Sandman Hotel in Hamilton on May 4th and included swearing in of new board members. Thanks to Canadian Regional Director Patrick Campbell and International Business Representative Larry Richard!



*Left to right: Reg Sauve, Ian Murray, Catarina Rotondo, Greg Hoath, Patrick Campbell, Larry Richard, Todd De Santis, Nick Pantaleo, Edward Chung, Zachary Ryckman, Richard Chung.*

## STEWARD TRAINING

Our latest training session was held at the Sandman Hotel in Hamilton on Saturday October 14th. We were pleased to see 26 stewards attend the training which included an evening reception and entertainment by Blairing Out Loud Divertissements and magician Eric Leclerc.

Any Stewards interested in attending an upcoming session that have not attended a previous session are asked to contact us at 905-527-5250 (Hamilton) or 613-748-0546 (Ottawa).

## IUOE STATEMENT ON SCAB LEGISLATION

The International Union of Operating Engineers welcomes the introduction of Bill C-58 by Minister of Labour Seamus O'Regan. The legislation will ensure workers' rights are protected within federally regulated workplaces. It restores fairness to the collective bargaining process. We call upon all parliamentarians to quickly pass and bring to enforcement this important piece of legislation.

## UNIVERSITY OF WESTERN STRIKE 2023

Operating Engineers at the University of Western in London, Ontario went on strike Thursday October 12th at 12:01 a.m. The strike vote was unanimous for the union's position on Bill 124 compensation and the market rate adjustment. In addition to the 12 engineers, dozens of other university employees and students turned out in solidarity to protest. We are happy to report that the operating engineers and the university have reached a tentative agreement as of Monday October 16th.

**Do you have any good workplace stories or articles that you would like to share in our next newsletter? Let us know and email us at [iuoe772hamilton@rogers.com](mailto:iuoe772hamilton@rogers.com)**

## IUOE WINS



- Certarus – new group, 1<sup>st</sup> agreement just settled
- Mondelez – failure to issue proper pay – continued payroll system errors – settled at bargaining
- Maple Leaf – elimination of sick days & non-bargaining unit personnel being assigned IUOE work – all grievances paid
- McMaster University – First 3 years – 3% + MA 2.5%, Years 4 & 5 – 3.0% + MA 1.25%, total 25%/5 years; 2% increase in RRSP, additional personal days paid at 12 hours, vacation improvements at all levels; Skilled worker - \$2000 payment; increase in bereavement, benefits & shoe allowance. Total of 35% increase.
- UWO – 20% over 4 years, front end loaded – 3 day strike was successful

## BURSARIES & SCHOLARSHIPS

There is financial assistance available to the dependents of IUOE 772 members who are or will be entering post-secondary education. Anyone interested in applying can find the applications at [www.iuoe772.org](http://www.iuoe772.org) and may contact us for more information at 905-527-5250 or 1-800-286-0422. To be eligible the student must be the child or grandchild of a member of Local 772 and the applicant must be enrolled at an institution for post-secondary education for the term beginning in January.



### LOCAL 772 EDUCATION BURSARY

This bursary is offered by the local and requires submission of a 1000-word essay and winners are awarded \$500.00 in January.



### CANADIAN CONFERENCE BURSARY

The IUOE Canadian Conference is providing this scholarship opportunity, which requires a 1000-word essay and winners are awarded \$1000.00 in September.



### HAMILTON AND DISTRICT LABOUR COUNCIL SCHOLARSHIP

Please call 905-547-2944 or email [hdic@cogeco.net](mailto:hdic@cogeco.net).

## LOCAL 772 ON SOCIAL MEDIA

Keep up-to-date on important updates, event notifications, and industry news by following us at:

- Facebook: International Union of Operating Engineers Local 772
- Twitter: @IUOELOCAL772
- Instagram: @iuoelocal772



# GOVERNMENT OF CANADA MILESTONES

Federal politics and actions that are relevant to the interests of Operating Engineers:

- The Liberal government has a proven record of support for the resource sector :
  - Approved the Enbridge Line 3 Pipeline Replacement Project.
  - Fought State of Michigan litigation which aimed to shut down Enbridge Line 5.
  - Acquired the Trans Mountain Pipeline Expansion Project to complete permitting and undertake construction. Under KinderMorgan ownership, none of the project would have been built union.
- The Liberal government, in one of its very first acts, repealed anti-worker and anti-union laws enacted by the Conservatives (Bill C-377, Bill C-525)
- The Liberal government has supported women in the trades by funding CBTU's Build Together and the establishment of provincial and regional offices.
- The Liberal government has provided budgetary support for the establishment of a single payer, national pharmacare program, which has the promise of lifting a heavy burden from our OE Benefits and Welfare programs.
- The Liberal government, with input from the building trades, created the Labour Mobility Tax Deduction for Tradespeople, which provides a tax deduction of up to \$4,000 per year in eligible travel and temporary relocation expenses to eligible tradespersons and apprentices.

## BRIEFING NOTES: PIERRE POILIEVRE

A fact sheet on the actions of Conservative Party leader that are relevant to the interests of Operating Engineers:

- Poilievre's record when it comes to unions is one of attacking workers' rights and trying to weaken the labour movement.
- Poilievre was proud to be "the first federal politician to make a dedicated push" to bring right-to-work laws to Canada.
- Poilievre delivered 100 parliamentary speeches supporting anti-union legislation like Bill C-377 and Bill C-525, along with other similar anti-union efforts
- Based on his track record, Poilievre would be openly hostile towards workers and their unions if he becomes Prime Minister.
- Poilievre promises that, under his leadership, Canada would be "open for business" and that he would approve more resource projects, but his record doesn't reflect his rhetoric:
  - As Minister of Democratic Reform, he advocated for an absolute moratorium on industrial wind projects in Ontario.
  - He opposed the federal government's purchase of the Trans Mountain pipeline – the only way to ensure the Trans Mountain Pipeline Expansion Project would actually be built.
  - He has also voted against legislation to promote labour standards and provide greater tax credits on new energy projects.

**Regardless of your political leanings and their campaign trail promises, conservative governments have a proven track record of ONLY enriching the owner-class at the expense of the worker-class' wages and safety, basic social supports, and the environment.**

# THE GROWING POPULARITY OF RIGHT-TO-WORK LAWS IS TROUBLING

Last month, Angus Reid released some troubling results from a recently conducted survey gauging the opinions of Canadians about so-called “right-to-work” laws. The non-profit pollster found that 43 per cent of respondents supported a right-to-work framework, wherein workers are permitted to individually opt out of paying dues in unionized workplaces. That such a significant share of those polled expressed support for right-to-work should put unions on notice. Despite some evidence suggesting union popularity is strong, Angus Reid’s latest poll makes clear there is considerable work to do when it comes to educating the public about the importance of union rights.

Right-to-work, sometimes referred to as the “open shop,” is effectively a system that enshrines voluntary union membership. In Canada, when a majority of workers vote to form a union, everyone in the workplace pays dues to financially support the union’s work. Even those who voted against having a union must pay dues because they too will benefit from the contract the union negotiates. In other words, ours is a labour relations system based on the principle of “majority rules.” Dues are deducted from workers’ pay cheques by the employer and remitted to the union.

By securing reliable sources of funding, the dues check-off stabilized union finances and helped to facilitate the work of collective bargaining and the other representational activities in which unions regularly engage on behalf of members. It also allowed unions to pool their dues and devote funds to the work of fighting for policy reforms through the state. The entire labour movement, from individual bargaining units, to federations of labour, thus depends on member dues.

Right-to-work, by contrast, creates a situation where unions are unable to automatically collect membership dues from all workers in unionized workplaces. Instead, only those workers who “opt-in” to union membership are required to pay membership dues. In effect, it is a system that puts individual rights ahead of collective rights, in the process making it extremely difficult for unions to function. In this way, right-to-work is a mechanism to undermine the financial stability and organizational power of unions. Such laws do this by creating a “free rider problem,” whereby individual workers may withhold their dues in an effort to reap the benefits of unionization without paying their share. In the absence of mandatory dues deduction, individual workers might assume it’s “rational” not to pay if they think the advantages of unionization will continue regardless.

Right-to-work laws are widespread in the United States and significantly undermine the power of organized labour in that country. Currently, there are 27 “right-to-work states” that allow individual workers to opt out of union membership and dues payments and, in workplaces where unions manage to persist, free-ride on their coworkers’ dues contributions.

The origins of right-to-work in the U.S. go back to 1947, when a Republican Congress passed the Taft-Hartley Act, rolling back many of the union gains won through the previous Wagner Act of 1935. Importantly, Taft-Hartley outlawed the “closed shop,” or mandatory membership in unionized workplaces, and permitted individual states to introduce right-to-work laws. The American South became a bastion of right-to-work, and remains so today, which many commentators have linked to the history and persistence of racism.

In practice, right-to-work laws lead to falling union density and a weaker bargaining position for those unions able to hold out. Unsurprisingly, states with right-to-work laws have lower wages overall. It’s no wonder that unions and other critics often derisively refer to right-to-work as the “right to work for less.”

For these reasons, it is especially troubling to read that a significant plurality of those polled by Angus Reid would prefer right-to-work over Canada's current system.

Among the entire sample of respondents, 43 per cent supported right-to-work, while 41 per cent opposed it. When it came to union members, there was somewhat more opposition to right-to-work, with 52 per cent against it and 35 per cent in favour. While the fact that a majority of sampled union members opposed right-to-work is good, 35 per cent of them being supportive of a law contrary to their material interests is less than ideal.

Public sector union members were the strongest opponents of right-to-work, according to Angus Reid. Fifty-seven per cent indicated they were against right-to-work, while 30 per cent expressed support. Again, that nearly one in three public sector union members expressed support for right-to-work should be cause for concern.

Shockingly, a greater share of sampled private sector union members supported right-to-work than opposed it (48 per cent vs. 40 per cent).

Among those who are not members of a union or professional association, 45 per cent expressed support for right-to-work, while only 33 per cent opposed it. In other words, private sector union members were even more likely to support right-to-work than their currently non-union counterparts, a truly unfortunate finding.

Thankfully, no Canadian jurisdiction has yet passed a right-to-work law. However, there are — and have been — right-wing parties and governments in favour of doing so. For example, the United Conservative Party (UCP) in Alberta supports right-to-work and adopted it as party policy in 2020. Moreover, the UCP government has already introduced a form of 'right-to-work lite' whereby unions are barred from automatically receiving what the government calls "non-core dues" (i.e., money that is used for union activities outside of direct representation).

In the past, federal Conservative Party leader Pierre Poilievre has expressed strong support for right-to-work. As is typical of faux-populist right-wingers, when it comes to unions, all pretence of 'standing up for the little guy' goes out the window.

These latest poll results should in part be interpreted in light of the decades-long attack on organized labour. Anti-union employers and right-wing politicians have worked tirelessly to weaken unions and undermine their capacity to win gains for workers.

<https://www.readthemaple.com/the-growing-popularity-of-right-to-work-laws-is-troubling/>

**WORKERS ARE  
LESS SKILLED IN  
SO-CALLED  
"RIGHT-TO-WORK"  
STATES**



There are  
**11% fewer**  
workers with  
bachelor's degrees

There are  
**31% fewer**  
registered  
apprentices



Economic  
productivity  
per worker is  
**17% lower**

The on-the-job  
fatality  
rate is

**50% higher**



# CANADA'S SKILLS SHORTAGE WILL GET WORSE UNLESS COMPANIES INVEST IN TRAINING, EXPERTS WARN

- The skills shortage in Canada is exacerbated by aging demographics, digital literacy, and a mismatch between immigration and labour market policies.
- Canadian employers spend \$240 per employee on training annually whereas our OECD peers invest \$750.
- The future of work will demand a workforce that's not just technically savvy, but one that has demonstrable skill sets such as critical thinking, coordination, judgment, decision-making and complex problem solving.

Over the next decade or so, at least half of the Canadian jobs will require a new mix of skills, even if the job title remains same. Unless employers make adequate investments and double down on training, the widening skills gap will become even more pronounced, experts warn.

"We're hearing from employers that they're not finding candidates with skills they want and need in the current labour market," said Tricia Williams, director of research, evaluation and knowledge mobilization at the Future Skills Centre, a skills innovation and policy think tank launched by Blueprint, Toronto Metropolitan University and The Conference Board of Canada. "For instance, we have known at least for the last decade or so that we have shortages on skilled trades, but it's now starting to hit some critical pressure points, especially with the need for housing and infrastructure."

An aging population, technological changes and digital skills needed for jobs, an incompatible immigration policy that has failed to bring people with the right skills and conversely, the lack of an inclusive climate for experienced newcomers to succeed, such as a lengthy accreditation process, has all created a disparity in the labour market, Ms. Williams said.

In 2022, a report by the Future Skills Centre and the Conference Board of Canada estimated that over the next decade nine out of 10 jobs in Canada will require digital skills. To adapt, innovate, and grow Canadian businesses will need a workforce that's proficient in leveraging – and applying – digital skills and problem solving. To get there, the reports says Canadian workplaces need to prioritize training and upskilling to bridge the digital skills gaps needed to remain competitive.

As part of the study, researchers heard from employers that the digital skills they need go beyond basic digital literacy. They need workers who understand cybersecurity, cloud computing, and data analysis along with problem solving, decision-making, and critical thinking skills. In short, a healthy blend of technical and non-technical skillsets.

More recently, Geneviève Bich, vice-president of human resources at Metro Inc., and Pedro Antunes, chief economist at the Conference Board of Canada, shared in a

Future Skills Centre podcast that not having an adequate work force affects a company's productivity and the country's economy. In Canada, Ms. Bich said, four out of 10 positions currently take more than three months to fill.

A big concern for the economy as a whole is the lacklustre level of private capital investments in machinery, equipment, research and intellectual property. When compared to the U.S., this gap's rather significant, Mr. Antunes said.

Both the experts said companies need to introduce upskilling and training initiatives for their employees.

"Skills development is both a way to develop our workforce and to ensure that it maintains its know-how and remains relevant to the company's mission," Ms. Bich said. "But it's also key that we, [the employer] attract the right people.

Employees must know that we are going to support them in the transitions that we see coming. We have to not only develop their technical skills – task-specific skills and tool-specific skills – but their leadership skills as well."

Ms. Williams of the Future Skills Centre, an organization with a mandate to prepare Canadians for the changing economy and future of work, said employers in Canada invest significantly less in training than their international peers.

On average, Canadian employers spend \$240 per employee annually on training. This mostly includes health and safety, onboarding or orientation. To compare, OECD (Organization for Economic Cooperation and Development) countries spend \$750 per employee annually. This amount is much higher than \$750 in the U.S., she said.

Stephen Muscat, vice-president of global talent acquisition at Altus Group, a Toronto-headquartered provider of asset and fund intelligence for commercial real estate, said Mr. Muscat said he has noticed candidates now have less traditional summer job experience compared to previous generations. He said having a summer job allows teens and young people to learn and acquire skills and habits to boost careers.

"Soft skills such as communication, teamwork, problem-solving and adaptability are critical for success in the modern workplace," Mr. Muscat said. "These skills can be honed through participation in competitive sports where teamwork, discipline and resilience are essential. Volunteering offers another excellent opportunity to develop soft skills as it often requires collaboration, leadership and empathy."

Also, involvement in student government or clubs provides practical experience in leadership, negotiation and organizational skills. Even working in family businesses can be an invaluable training ground. It will teach young people responsibility, customer service and the nuances of running an enterprise, Mr. Muscat said.



<https://www.theglobeandmail.com/business/careers/article-canadas-skills-shortage-will-get-worse-unless-companies-invest-in/#:~:text=Canada's%20skills%20shortage%20will%20get,warn%20%2D%20The%20Globe%20and%20Mail>



# timely tweets

Its hilarious that Canadians think unions are dont work n at the same time you all have limited sick days, no paid sick leave, no paid guaranteed 6 weeks vacation a year, no work benefits almost at all, no employment safety nets and no maternity/paternity leave.

Wages are kept low.

Housing and healthcare are made unaffordable.

Homelessness is criminalized and politicized.

All we see are fear mongering stories about homeless people, but never the stories of the greedy CEOs that put them there or the politicians who do nothing about it.

I'm having a really rough Friday today because I keep realizing it's Wednesday

engineers (IUOE)

Charlie Jenkins · 7h · 📍

From IUOE original members



IUOE original members · Join

Jon Smith · 7h · 🌐

build our and an economy that supports working families! #1u #IUOE #operatingengineers #Unions... See more

Unions lift wages for non-union members by creating a higher prevailing wage. Even if you aren't a union member, your pay is influenced by the strength or weakness of organized labor. The presence of unions sets off a wage race to the top. Their absence sets off a race to the bottom.



## UNION SAVINGS

Union Savings is Canada's only not-for-profit, union-run members' benefit program. Over 1,000,000 Canadian union members have discovered the tremendous

savings and discounts offered exclusively by Union Savings. Go to [www.unionsavings.ca](http://www.unionsavings.ca) to visit the Union Savings website and see all available discounts.

## MEMBER'S UPDATE

### Retirees to date 2024

- Brent Bayley-Mondelez
- Linda Bennett-KDH
- Paul Derrig-CBN Bookbinders
- Patrick Keon-uOttawa
- Mey Ling Leak--CBN Bindery II
- Diane Lecuyer-Veilleux-CBN Bindery II
- Bryan Lovell-St. Joseph's Lifecare
- Steven Sajder—Oak View Group
- Christine Telford-CBN Bindery II

### In memoriam

IUOE wishes to extend its condolences to the friends and families of Local 772 members who have passed away:

- Ed Funstin-Maple Leaf Foods
- Jose Montero-Brookfield (Exchange)