

*International Brotherhood of*

**BOILERMAKERS · IRON SHIP BUILDERS**

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November 4<sup>th</sup>, 2019

To Our Valued Contractors of the BCA of British Columbia,

I write this letter to you in response to the troubling information that has recently come to light with respect to the possible dissolution of the BCA of B.C. in our great Province of B.C. While the Boilermakers of British Columbia understand the difficulties in navigating a competitive market, not only with the non-union but with competing Contractors in other associations, we feel that with the stable and enduring history that's been built, and the respectful understanding of each other's needs, we can continue to further our relationship together, as we have done so in the past.

With bargaining set to commence in the following month, we wanted to take this opportunity to not only reassure all of you of the Union's intent to engage in meaningful discussions and to hear all of your concerns, but to remind everyone that we have done just that in the recent past. When the first ever 6 year agreement was completed in 2014 with the expectation from both sides that the industry should have been thriving, but which never came to fruition, upon your request we met and came up with an amicable resolution to the issue through enabling to keep the BCA competitive in B.C. I'm not sure all Contractors know, but another massive enablement was demanded of us just recently, and was spearheaded by just one Contractor, CIMS. We then recommended to the BCA of B.C. Directors that with the overwhelming content of another enablement being demanded, and with the imminent expiry of the current BCA Collective Agreement in early 2020, that both parties would be much better served to commence bargaining sooner than later, in order to get membership ratification of an entire collective agreement in an expedited manner. This suggestion was shot down immediately by the Board, and in our opinion this was done to again support the needs of only one Contractor, CIMS.

While the possible dissolution of the BCA in B.C. may eliminate the society itself, it will in no way dissolve the agreement between those who are a party to the existing Collective Agreement (i.e.- between individual Contractors and the Union). Whether bargaining is commenced individually going forward, or the willing parties agree to meet together as a new association, we remain firm that the current BCA of B.C. collective agreement will not dissolve with the dissolution of the BCA of B.C. society. Although, with the dissolution of the BCA of B.C. itself and possible further actions by our Contractors to attempt to switch to other associations and collective agreements, this all may have a detrimental effect on many progressive programs that we have worked very hard together to achieve with the BCA of B.C., such as the following examples;

### 1) The Job Ready Dispatch Program

This program was created together to achieve the objectives of our owner/clients, that all workforces should be arriving prepared to go to work. With the dissolution of the BCA in this Province, this may lead to the dissolution of this key program as outlined in the JRD Letter of Understanding dated February 2<sup>nd</sup>, 2018.

2) **The Apprenticeship and Trade Advancement Committee (ATAC)**

This joint BCA of B.C./Union committee has served for decades in creating and implementing programs for the crucial development of the training of our apprentices and our entire membership. The potential for a welding apprenticeship was in developmental stage, and now may be delayed or affected, along with the many other programs that are developed with direct input from our BCA Contractors. If the BCA of B.C. is to dissolve, how will this impact development going forward when it comes to having Contractor input and participation as the Contractors will no longer serve on this committee?

3) **The Tank Letter**

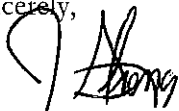
This letter was agreed to for all of the BCA of B.C. Contractors that currently undertake this form of work, and with the large and growing industry around tank work in this Province, just a reminder that with the dissolution of the BCA in B.C. comes the possible loss of this crucial agreement for all those that have come to rely upon it.

The cost to maintain the BCA of B.C. cannot be a reason to lose the partnership that has been built over decades. The Union's opinion is that this drive to dissolve the BCA of B.C. after decades in our Province is driven by CIMS, and to facilitate CIMS' own agenda. As we are already seeing over the past year, and as we continue to hear about future work being re-allocated to other BCA Contractors and away from what was once the dominant Contractor in B.C., we do not anticipate a profound reduction of BCA hours in this Province going forward, only a re-distribution to those successful BCA contractors now being awarded this work.

The Union commits, and I personally commit, towards a renewal of the BCA of B.C. Agreement with all of the Contractors that choose to remain, and with all their concerns taken at full value, to ensure that the BCA of B.C. remain a competitive force and able to supply the best trained and safest workforce for our Owner/Client community, and we will continue to work with our individual BCA Contractors on a day to day basis, to ensure that their individual needs are being met on a case by case basis as we do today and have done for decades.


In conclusion, we do not want to see the potential unrest and turmoil in our industry that could unfold because one specific Contractor didn't get their way. We also want to ensure that every BCA of B.C. Contractor be afforded the ability to get all the information that they may not have received through the BCA of B.C., so please call either myself or Rob Kappel on our mobiles at any time to discuss. There is a lot at stake here, and to throw away literally decades of working together would be absolutely ludicrous. Please ensure that if you are eligible to vote on this action during the BCA of B.C. special called meeting on this Friday, November 8<sup>th</sup>, 2019, that you do so, and to contact the BCA directly to determine your eligibility.

Sincerely,



Jordan Streng-

Business Manager / Secretary Treasurer



Rob Kappel-

Assistant Business Manager