



IUOE 955 Email update curated by Business Manager, Chris Flett

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Year-end message from Business Manager, Chris Flett

Can you believe another year has come and gone? Time really does fly, but I hope over the last 12 months, you've been able to share good moments with friends and family, and that nothing but health and success await you and your loved ones in 2025.

I'm proud to say that while the past year was not without its challenges - as all are - IUOE 955 had some incredible successes.

There are many moments to highlight from 2024, but a real stand out was at our Long Service Awards in September, where I was pleased to announce an additional 5 per cent pension boost, effective Jan. 1, 2025. This boost, on top of a previous 5 per cent increase I announced in 2023, means members in good standing will see a more than 10 per cent earned rise to their pension, which goes a long way in a world of ever-rising costs. Thank you to all - past and present - who helped make this possible through prudent pension management.

We also made Alberta history this year when Advanced Education Minister, Rajan Sawhney announced provincial funding for our Budd Coutts Apprenticeship and Education Centre in April. This is the first time ever that a union training facility has received support from any provincial government. A lot of hard work went into making the funding a reality, and I'd like to send a big thanks to all who helped make that happen, including President, Declan Regan. This support is a true testament to the quality training we provide at Budd Coutts, and we look forward to skilling up many more crane and hoist pros with this crucial funding in 2025.

Moreover, we also saw a tower crane provided to Budd Coutts through the federal government's UTIP program, which now gives IUOE 955 the only training tower crane on Canada's prairies.

Another history-making moment was in May, when IUOE 955 organized a group of direct, front-line health care professionals at Primary Care North. While 955 is a proudly diverse local, representing working people in many sectors, we've never had front line health care folks before, and we're so proud to welcome more than 70 of them to the 955 family. They're currently working toward bargaining their first collective agreement.

Speaking of organizing, I'd be remiss if I didn't mention that in September, workers at Omega Morgan voted 100% in favour of unionizing with IUOE 955. We're so pleased you're now 955ers, and a big shout out to Assistant Business Manager, Anthony Noseworthy for his incredible work to bring these folks a better work life through our union.

Some great happenings in bargaining occurred in 2024, too. A considerable one was with workers at Cropac Equipment this summer. After working for more than 5 years to have the union recognized, and following a very rare remedial certification from the Alberta Labour Relations Board, workers at Cropac ratified their first ever collective agreement on July 11, which included an immediate 22 per cent increase to wages and more. Thank you to those members, and IUOE 955 staff, who pushed hard to have the right to organize honoured for the hard-working folks at Cropac.

In addition to Cropac, IUOE 955 bargained several leading contracts throughout the year, with fair agreements reached at: County of Paintearth; County of Wetaskiwin; LaFarge Winterburn Shop; Heidelberg Materials Aggregates; Coal Valley; LaPrairie Shop and more.

Above these great moments, we also hosted our first ever signatory contractor symposium and job fair at the hall in Fort Murray; joined thousands of workers at the legislature to demand Charter-protected bargaining rights be upheld; presented at the Premier's Summit on Fairness for Newcomers in Calgary; launched our "Organizing 101" video series; launched "Connected" digital mini-mag; participated in Tradeswomen Build Nations in New Orleans; made changes to the OE 955 Health and Wellness benefits provider to maximize your benefits experience; hosted our first "Show and Shine" at the Fort Mac hall; hosted "955 Family Fun Days" at halls across Alberta; began crane and overburden bargaining; launched the "Stop the Wage Theft" campaign for overburden; participated in the Provincial Government's Ministerial Roundtable with Alberta Newcomer Agencies; launched a YouTube channel; hopped on Tik Tok and much more.

As you can see, IUOE 955 made incredible progress this year. New relationships have been developed, more workers are members of our union, our reach has expanded, members are more informed; and we're just getting started.

I know 2025 will be one of our best years yet, and I sincerely look forward to standing shoulder-to-shoulder with you as IUOE 955 continues to lead the way in areas that gain us market share, grow our influence and most importantly, make your work life better.

Thank you for being a part of our growing union and all the best over the next 12 months.

Sincerely and in solidarity,

Chris Flett



YOUR BENEFITS PROVIDER IS CHANGING!

Jan. 1, 2025, OE955 Health & Wellness benefits will be administered by Alberta Blue Cross.

Questions? benefits@oe955.com or 780-483-9550

Claims for 2024 must be submitted to ClaimSecure by Jan. 31, 2025.
Claims for 2024 not received by ClaimSecure by Jan. 31, 2025 will not be reimbursed.
Please watch your mail and email for further updates.

ALBERTA BLUE CROSS SWITCH AIMS TO IMPROVE BENEFITS EXPERIENCE FOR HEALTH & WELLNESS PLAN MEMBERS, INFO TOUR COMING

Starting Jan. 1, 2025, OE955 Health & Wellness benefits will be provided to members through Alberta Blue Cross.

"After an exhaustive bid process with several interested providers, and considering feedback from the plan's membership, the Health & Wellness Trustees have chosen Alberta Blue Cross as the right partners to take our benefits plan forward," said Chris Flett, Business Manager and Chair of OE955 Health & Wellness Committee.

"We are excited for this change and to get to work with Alberta Blue Cross in providing these important benefits our members and their families rely on."

Catch the OE955 Health & Wellness team on the road with Alberta Blue Cross to answer any questions you may have at your local union hall:

Dec. 2 @ 6pm - Edmonton - 17603 114 Ave.

Dec. 3 @ 6pm - Fort McMurray - 258 Gregoire Dr.

Dec. 4 @ 6pm - Calgary - Bay 2, 2115 27 Ave. NE

Jan. 14 @ 10am & 6pm - Fort McMurray - 258 Gregoire Dr.

Jan. 15 @ 6pm - Calgary - Bay 2, 2115 27 Ave. NE

Jan. 16 @ 10am & 6pm - Edmonton - 17603 114 Ave.

Your union will continue to ensure information continues to flow to plan members as the transition takes place.

You can check the Alberta Blue Cross Transition Hub page on the members' website for the most up-to-date information as well.

OE 955 PENSION PLAN SURPASSES 5,000 PENSIONERS IN PAY

Another OE 955 Pension Trust Fund milestone was reached earlier this year when our plan surpassed 5,000 pensioners in pay.

"This huge moment means more than 5,000 members, retired members and their families are able to count on the stable, reliable income from our plan to help them navigate retirement after a lifetime of hard work," said Chris Flett, IUOE 955 Business Manager.

This watershed moment for our Pension Trust Fund is but one in a line of others over the past two years, including:

- 5% pension increase announced by Flett in 2023
- Another 5% pension increase announced by Flett in 2024
- More than \$1-billion in payments delivered as of November 2023
- 50 year anniversary of the Pension Trust Fund in 2023

The OE 955 Pension Trust Fund is now one of the biggest pension plans in Alberta, and we all thank the steadfast and prudent pension management by leadership, both past and present, for ensuring post-work security for ourselves and our families.





IUOE 955ER ROCKS "JILL OF ALL TRADES" EVENT

On Nov. 21, IUOE 955 mobile crane operator with Mammoet, Morgan Bosch-Brice (centre right), was a panelist at "Jill of all Trades" in Edmonton.

The large event introduces female high school students to the prospect of a rewarding career in the skilled trades and is attended by leaders from industry, government and labour.

We even spotted Premier Danielle Smith and Advanced Education Minister, Rajan Sawhney participating and interacting with these awesome female trades superstars.

IUOE 955 is incredibly proud to have a growing number of talented women working through our union across Alberta and beyond.

Remember, you are key to helping fill the looming labour gap in the skilled trades, and we're so glad to have you in the IUOE 955 family.

PROVINCIAL GOVERNMENT INVESTS \$300,000 IN HELMETS TO HARDHATS SKILLED PATHWAY PROGRAM

Alberta is proud to celebrate the dedication, determination and resilience that Canada's soldiers, sailors and aviators demonstrate on a daily basis. Members of the Canadian Armed Forces have always been there to serve Albertans, and Alberta's government is taking action to support these heroes after their service with an investment of \$300,000 toward Helmets to Hardhats, a non-profit organization that helps veterans, reservists and others in the military community bridge the gap between their military service and Alberta's growing demand for skilled labour.

This one-time grant will support the Helmets to Hardhats Skilled Pathway program, which is designed for service members who wish to pursue apprenticeship education and a career in one of Alberta's designated trades. The program offers safety certification, personal safety equipment, supervisory training and employment referrals for service members who do not have existing training, certification or backgrounds in the trades, and prepares participants for entry-level roles and supervisory positions.

"Having recently commemorated Remembrance Day, I want to emphasize the importance of supporting our veterans and service members through the entire year. I am excited to partner with Helmets to Hardhats to open new doors for Alberta's service members and I am confident that their hard work and dedication will translate seamlessly to post-service careers in the trades."

-Rajan Sawhney, Minister of Advanced Education

"This initiative is a direct result of the Alberta government's support, particularly Minister Sawhney, and it will have a profound impact on the lives of our veterans as they transition into second careers. With this program, we're not only helping to fill Alberta's workforce gaps, but also offering military families a chance at fulfilling and sustainable careers in construction."

-Jim Hogarth, national executive director, Helmets to Hardhats Canada

Upon completion of the one-year Skilled Pathway Program, each participant will become a member of a local Alberta trade union, going on to become an apprentice in one of Alberta's skilled trades.

As Alberta's economy continues to grow and diversify, there is a rising demand for skilled tradespeople, leading to incredible opportunities. This investment supports veterans, their families and our economy by creating pathways to new careers and helping address labour needs in the province. The Skilled Pathway program will reduce barriers for veterans, reservists and other jobseekers from the military community, allowing them to answer Alberta's demand for skilled labour while they find rewarding careers to support their families.

"IUOE 955 is very pleased to see the Alberta government provide support to the H2H Skilled Pathway program, which helps open the door to a rewarding career in the skilled trades for those who have bravely served our nation. Our union has been an active partner with Helmets to Hardhats for some time, and we're honoured to be able to help skill up our veterans in the trades we operate in, which assists them transition into civilian life."

-Chris Flett, business manager, IUOE 955

"The International Brotherhood of Boilermakers and Boilermakers Local Lodge 146 has had a longstanding partnership with Helmets to Hardhats, and we are pleased by this announcement from Minister Sawhney and Alberta's government. We are proud to support the Canadian Armed Forces, and Helmets to Hardhats' hard work in transitioning military personnel to a career in the trades is a welcome addition to unionized construction in Alberta."

-Mack Walker, business manager, Boilermakers Local Lodge 146

The 18-month program is expected to equip a total of 50 participants entering into construction safety certification and supervisory training for jobsite readiness, with 40 participants intended to enter apprenticeship programs.



SUPPORTING WORKERS IN FORT MAC

IUOE 955 was out in force in mid-November, supporting job action taken by education support staff with CUPE Alberta Locals 2545 and 2559 in Fort McMurray.

These fellow workers are on the line fighting for a deal that respects their worth, and helps them keep up in a world of ever-rising costs.

This is not a partisan issue, it's a matter of respect and 955 stands by those in our communities helping kids learn and grow.

We encourage all who can to visit these workers on line to show your support and solidarity for community and family supporting wages.



L TO R: REMCO REINDERS, 955 BUSINESS AGENT - KIM PAVELKO, MYSHAK - JUSTIN GILLINGHAM, CRANE & RIGGING SUPERVISOR, MYSHAK

Know a member who should be featured? Please give us an email at: connected@oe955.com

THREE DECADES OF LOYALTY!

Big congrats to 30-year-member, Roy Sutton, who received his long-service award in November at the Fort McMurray hall from Business Agent, Luke Shea.

Roy has spent the majority of his career as a serviceman in Fort McMurray's overburden sector.

Thank you for your many years of dedicated service, Roy!



MEMBER SPOTLIGHT - KIM PAVELKO

Kimberley has beaten all odds and is succeeding as an apprentice crane operator for Myshak in Fort McMurray.

Kimberly came to Business Agent, Remco Reinders in late 2023 through referral from 955er, Sandy MacDonald. Kim had expressed interest in becoming an apprentice mobile crane operator and was willing to do whatever it took to get there.

The timing of her interest was not ideal, so 955 found her a position as a Warehouse Technician for KMC. Once she became a member in good standing, Kimberly went right to work and applied for the first period of Mobile Crane through the Budd Coutts Apprenticeship and Education Centre.

When she arrived for training, she was greener than grass and had never been around a crane, but by the time she finished school, she was one of the best in class and passed with flying colours.

Kimberly was dispatched for a shutdown with Myshak at Conocco Phillips, and within 4 days, we received a phone call from Supervisor, Justin Gillingham saying he wanted to retain Kimberly on a full time basis.

Kimberly is a true testament that hard work pays off. She is scheduled to complete her Class 1 training in the coming months as well.

Kim, we're so proud to have you part of the growing IUOE 955 family.



SPRUCE GROVE GETS READY TO BARGAIN

On Nov. 15, IUOE 955 Business Manager, Chris Flett joined Business Agents, Delanee Daviau and Ryan Ermet for a bargaining proposal meeting with members from the City of Spruce Grove.

They also elected the final member of the bargaining committee in prep for negotiations, which began Nov. 22.

A big thank you to these members, and all municipal members who work hard every day ensuring their communities run efficiently and smoothly.



IUOE 955 CO-HOSTS UNION TRAINING CENTRE ROUNDTABLE WITH BUSINESS COUNCIL OF ALBERTA



It was an absolute pleasure to co-host a labour roundtable on union skills training with the Business Council of Alberta and leadership from Teamsters 362, IBEW 424, IUPAT District Council 17, Ironworkers 720 and Insulators 110 at IUOE 955 headquarters in Edmonton on Nov. 12.

There was great participation and important conversation had with these crucial unionized trades and a business group wanting to highlight the value of union training facilities with industry and government.

BCA will take the information gathered from the roundtable and develop a report, which will be delivered to appropriate decision makers at the Alberta legislature.

We look forward to seeing the BCA report and pushing for further government support for Alberta's union training facilities across the province.

IUOE 955 LAYS REMEMBRANCE DAY WREATHS AT CENOTAPHS ACROSS THE PROVINCE

Wreaths filled with deep red poppies wrapped in "IUOE Local 955" banners were laid during sombre Remembrance Day ceremonies in Fort McMurray, Edmonton, Fort Saskatchewan and Calgary on Nov. 11.

IUOE 955 honours and remembers service members past and present for their service, and their sacrifice.

if there is a cenotaph in your community you'd like an IUOE 955 wreath laid at, please contact: info@oe955.com

Lest we forget.



NOSEWORTHY GRABS EAR OF THE PREMIER



IUOE 955 Assistant Business Manager, Anthony Noseworthy grabbed a chat with Premier Danielle Smith in early November in Red Deer regarding support for union training centres, the historical provincial funding our training centre received earlier this year, and the good work we're doing because of it.

HALF A CENTURY OF DEDICATION TO 955

Hector (Ross) Mackinnon was awarded his 50-year, long service award in mid-November from Fort McMurray Business Agent, Luke Shea. Ross spent his days loyal to his union working as an HET Heavy Duty Mechanic or technician. Huge congrats, Ross!

