



CONNECTED

IUOE 955 email update curated by Business Manager, Chris Flett

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IUOE 955 BUSINESS MANAGER, CHRIS FLETT, ELECTED TO POSITION OF INTERNATIONAL TRUSTEE

On Jan. 26, IUOE General President, John L. Downey welcomed IUOE 955 Business Manager, Chris Flett, to the position of International Trustee during the union's annual winter meetings in Florida.

IUOE 955 was recognized by General President, Downey for the growing string of good work and successes that have been achieved under Chris's leadership, and for the strong IUOE local and team he has built.

Chris's position as an IUOE International Trustee is secondary, meaning he will remain the elected Business Manager of IUOE 955, while serving the International and more than 410,000 IUOE members across North America as the only Canadian in the International Trustee role.

Thank you, Chris, for all you've done and will continue to do for the membership and for organized labour here in Alberta and beyond.



THE HILL TIMES

NDP MP McPherson tables bill to ban company unions



NDP MP Heather McPherson holds a press conference in West Block in Ottawa on Jan. 27, about her private member's bill. *The Hill Times* photograph by Andrew Meade

ANTI-CLAC BILL TABLED IN OTTAWA

On Jan. 27, Edmonton MP, Heather McPherson tabled Bill C-259, the Fair Representation Act.

The Bill calls for amendments to the Canada Labour Code to prohibit employer-dominated "company unions" that undermine real collective bargaining and weaken workplace standards.

The legislation empowers the Canada Industrial Relations Board to investigate and decertify employer-dominated organizations, allows workers to petition for representation reviews, and requires unions to confirm their independence upon certification.

IUOE 955 is proud to be an open and transparent labour union, based on the principles of democracy, accountable only to its growing membership.

IUOE 955'S FMM SKILLED TRADES SHOWCASE

Big thanks to the many students and staff at the Fort McMurray Public School Division, and our friends at Boilermakers Lodge 146 and IBEW Local 424 for helping us make IUOE 955's first ever FMM Skilled Trades Showcase a smashing success.

Read more about it in the IUOE 955 training trust update on the last page of this issue.



PENSION AND HEALTH & WELLNESS, 2025 - BY THE NUMBERS



OPERATING ENGINEERS 955 PENSION TRUST FUND

- Paid over \$56 million in pension payments

Over \$18 million in lump sum payments upon termination of membership, death, etc.

- The average active plan member is 44 years old

The largest pension that has yet to start is over \$8,000/month

- Average pension in pay is \$870/month

Paid nearly 5,500 members and survivors as of January 1

- 15% of pension recipients are survivors of a deceased member

Pensions are paid for life and our oldest pension in pay started in 1983

- We have over 17,000 non-retired members in the plan

PENSIONS MATTER



OPERATING ENGINEERS 955 HEALTH & WELLNESS

- The plan spent over \$6 million on drug claims

The plan spent over \$5 million on dental claims

- Overall, the plan paid more than \$15 million on all claims

On average, we covered approximately 5,300 members

- Around 65% of those members have families; in total we cover over 12,000 people

More than 140 members are currently receiving premium free health coverage while on disability

- We have 145 people utilizing retiree benefits facilitated by our plan

14 partners are currently getting a free year of health coverage following the member's passing



EVE KOLOSKI, BEAVER COUNTY

Meet Eve!

Eight years ago, Eve began working with Beaver County and became a proud member of IUOE 955. After high school, she started her career as a labourer and equipment operator.

Over the next three years, Eve worked in road construction, supporting gravel hauling and crushing operations while earning her Class 3 licence.

In 2022, she began operating a motor grader full-time, which deepened both her passion for the trades and her respect for the incredible people who work in them.

She makes it a priority to attend union meetings whenever possible, regularly discussing working conditions and agreements with stewards. Through those conversations, Eve developed a strong commitment to standing up for fairness and solidarity, which led her to take on the role of bargaining committee member.

Eve was proud to be part of the bargaining process for the most recent collective agreement, where the committee secured many meaningful improvements for members and their families.

Shortly after ratification, she felt called to further serve and applied to become a job steward.

In 2025, Eve had the honour of representing IUOE 955 at the North America's Building Trades Unions' Tradeswomen Build Nations Conference in Chicago.

Eve, we're incredibly proud to have you part of the growing 955 family, and thanks for all you do.



Good Job!

Know a member who should be featured in IUOE 955's Connected, and on our social media? Email us!

connected@oe955.com

IUOE 955 FINANCE DEPARTMENT UPDATE

Greetings to all 955 members! As we head into February, I want to share a look at what your Finance Department accomplished in January. Our team has been hard at work finalizing the 2026 Third Quarter (Q3) close for the union, as well as completing the 2025 Fourth Quarter (Q4) financial close for all our related entities.

Balancing the books across these different areas is vital behind-the-scenes work. It ensures that every part of our organization—from our main operations to our training and benefit funds—is transparent, accurate, and ready for our upcoming audit. We take pride in this accountability because it protects the resources that support you and your families, every day.



Also, a friendly reminder, please take a moment to confirm your address and benefit details are up-to-date with the office; this helps us deliver your benefits smoothly and efficiently. Your partnership keeps IUOE 955 strong!

Abhiraj Maliah, CPA - Senior Finance Manager

OE955 HEALTH & WELLNESS AND PENSION UPDATE



With the turn of the year comes resolutions. If you're like me, they probably start with good intentions, which slowly get watered down over the latter half of our winter (I blame it on the weather!) For our pension and H&W plans though, there are a couple of easy things you can look at annually, without having to force yourself to stay disciplined throughout the year.

For both plans, it's important to make sure that your information is up to date. Addresses, beneficiaries, many things can change over the year. Often, we have members scrambling to add a new beneficiary when a medical claim arises. Ideally, we would get those as changes happen in your personal situation, but there can often be a lot going on at the time. The start of the year is a good time to touch base with our team, make sure that your address on file is correct and that the people you expect to be beneficiaries are listed.

Having the right beneficiary on file is important. When someone passes, the last thing you want is to leave your loved ones trying to work through the courts or lawyers to get the monies owed to them. Too often our team has to work through old documents trying to decipher what someone wanted. Complete a new beneficiary form for both plans, send it to our office, and make sure that you have the right person listed in case something bad happens.

Lastly, if you do want to set some new year health goals, perhaps take a look at Balance when you log into your Alberta Blue Cross account. You start with a quick test, and then it generates some suggestions on things that you could do to improve your overall health.

Navin Peiris, Executive Director - Operating Engineers Local 955 Health & Wellness and Pension Trust Funds

IUOE 955 GRIEVANCE DEPARTMENT UPDATE

In 2017, the Alberta government passed a series of changes to the Labour Relations Code.

Section 153(6) allows unions to apply to the Alberta Labour Relations Board for approval of internal or external appeal processes for representation issues.

IUOE 955 became the first union to receive approval from the Alberta Labour Relations Board for an internal grievance appeal process in February 2018.

Members can utilize this process if the union decides not to file a grievance in response to a member's workplace issue.

The process can also be initiated by members if the union files a grievance, then later decides to withdraw or settle the grievance without consent of the grievor(s).



The internal appeal process allows members to present their reasons a grievance should be filed or advanced to a committee of Business Agents that have not had any prior involvement in the grievance.

As well, grievances must be reviewed by a Grievance Review Committee prior to being advanced to arbitration. Arbitration is a lengthy and costly process. Review by a committee ensures only grievances that will likely be successful at arbitration are advanced. IUOE 955 is currently preparing for two arbitration hearings in April.

Laurie Matheson, Manager - Grievance Department

IUOE 955 MEMBER SERVICES UPDATE



With the spring turnaround season just around the corner, the importance of reviewing your safety tickets to ensure no delays in getting out to work is pivotal.

All relevant licences and safety tickets required on job postings need to be uploaded to Trades Wallet via the mobile phone app.

If you are unsure how to set up the app, please contact the Apprenticeship & Education Department regarding this and any other safety ticket course inquiries.

When reviewing the job board postings, please read through the positions carefully and verify that bids you place meet the level of experience required.

Be sure to contact the union hall regarding any changes to your address, beneficiary information and/or any recertifications and apprenticeship period status.

As always, our dispatch team will contact you if you are the successful candidate.

Regan Crocker MBA, C.Mgr. - Manager, Member Services

IUOE 955 TRAINING TRUST UPDATE

The first-ever FMM Skilled Trades Showcase, hosted by IUOE 955 in Fort McMurray, offered local students a hands-on introduction to rewarding careers in the skilled trades.

The showcase welcomed seven Fort McMurray Public School Division students, giving them the opportunity to explore career paths through interactive learning and state-of-the-art simulation equipment, including a mobile crane, haul truck, and skid steer.

The morning began with discussions on apprenticeship opportunities, the Registered Apprenticeship Program (RAP), and what a typical day looks like for trades professionals.

Students also learned about the role unions play in supporting skilled trades workers.

IUOE 955 was joined by representatives from Boilermakers Lodge 146 and IBEW Local 424, providing valuable insight into multiple trade options.

The day concluded on a high note when one student earned an IUOE 955 hockey jersey after achieving the top score on the haul truck simulator.

Declan Regan, Executive Director of Apprenticeship and Training



Budd Coutts Apprenticeship and Education Centre

MARCH 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 Mobile Crane Period Thru Mar 1 - Mar 2 (1/2 taken) Telehandler Recertification Mar 2 (1/2 taken)	3 Mobile Crane Period Thru Mar 1 - Mar 2 (1/2 taken)	4 Articulated Haul Trucks Mar 4 - Mar 5 (1/2 taken) Mobile Crane Period Thru Mar 4 - Mar 5 (1/2 taken)	5 Articulated Haul Trucks Mar 4 - Mar 5 (1/2 taken) Mobile Crane Period Thru Mar 4 - Mar 5 (1/2 taken)	6 Mobile Crane Period Thru Mar 4 - Mar 5 (1/2 taken)	7
8	9 Mobile Crane Period Thru Mar 8 - Mar 9 (1/2 taken) Skid Steer Basic+small clz Mar 9 - Mar 10 (1/2 taken) Telehandler Basic+small Mar 10 - Mar 11 (1/2 taken)	10 Mobile Crane Period Thru Mar 8 - Mar 9 (1/2 taken) Skid Steer Basic+small clz Mar 9 - Mar 10 (1/2 taken) Telehandler Basic+small Mar 10 - Mar 11 (1/2 taken)	11 Fall Protection - ESC+rama Mar 11 (1/1 taken) Mobile Crane Period Thru Mar 11 - Mar 12 (1/2 taken)	12 H2S Alive - ESC+small clz Mar 12 (1/1 taken) Mobile Crane Period Thru Mar 12 - Mar 13 (1/2 taken)	13 Mobile Crane Period Thru Mar 12 - Mar 13 (1/2 taken)	14
15	16 Mobile Crane Period Thru Mar 15 - Mar 16 (1/2 taken) Skid Steer Recertification Mar 16 (1/1 taken) Telehandler Recertification Mar 16 (1/1 taken)	17 Mobile Crane Period Thru Mar 15 - Mar 16 (1/2 taken)	18 Articulated Haul Truck Mar 18 - Mar 19 (1/2 taken) Mobile Crane Period Thru Mar 18 - Mar 19 (1/2 taken) Wheel Loader Basic Mar 18 - Mar 19 (1/2 taken)	19 Articulated Haul Truck Mar 19 - Mar 20 (1/2 taken) Mobile Crane Period Thru Mar 19 - Mar 20 (1/2 taken) Wheel Loader Basic Mar 19 - Mar 20 (1/2 taken)	20 Mobile Crane Period Thru Mar 19 - Mar 20 (1/2 taken)	21
22	23 Mobile Crane Period Thru Mar 23 - Mar 24 (1/2 taken) Skid Steer Basic Mar 23 - Mar 24 (1/2 taken) Telehandler Basic Mar 23 - Mar 24 (1/2 taken)	24 Mobile Crane Period Thru Mar 23 - Mar 24 (1/2 taken) Skid Steer Basic Mar 23 - Mar 24 (1/2 taken) Telehandler Basic Mar 23 - Mar 24 (1/2 taken)	25 Mobile Crane Period Thru Mar 25 - Mar 26 (1/2 taken) Articulated Haul Truck Mar 21 - Apr 1 (1/2 taken)	26 H2S Alive - ESC Mar 26 (1/1 taken) Mobile Crane Period Thru Mar 26 - Mar 27 (1/2 taken)	27 Mobile Crane Period Thru Mar 26 - Mar 27 (1/2 taken)	28
29	30 Mobile Crane Period Thru Mar 29 - Apr 1 (1/2 taken)	31 Articulated Haul Truck Mar 21 - Apr 1 (1/2 taken) Mobile Crane Period Thru Mar 21 - Apr 1 (1/2 taken) Wheel Loader Basic Mar 21 - Apr 1 (1/2 taken)				