



# Canadian Boilermaker

A newsletter for Canadian members of the International Brotherhood of Boilermakers

Volume 7 Number 1 | Winter 2020

## 2020 in the rearview mirror



**by Arnie Stadnick**  
International Vice  
President for Canada

We'll remember this as the year that a fiercely tenacious virus brought the

world to its knees, with effects that rippled through every economy and every human life on Earth. We'll be glad to see the back of it, which will hopefully be in a few more months.

### COVID-19 vigilance

I want to express my pride in our membership as a whole, for the outstanding tact and coolness you've all shown throughout the long, long health crisis. You've faced the danger with care and intelligence, and kept its impact on our work to the best minimum possible.

Our vigilance is what has kept most of us working through the pandemic, and it will carry us through to a return to normality, so I urge you all to continue taking precautions in that vein.

While COVID has wreaked havoc on our economy, and placed new burdens of responsibility at our jobsites, that doesn't mean we haven't been hard at work fighting for our members' best interests on the political front and keeping up our training as best we can under unprecedented circumstances.

National Training has stepped up admirably this year to reshape the way we conduct training — with more virtual courses offered through our virtual campus and mentoring programs that pair experienced veterans of the trade with up-and-coming apprentices and journeypersons. Hands-on and in-class training are still the best ways to build skills, and once we are able to fully resume practical training, we will do so actively and with new perspectives.

### Staying in touch virtually

The COVID crisis has undoubtedly made its mark on the way our union staff functions. All International staff have

*Continued on next page...*

## Always keep your Online Dispatch profile up to date!

The IBB's National Online Dispatch system worked very well this past autumn, as L555 and L359 filled a large number of job orders. For the system to function at its best, it's important to remember that individual members are responsible for keeping all their ticket and contact information up to date in their online profiles.

Incomplete or inaccurate profiles can hurt your chances of getting work for which you're qualified. Dispatchers have reported calling an apprentice only to find out the member is now a Red Seal journeyperson. You might be a certified TIG pressure welder, but you won't get that call if your profile shows only a CWB SMAW flat ticket.

Remember that dispatchers from locals outside your own don't know you. If your profile doesn't show the right ticket, they will move on to the next person available.

You can update your information in the members' section of the website — [boilermaker.ca](http://boilermaker.ca). Simply click on "My Profile" in the main menu to update your contact information, tickets, your password, or your security question/answer.

Apprentices who have achieved journeyperson status should add their Red Seal certificate to their profile and then contact the union to advise us (click "Contact Us" or email [support@boilermaker.ca](mailto:support@boilermaker.ca)).

And remember too the members who've come before you and the hard work they did to create a fair dispatch system like the one we have now. If you are working (whether in your own local or on travel card), you must not be in the travel card pool or applying for open job calls. Those are for unemployed members.

# An unprecedented year is behind us; we'll keep moving forward in 2021

...Continued from page 1

been grounded for months, meaning all air travel has been halted. While this has an impact on how we keep involved in issues within our industries and in our dealings with government, virtual meetings and frequent conference calls have kept us all on point as developments arise.

In particular, I raise my hat to National Health & Safety Director Jason McInnis for hosting and moderating our regular COVID-response online meetings. These were a lifeline that kept us proactive, and they'll continue into the new year.

This year, we saw virtual communication's growing popularity as a response to separation from friends and family, and the IBB is making headway towards incorporating virtual contact more broadly for the purpose of member update meetings. We are currently researching cost-effective ways to make this happen, because grass-roots input is something we count on to make ours the best union it can be.

There are also plans afoot to transform the International's consolidated convention, scheduled to take place in mid-2021, into a virtual event as a contingency against a prolonged pandemic. We'll offer more details on that effort as things develop.

## CESSCO lockout

As difficult as COVID has been, one of the most frustrating events of 2020 has been the cruel lockout of L146 Boilermakers at CESSCO Fabricating in Edmonton, a needless provocation that, at press time, continues to drag on after six months, with no end in sight.

We continue to apply pressure on the employer through written appeals from myself and through legal channels, but CESSCO and parent company Canerector have dug their heels in and refuse to return to the bargaining table, forcing our members there to walk the picket line in frighteningly cold winter conditions.

I've spent time walking the line with these brothers and sisters, and I understand they only want the kind of fair deal that they

*Workers at CESSCO Fabricating in Edmonton have been locked out for six months and counting.*



deserve at the very shop where L146 was founded in 1948.

We had some heavy-duty windbreakers produced for the hardy activists on the picket line, but winter in northern Alberta is, in a word, unforgiving. I salute all the locked-out members there for their poise and determination in the face of a stubborn and ungrateful employer.

I also want to offer my thanks to the many workers in Alberta (especially the public servants of AUPE and the nurses of UNA) who have braved the cold to walk the line in support of our members. They've shown the essence of solidarity that sets unionized labour apart and keeps us strong together.

## Alberta Maintenance Agreement

We've been working for a long time to hammer out a stand-alone Maintenance Agreement with the BCA in Alberta, and our efforts finally paid off this August when we inked a new landmark deal. This accomplishment is important: it makes the

Boilermakers the only trade in Alberta to lock in a stand-alone agreement.

Without it, Boilermakers would risk losing out, on work that should rightfully be ours, to competing trades whose wages are generally lower than ours. The COVID crisis and the freefall in the price of oil have left our Alberta contractors scrambling to make up lost revenues, so the temptation to hire outside of the Boilermakers is a strong one. This agreement will protect us against such moves, and clears the way for growth and security in our Alberta ranks.

We also secured sufficient funding provisions to support our world-class training, one of the main advantages we offer to our employers. Read more details of the agreement on page 3, opposite.

Despite this victory in Alberta, more work remains to be done to strengthen our position as first-rate tradespeople across Canada. Our push to achieve compulsory status in the provinces that don't yet recognize us as such (Ontario, Manitoba, Newfoundland and Labrador) will be an ongoing priority through the coming year. Solidifying our position as a top trade in all jurisdictions is a goal always at the forefront of our political work.

## Redundant training win

Just announced, a week ago, was another win in our efforts to reduce redundant training. The Ontario government has passed legislation to recognize the fall-protection training certification offered by Newfoundland and Labrador (see page 3, opposite, for more on that). Another step in the right direction for country-wide qualification!

## Here's to a better year

I wish every brother and sister, and their families, a safe holiday. Stay vigilant, stay focused, stay safe, and stay strong. Merry Christmas and a happy New Year.

Arnie Stadnick,  
IVP for Canada

# IBB secures stand-alone Maintenance Agreement with Alberta BCA

After a long period of negotiation and mediation, Lodge 146 of the IBB has reached a long-sought-after stand-alone Maintenance Agreement with the Boilermaker Contractors' Association (BCA) in Alberta.



This development makes the Boilermakers the only trade in that province to have secured such a stand-alone agreement. The deal covers both short- and long-term maintenance projects in Alberta (except that there is an ongoing legal action as to whether or not it will cover the long-term maintenance work currently covered by a General Presidents' Maintenance Agreement, or GPMA).

It was very important for us to strive for this agreement, especially in the face of unprecedented economic uncertainty sparked by the COVID-19 crisis and the collapse of the price of oil. The Alberta economy has been particularly hard hit, and our contractors and owners have felt the impact as forcefully as other industries.

Lodge 146 needs to be part of Alberta's economic recovery. Because our wages are generally higher than in other trades, we have faced the danger of losing our work to those other trades as our contractors and owners are struggling to remain competitive. This agreement helps to protect our work, and gives us a firm foothold to secure a solid future for our union.

The economy needs time to recover and, of course, we must be patient, but we also have to help kickstart the recovery. This agreement, which remains in force until December 2023, allows us to be active participants through that recovery period, something that is critical to our survival as a compulsory trade. The Trans Mountain pipeline is expected to be commissioned by the early months of that year; this additional pipeline takeaway capacity for oil exports will be key in the recovery of our industry.

In order for us to remain at the top of the trades in Alberta, and to prove our worth, we must continue to provide sufficient funds to our training programs. Our new agreement includes funding provisions to keep our training courses ahead of the curve. Without advanced training programs, we lose one of our key advantages.

## Key highlights of the Agreement:

- All pension, benefits and union fund contributions will be on hours earned.

To gain this, it cost \$1.10 off our hourly wage base rate.

- Twenty-five percent name hire provisions will be maintained, rather than the 50 percent demanded by the BCA. Name hires will not include apprentices.
- Transfer provisions will remain the same as the previous National Maintenance Agreement.
- Double-time provisions will remain in place for Sundays and recognized holidays.
- Saturdays will be paid at an overtime rate of time-and-one-half.
- Shift premium amount is \$3.50 per hour.
- The Canadian Model Version 6 for providing a safe workplace will be adopted.
- The ten cents per hour paid into the National Maintenance Council of Canada, Administration Fund will be cancelled. This amount will now go directly into the Education and Apprentice Funds to pay for training programs. This is an amount of about \$260,000 in funding for these important programs.

Many thanks to our bargaining team for their determination and hard work throughout the negotiations. We are convinced that this new agreement is a positive step, in a very challenging economic climate, toward a solid future for our brothers and sisters across Alberta.

## Ontario agrees to cut redundant training in fall protection

Our union's efforts to streamline inter-provincial qualifications and reduce redundant training received another boost recently when the Ontario government passed legislation to fall into line with Newfoundland and Labrador's fall-protection training.

Eliminating redundant training has been a priority for the IBB in recent years. When a member travels for work, being required to pass a health and safety course that's already been obtained in another jurisdiction adds unnecessary costs that are shared between the owner, the employer, the union and the member.

As a result of our lobbying on this matter, Ontario's Ministry of Labour, Training, Skills and Development agreed to make a

regulatory change to recognize fall-protection certification as offered by L203 on the Rock. These are the only two provinces that spell out, in law, the specific requirements that must be met to obtain this certification.

The Ontario government has realized that redundancy in its training throws up obstacles that hamper the mobility of skilled workers coming into the province. So now, Newfoundland's fall-protection training will be equal to Ontario's working-at heights training, as the course content was almost identical.

We applaud Ontario's action as a step in the right direction. Ontario's fall-protection regulations will become law on January 1.

# CCUS doesn't happen overnight: But the sense of urgency is *now*

by **Cory Channon**

Director of Climate Change Policy Solutions

There's an oxymoronic phrase, "hurry up and wait," that aptly describes the ramp-up of any large-scale construction project. It's a reference to the tedious and time-consuming — yet integral and intensive — foundational behind-the-scenes work that must be done often years in advance of the first ceremonial shovel breaking ground: The general planning and research, environmental assessments, zoning and permitting, capital and investor wooing, community relationship- and consensus-building sessions, and meetings upon meetings with government officials, issues groups, individual citizens and even detractors. It's an investment of strategy and patience that pays off in projects that come to fruition, creating jobs and benefitting communities.

It should come as no surprise, then, that the same is true for carbon capture use and storage projects—which have an added layer of unique environmental navigation and education that must also be applied. That's exactly why the International Brotherhood of Boilermakers has been committed to proactively seeking out and actively participating in as much of the global discussion on CCUS as possible. As CCUS projects emerge and slowly take shape on the horizon, we are working hard at positioning our union as an industry leader that not only can help these innovative projects break ground, but that also has the workforce ready to bring them to life.

That's also exactly why the sense of urgency is now to bring people, businesses, carbon capture experts and organizations, environmental advocates and government entities together as champions of carbon capture technologies. Even while prospective projects in our "backyards" may seem yet too distant to grasp, that critical "unseen" foundational work is happening that will catalyze the next steps. We cannot delay our work to ensure legislators, government officials, environmental leaders, prospective

financial backers and employers fully understand why and how carbon capture technology is the right solution to mitigate climate change while preserving jobs, economies and social stability.

It's why we have worked hard to cultivate mutually beneficial relationships with organizations like the Global CCS Institute and the International CCS Knowledge Centre. Through those relationships and others, the Boilermakers have been invited to speak on behalf of labour around the world about CCUS. Amid the droning of politicians, environmentalists and white-collar business leaders, our voice from the

projects we can see "just beyond the horizon" — but growing steadily closer. It's an investment in ensuring their viability and the opportunity that Boilermakers will be put to work in them when the ground breaks in a few years. It takes time to raise awareness about CCUS, to educate people, to secure the right policies that will pave the way and to realize a cultural shift in recognizing CCUS as an environmental solution. That's what we're doing. Now.

The closing of coal and natural gas facilities throughout the world due to climate change and environmental pressure to deploy wind and solar alternatives



*An aerial view of the now fully operational NWR Sturgeon Refinery, north of Edmonton*

perspective of labour has been a welcome change of tone that cuts through the clutter and has opened the eyes, ears and minds of new audiences at events as prestigious as New York's Climate Week and at the United Nations Climate Change Conference.

It's why we produced the short film *CCS: Bridge to a Cleaner Energy Future* and a dedicated website, [www.CleanerFutureCCS.org](http://www.CleanerFutureCCS.org). It's why we contribute to articles and reports about CCUS, and why we are invited to participate in panel discussions on climate change solutions and energy production. It's why we've advocated so diligently for CCUS in addition to our day-to-day Boilermaker jobs.

This work is all an investment in those

requires that we engage in the world argument and lead the fight to save the collective livelihoods of craft workers by advocating for carbon capture technologies.

Worldwide there are currently 21 CCUS facilities in operation, four under construction, and 28 in development. We know this is just a start, because according to the International Energy Agency's 2019 technology report, 1,000 large-scale CCUS facilities will need to be operational by 2040 to meet the Paris Climate Agreement's goals. The IEA called on CCUS to play a critical role in the energy sector reaching net-zero emissions while catalyzing near-term jobs. That is good news for Boilermakers, for the environment and for our economy.

## CCUS

# Boilermakers earn praise as Sturgeon Refinery now fully operational

Will it happen overnight? No, of course not. CCUS projects endure the same “hurry up and wait” as any large-scale construction project. Plus, consider: For every CCUS project there are specific hurdles that must be cleared, including pre-feasibility studies, feasibility studies, feed studies and investments. This is new technology for many, and the technology is complex.

But more CCUS units will be built, because the alternative will be to shutter facilities. And Boilermakers will build these new CCUS units and retrofit projects in time. Boilermakers will build



them, because Boilermakers have been part of the narrative and discussion on CCUS from the beginning. We are woven into the very fabric of these initiatives.

Boilermakers built Shell's Quest in Edmonton, Alberta. Boilermakers built SaskPower's Boundary Dam in Estevan, Saskatchewan. Boilermakers built North West Refining's Sturgeon Refinery, part of the Alberta Carbon Trunk Line.

If we engage in the fight and build alliances worldwide, Boilermakers can build the next generation of CCUS facilities. But win or lose, we must engage in the fight. We *must* build alliances worldwide. This is called representation of the working futures of our members.

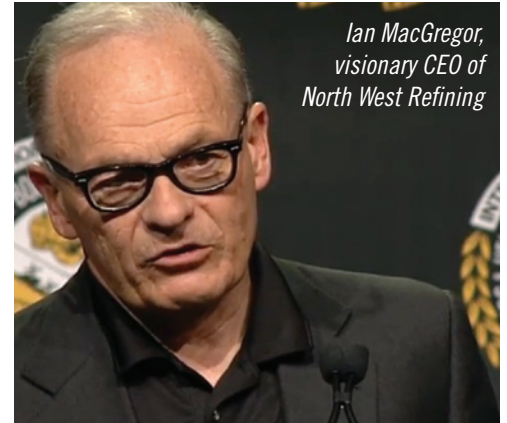
Boilermakers were on the receiving end of high praise this May, when North West Refining's (NWR) Sturgeon Refinery north of Edmonton finally began processing bitumen waste into low-sulphur diesel fuel, as it was designed to do. Built in conjunction with the Alberta Carbon Trunk Line (ACTL) pipeline, amongst the world's largest carbon capture, utilization and storage (CCUS) projects, Sturgeon had been processing synthetic oil into diesel for several years as the gasifier required for bitumen refining was nearing its completion.

The refinery uses gasification to convert bitumen waste product into both hydrogen, which is required for refinery operations, and a pure carbon dioxide stream that is cost-effectively captured instead of vented into the atmosphere. The CCUS facility eliminates about 70% of the refinery's total CO<sub>2</sub> footprint. This captured CO<sub>2</sub> is then sold to third parties for enhanced oil recovery (EOR) and is then permanently stored below ground.

When running at full capacity, the ACTL will capture 1.2 million tonnes of CO<sub>2</sub> per year, the equivalent of taking nearly 300,000 cars off the road annually.

Boilermakers have been working to build the refinery since ground was first broken in 2013. Thousands upon thousands of work hours have been put into the cutting-edge project, and thousands more are promised as its operation demonstrates to the world the potential of CCUS in meeting our climate change challenges.

Sturgeon is also the first oil refinery to be built in Alberta since 1984, the dream of NWR CEO Ian MacGregor, who saw potential in refining Canada's oil riches here at home, rather than shipping product to the US for refining. MacGregor's early embrace of carbon capture technology made him a pioneer in this planet-saving method of maintaining natural resource extraction — for energy and employment —



*Ian MacGregor,  
visionary CEO of  
North West Refining*

while minimizing its carbon footprint and its impact on the environment.

MacGregor's relationship with the Boilermakers has been strong since the beginning — so strong, in fact, that he is an honorary member of L146. “I'm kind of a closet Boilermaker,” he joked to the IBB's 33rd consolidated convention in 2016.

When the refinery's gasifier went online this summer, MacGregor sent a letter to the union full of praise for the skilled Boilermakers who helped to make his dream a reality, acknowledging that it couldn't have been done without us.

“Thank you for helping deliver on a dream 15 years in the making,” said MacGregor. “Everyone who joined us along the way believed ‘we think we can.’ We never wavered, and here we are today — nearly complete in our mission to help protect Alberta's future. We're grateful you are part of the journey.”

He called on Boilermakers to be messengers for CCUS technology. “There needs to be broad, general education on this topic. No one knows anything about it! They need to understand and know what can be done. We have to mobilize people. You Boilermakers are the logical leaders, because you're on every project, you've got the most to lose, you know all the owners. And you're organized.”

# Turning 4,200 tonnes of steel into 1,000,000 barrels of storage – *fast*



*One of the Boilermaker crews who took on the massive project*

Boilermakers had their work cut out for them when an order for not one, but two 500,000-barrel storage tanks came in, with a timeline of just 26 weeks to complete the job. Working in three crews of twelve Boilermakers on ten-hour shifts, seven days a week — two weeks on, one week off — the team came through with flying colours.

TIW Steel Platework Ltd. accepted the contract, knowing they could count on the Boilermakers to meet the challenge. The 245-ft diameter, 70-ft tall tanks are situated in Hardisty, Alberta — known locally as “Hard ‘n’ Dusty” for its frequent high winds.

That wasn’t the only challenge facing the workers. Foundations for the tanks were handed over to TIW for work to begin on March 3, in sub-zero weather with blowing snow. Early on, COVID struck, and the team had to adjust to the unique difficulties that new regulations imposed. As time moved forward, they often endured long stretches of slanting rain. And, of course, there were the infamous winds, often gusting up to 85 km/h, that are hazardous to erecting successive courses of tank wall.

Mark Baxter is Field Superintendent and QC Supervisor for TIW, and a member of L555. “We would be listening to the weather reports, trying to determine if we had enough time to hang a whole course. We wanted the course in place and secure before the winds would hit us. The crew recognized what they had to do and did it when the windows of low wind or no wind would open up. And they would get the course up in under five hours.”

Brother Baxter was gratified by how the crews, supervisors, and schedulers pulled together throughout the project. “Teamwork was the vision the crew had at the start of the project,” he said. “The Boilermaker crew were made up of tankees, shutdown and refinery Boilermakers. They came with the skill sets they had developed during their apprenticeships and careers. There was some training required for the automatic welding machines, like the “3 O’clock” and vertical machines, but once the Boilermaker welders got the feeling for the machines, they mastered them.”

Des Mollison and Dwayne Skoc, both members of L555, worked as tank supervisors on the job. Lodge 146 Business Representative Daniel Legere was impressed — though not surprised — by the professionalism and determination shown by the whole workforce. “When TIW contacted us regarding the project, we knew the members of Lodge 146 would step up like

they do all the time — they get it done.” He further added that “the job stewards where a big part of that team and I would like to thank Colin Amyotle and Liam Ferns for their great work representing the union on site.”

TIW hailed the workers in a LinkedIn post. “When a client asks a question such as, ‘Can this be accomplished in half a year?’, what do you say? The simple response is it’s achievable, but not easy. The *best* response is being able to prove it.

“From the day foundations were turned over to mechanical completion, TIW’s full time crew of dedicated and well-trained supervisors, knowledge-based schedulers, experienced welders, riggers and fitters were able to turn over 4,200 tonnes of steel into 1,000,000 barrels of storage in 26 weeks. It’s not easy setting new precedents but sometimes you just have to be given the opportunity to surpass even yourself.”



*A crane within one of the half-finished tanks highlights the scale of the job.*



*A tank awaiting its roof, next to its completed twin*

# Indigenous Boilermaker success stories feature at UNDRIP 2020 Conference

The IBB's Indigenous recruitment initiative took its message to a pre-pandemic gathering of 600 business, industry, government, civil rights, labour, and Indigenous leaders in January, 2020 in Vancouver.

The conference, called UNDRIP 2020, was convened to mark the BC government's passage of the *Declaration on the Rights of Indigenous Peoples Act* in October 2019. The legislation brings BC law into line with the United Nations' declaration, an international set of standards to protect and promote the rights of Indigenous peoples. It outlines rights in all areas of life — human rights, education, employment, and health — and will help Indigenous peoples, industry, communities and government work together toward a pathway to shared prosperity moving forward.

The Boilermakers were represented by Emile Gareau (International Indigenous Recruitment Representative), Robert Taylor (Lodge 191 Business Manager) and Sam Robertson (Lodge 191 member), all proud Indigenous men who have found success and fulfillment as Boilermakers. Gordon Weel (Lodge 359 Training Coordinator) lent his support by minding the IBB recruitment booth.

Brother Gareau is a 40-year veteran Boilermaker and ex-business manager for L555 who now leads the Indigenous recruitment drive. He has spent the last several years travelling across Canada to drum up interest in the skilled trades amongst First Nations communities.

Brother Gareau shared his personal experiences with the conferees, and outlined the IBB's concerted efforts to bring the same kind of opportunities to other Indigenous people. He also promoted the 23-week foundation training program offered at the British Columbia Institute of Technology (BCIT) as a start on the road to a Boilermaker career.

"The response when I speak in remote communities is overwhelming. The people welcome me — and my message, my mission — with open arms," he says. "Most

of their leaders are excited about giving the union a chance to change the prospects of young Indigenous men and women, prospects which have been so poor for so long. It's fantastic to offer an opportunity to people who had no opportunities before.

"I'm proud of the Boilermakers — we're on the leading edge of Indigenous recruitment in this country. There is a wealth of potential in those communities that we need to tap."

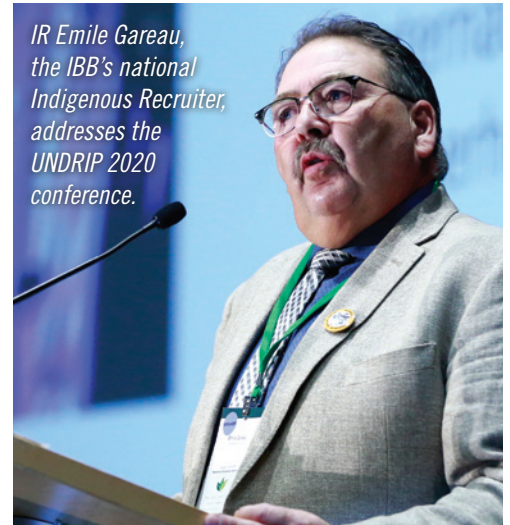
Robert Taylor is a red-seal metal fabricator who started his first apprenticeship in 1998 and worked as a chargehand at the Victoria Shipyard before being elected Business Manager of L191 in 2018. His is also another Indigenous success story, thanks to the IBB.

"I am Namgis First Nation from Alert Bay on Cormorant Island off of northern Vancouver Island," Brother Taylor told the gathering. "I have seen the opportunities in the Boilermaker industry and what the future holds. I feel it is necessary to reach out to my people, my family, friends and other bands to tell them about the amazing opportunities to be found in the Boilermakers union."



*L191 Business Manager Robert Taylor and L191 member Samuel Robertson share their stories.*

Brother Taylor stressed the environmental breakthroughs being made in the shipbuilding industry. "Lodge 191's biggest employer, Seaspan, has been busy helping to reduce the carbon footprint of shipping by converting from bulk fuel to liquid natural



*IR Emile Gareau, the IBB's national Indigenous Recruiter, addresses the UNDRIP 2020 conference.*

gas (LNG). This coastline and these islands are my people's home; it's only logical that we should play a hands-on role in building the most advanced, cleanest industries to protect our land and waters. Seaspan is leading the way, and more Indigenous apprentices and journeypersons would be a great fit."

Samuel Robertson is living proof that our Indigenous recruitment work is paying off. From Kingcome Inlet, an isolated fjord on the BC mainland, Brother Robertson told the gathering about his journey towards success in the Boilermakers union. "I spent twelve years working in construction as a labourer, going from job to job and getting lucky to find one at \$14 per hour. After getting laid off and becoming a father, I knew I wanted to give my daughter a better life."

Brother Robertson set out to improve his life. He joined a program sponsored by the Canadian Aboriginal Shipbuilding Alliance, with whose help he completed welding training while simultaneously earning his grade 12 diploma. Now he is a Red Seal, A-level welder who recently finished his apprenticeship at Victoria Shipyard, and a proud member of L191.

Brothers Gareau and Taylor want more candidates like Brother Robertson to join the ranks of the Boilermakers. As Brother Taylor told the conference, "The opportunities in construction and the shipyards are increasing, and by promoting how we three have grown in our industries and our union is proof that those opportunities are open to all."

# Retired and active Boilermakers' labour of love: restoring ol' Number 7 loco

In Port Alberni, on Vancouver Island, a group of active and retired L359 Boilermakers have spent more than two years putting their skills to the test, and their shoulders to the wheel, to give a little back to their community. Their mission: to breath new life into "Number 7," a derelict 1929 Baldwin 2-8-2T steam locomotive of historical importance.

Boilermakers Barry Dobrensky, Mike Roxburgh, Brent Pennington, Sarah Smith, Carl Barnes, Barry Payne, Brent Graham, Matt Wallace, Tim Murphy and Russ Herding have all given their time to repair the old engine that once hauled lumber from the island's forests to port.

Number 7's story began when the Campbell River Timber Company ordered her, along with a second locomotive, from the Baldwin Locomotive Works in Pennsylvania in 1928, just months before the stock market crash that ushered in the Great Depression — the last two steam engines designed and delivered for use in the coastal forestry industry.

Her story seemed to have ended when in 1954, a severe rainstorm damaged the footings of a temporary bridge. The 90-tonne locomotive crashed into the river below. Sadly, the engineer and head brakeman died in the accident. The fireman was swept down river before he managed to grab some branches and hold on to until help came.

Number 7 was the longest-operating steam locomotive serving the BC logging industry when she was retired from industrial service in 1972. In 1990, the province donated the train to the City of Port Alberni to be used as a tourist train.

The Boilermakers became involved in the rehabilitation project — quite by accident — in 2018, when the Western Vancouver Island Industrial Heritage Society (IHS) contacted Lodge 359 looking for help in ordering tubes for the boiler. After just a few minutes of listening to the IHS's tale, Brother Barry Dobrensky threw his support behind the project, and brought L359 along,



*The 1929 Baldwin Locomotive stripped for repair at Port Alberni, BC. Photos courtesy of David Hooper, Western Vancouver Island Heritage Society.*

The mission to bring Number 7 back to her old glory started in 2019. The project required the removal and replacement of all the tubes and the tube sheets, removal of the saddle water tank, and opening of all hatches. The boiler had to be stripped down to the bare shell for inspection purposes. Removing the tubes by cutting torch was an onerous and dirty job, but for the Boilermakers it was just another day at the trade.

Besides the skill sets of fitting, layout and welding, the Boilermakers brought their expertise in project-planning and worked with the provincial safety regulators for pressure vessels, using their industry connections to begin transforming the IHS's drawing-board dream into a reality fit for public display.

The stalwart Boilermaker volunteers not only donated their time and skills. The union also made financial contributions to help with the cost of the project — the IBB International donated



*Rocky Roxbrough, at left with IHS member Bert Simpson, ready to pass in the next superheater tubes.*



*The locomotive engine seen during its regular run, before the boiler rebuild. It will soon be returned to its glory.*

## PENSIONS AND BENEFITS

# Some positive reflections on 2020: A top-ten list

by Susan Bird  
Benefit Plan Administrator

Since about mid-March the thought, “let’s kick 2020 to the curb,” has been pondered — indeed, spoken out loud — by many, and often. The incantation proved impossible, of course, but what if we *could* have? Considering COVID, we might *want* to.

But what about the more positive memories of this very memorable year? Allow me, for a moment, to dwell on some of the better moments I recall from 2020. In fact — drumroll please — here’s my top ten:

### Number 1

Witnessing how IBB’s pension and health funds were able to sustain a pandemic that not only impacted employment, but also restricted access to all kinds of health services

### Number 2

Marvelling at our board of trustees as they manoeuvred and coped with the sometimes dizzy ups-and-downs of a financial market that followed in step with the economic uncertainties of COVID-19

### Number 3

Launching a program that helped thousands of members, as part of our groundbreaking response to the potential of interrupted health care coverage

### Number 4

Seeing how the plans’ operations could react to a crisis, take notes and adjust to it, and continue to provide needed services to members, with so little interruption

### Number 5

Inquiring, from investment managers, about how they select investments and how they consider IBB members and their jobs

when thinking about what we should invest in (they’re experts and we can’t instruct them on these matters but, believe it or not, it’s uncommon to ask managers to think about where the pension dollars come from when they consider their game plan)

### Number 6

Receiving thanks from thousands of plan members for keeping them in mind when considering how to manage the plans for the future

### Number 7

Listening to the comments of hundreds of members who shared the issues they are facing, and thinking about how best to help

### Number 8

Assisting thousands of members as they retired, filed health plan claims, and considered how their pension and health plans tie together to protect members and families

### Number 9

Watching as the pension plan attained a funding level of 107% — the largest surplus it’s had in almost 20 years!

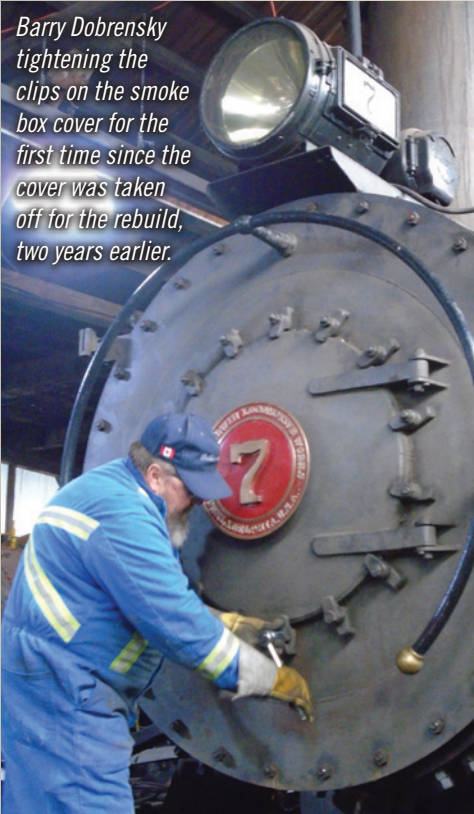
### Number 10

Educating legislators and regulators about right-sizing the pension plan’s required surplus (its PfAD) to allow our members to have reasonable increases in their pensions; we’re going to further that education into next year

At the end of 2020 we count over 8,500 members who are covered by the health plan, with growth of about 500 members from the ISO sector. We can boast, too, about pension assets of about \$1.8 billion, whose returns are being paid to over 4,400 retired members.

So, in retrospect, the past year — as tough as it was — did offer up a few instances of good news. And they were the kinds of things that set up our pension and benefit plans for a better future.

Barry Dobrensky  
tightening the  
clips on the smoke  
box cover for the  
first time since the  
cover was taken  
off for the rebuild,  
two years earlier.



\$5,000 and Lodge 359 threw in an additional \$2,500 to make a lost piece of the distant past an historical attraction for folks living in the present.

The undertaking was well worth it to the history buffs of the IHS, whose organization helmed the project and provided \$20,000 in funding. The City of Port Alberni also stepped up with a matching \$20,000 to see the restoration through to success. The same sum was contributed by an anonymous donor to cover the cost of materials, machining and tool rentals, etc.

Jim Isnor from Kodiak Nondestructive Testing was a big help to the project by supplying the testing that is required on the shell of the locomotive. Isnor is a member of the Quality Control Council.

For the IBB members and alumni involved, it was a labour of love, and a chance to experience a “throw-back” job harkening to the old days when steam locomotives were ubiquitous in all kinds of industry and knit the whole country together.

David Hooper, a member and volunteer of the IHS, was emotional when he pondered the scope of the endeavor and savoured the success. “It blows me away — the time the Boilermakers have given to this project! They came from outside of the Valley to help us out. Doing what they have done is the bright spot in the whole story.”

## HEALTH & SAFETY

# COVID has real effects on mental health, but we are never alone – help is there

by Jason McInnis

National Director of Health & Safety

We all know how stressful and trying the COVID pandemic has been for people far and wide this year. It has affected just about every person around the world, in both his personal and work life. As the adage goes, “we are all in this together,” but at times it can feel as if we are all alone. Always remember: if coping with the pandemic feels too overwhelming, there is always help to be found in your union.

Statistically, half of the Canadian population will have a mental health challenge at some point in their lives. Indeed, one in five will experience a mental health issue in any given year. This year has been unlike any other before it, and as we continue to deal with the COVID crisis, we should stay aware of our mental health. Being able to spot the signs of a problem increases the likelihood of seeking the assistance that can restore our wellbeing.

Every aspect of our health requires periodic maintenance, and that includes our mental health. Eliminating the stigma associated with mental health is where we, as an organization, can improve the daily lives of our membership and their families. Having the discussion at the lunchroom table with the people we see everyday while working will develop a culture of understanding. Sharing thoughts about how we are feeling is a great first step in understanding that we really are “all in this

together.” Always remember that the union has an outstanding Family Service Employee Assistance Plan (FSEAP) which provides services free of charge to help all members and their families. Do not suffer alone — please seek assistance when you feel you need it.

The IBB is always looking to mental health and innovative ways to address these sorts of personal issues. We are currently busy implementing a new mental health strategy into the Boilermaker Total Health program — including awareness, training and support aspects.

In January 2020 — just before the pandemic hit — National Health and Safety started delivering a mental health awareness program called The Working Mind (TWM), a project developed by the Mental Health Commission of Canada.

TWM is designed to identify indicators that an individual may require assistance with their current state of mental health. We’ve begun to include TWM as part of the training given to all new apprentices coming into the trade. We’ve also incorporated it into the standard stewards’ training course.

In our efforts to raise awareness in all our workplaces, our initiative includes a poster campaign and a boost in mental

health resources through the union. We have launched an online pilot of a peer-to-peer mental health support program in partnership with CSO lodges and ISO districts across Canada. Sometimes we learn most about our mental health from someone who has “been there before,” and we aim to take advantage of that experience for the wellbeing of others.

We want to make the frank discussion of mental health a regular and normal part of our training. After all, the way we are feeling mentally is just another part of the concern we have for all aspects of health and safety.

Always remember: your most important tool is under your hat.

And look after your brothers and sisters, as well as yourself. The COVID-19 pandemic has changed the way we operate at work and in our everyday lives. Social isolation and disrupted work schedules are only a few of the potential reasons we encounter stress in our lives. Developing positive self-care techniques will benefit our entire membership. And we know that doing good things for others bolsters our own mental health. We can emerge from this holiday season and pandemic stronger and better, if we make sure our brothers and sisters, friends and families aren’t just physically safe, but also mentally well.



**fseap** Now we're talking.

Your Member Assistance Program

Help when you need it,  
24 hours a day, seven days a week.

Call 1-866-990-1113  
(or TTY 1-888-234-0414)



## NATIONAL TRAINING

# In the face of COVID, National Training keeps moving forward

by j'Amey Bevan

Director of National Training

Re-examining the way we do things is never a bad thing. In fact, it is the fundamental principle behind continuous improvement. New perspectives drive us to be more efficient and creative as we connect with work colleagues, with family and with friends.

Through this unprecedented pandemic year, marked by changes and challenges, we have all been compelled to re-examine how we manage our work and home lives. We have learnt new skills and our ability to endure these changes has pushed us to try new ways to communicate and function in our daily lives. I have witnessed firsthand the dedication and hard work of Boilermaker training coordinators who have ensured skills upgrading and apprenticeship training are maintained during these challenging times.

For those of you I haven't had the opportunity to meet yet, I am j'Amey Bevan, Red Seal Boilermaker, educator and apprenticeship advocate for over 20 years. My career has been shaped and supported by the Boilermaker organization which I hold close to my heart. I became the Director of National Training in April of this year. I assumed the role from my mentor, Grant Jacobs, who committed his life to

Boilermaker learning, growth and progress. National Training is set up for success and will continue to collaborate, listen and lead.

National Training's continuing mission is to promote excellence in Boilermaker training and education across Canada: to support and facilitate the important conversations we need to engage in, and to establish and maintain standards that ensure all Boilermakers step onto the worksite with the same foundational skills and aptitudes we are known for.

Our focus, in the face of COVID restrictions, has been on how we can reach

and support our members with learning that is not limited to the classroom. For this reason, we have initiated upgrades to the Boilermaker Virtual Campus. Apprenticeship in Canada is experiencing extraordinary challenges and will most likely evolve because of this pandemic. I have heard from directors of apprenticeship and colleges across the country, who have assured me they are committed to apprentices and ensuring the standards we have come to

expect from apprenticeship programs will be upheld. As technical training is blended with online and classroom education, concerns about the development of practical skills remain. Now it is as important as ever that we continue to ensure apprentices on the worksites are given time and opportunities to develop their skills and craft.

Having a membership from coast to coast means National Training has a big job ensuring every member can access training and skills development, and we are adjusting to the new reality actively. One of our newest programs is the Red Seal Coaching program. This program is designed to help individuals successfully complete their Red Seal interprovincial exam.

If you are interested, contact your training coordinator to be referred to the program.



## Apprenticeship Awards 2020

We continue to nurture outstanding apprentices across the country. As we do every year, we will be honouring the year's top apprentices with awards, and this year we will be celebrating their accomplishments in a virtual event, due to coronavirus restrictions. This contingency takes nothing away from the achievements these people have made and, on behalf of National Training, I proudly salute all of 2020's top apprentices:

- Gabriel Barbeau, L271
- Blake Jessup, L128
- Adrien Keller, L359
- Brittnay Marier-Baumann, L191
- Andrew Ouellette, L146
- Aaron Peck, L555
- Mark Poelmann, L128
- Gerritt Taylor, L73
- Quinn Vanermee, L146
- Marcel Vautour, L73

Congratulations on behalf of the Boilermaker National Training trustees! We wish you all of the best in your careers, and are proud to recognize you, our promising next generation of Boilermaker members.

## Pressure welder qualifications changing in BC

The work picture across western Canada indicates a very busy period on the horizon. As a result, Local Lodges 191 and 359 will be looking for travel cards. Members are advised to make note of changes to welder qualifications in British Columbia.

Pressure welders working in BC are now required to hold a Class A certificate. Travel card welders coming to BC from other provinces may be able to apply for a reciprocal Class A Pressure

Welder Certificate through the Technical Safety BC agency. TSBC works with industry and workers to reduce safety risks, conduct education, and issue permits and licences related to boilers and pressure vessels in the province.

To find out if you meet their requirements for work in BC, please check the TSBC website at [technicalafetybc.ca/certification](http://technicalafetybc.ca/certification) and click on "Pressure welder."

# IBB training coast to coast (pre-COVID)

## Project Management Training, January 2020



Front row: j'Amey Bevan (then-National Training Coordinator), Greg Blender (L146 Instructor), Peter Flemming (L146 Instructor), Grant Jacobs (then-Director of National Training), Dale "Skipper" Brandscum (L69 Instructor), Fred Cox (L128 Instructor)

Middle row: Kelly Rayne (CIMS, Auditing), Gerry Klimo (L154 Instructor), Jason Speer (L146), Richard Taylor (L359), Corey Steponick (L146),

Stephane Duguay (L73), Brad Vezeau (L128), Alain Noel (L73), Michael Mikaluk (L146), Jeff Shaw (L555), Mike Duchominsky (L555)

Back row: Kent Oliver (IR – CSO), Jason McInnis (Director of Health & Safety), Thomas Cantwell (L203), Jon Ralph (L128), Jamie Graham (L146), Frederic Gosselin (L146), Matthew Hudson-Grey (L359), Mackenzie Walker (L146), Mike Sawyer (L359)

## L359: Field Leadership Training, January 2020



Front row: Grant Jacobs (then-Director of National Training), Stephen McKenzie, William Cripps, Raymond Barthelette, Matthew Wallace, Curtis Harry, Shan Ali, Travin Hundal

Back row: Cody Bigras, Colton Landry, Brad Kyte, Peter Kvenich, Gregory C. Weel, Bob Hood, Brad McKibbon, Jonathan White (IR – CSO)

## L73: Field Leadership Training, February 2020



Front row: Daniel Voisine, Daniel Sooley, Scott Davenport, Steven Savoie, Brad Currie, Grant Jacobs (then-Director of National Training)

Back row: Brian Boudreau, Charles Dionne, Daniel Ringuette, Philip Marquis, Ricky Sooley, Scott Vickers, Steven Morneault, Denis Boutot, Jonathan White (IR – CSO)

## L146: Field Leadership Training: February 2020



Front row: Steven Rahal, Jonathan White (IR – CSO), Grant Jacobs (then-Director of National Training), Jim Beauchamp (Program Coordinator), Cheney Ryan

Middle row: Tadeo Rodriguez, Ki Ho Yoon, Joshua Hight, Matthew Head, Michael Loney, John Lehman, Liam MacDonald, Alexandr Kogay, Lincoln Brown-Fraser

Back row: Drew Egeland, Shawn Basque, John Poole, Marshal Webster, Adam Hernstedt

## L128: Field Leadership Training, March 2020



Front row: Christine Hahn, Paul Simons, Jonathan White (IR – CSO), Grant Jacobs (then-Director of National Training), Jim Beauchamp (Program Coordinator), Mark Grills, R. Clark MacGregor

Back row: Genevieve Ellis, Alex Benner, Nathon Taraniuk, Bob Higham, Eric Haché, Mark Slegers, Collin Sanders

# Lodge 532 marks its 100th year



A row of railcars undergoing repairs at the Procor shop in Regina

Although plans for a celebratory party are currently on hold — due to COVID restrictions — the Boilermakers of Local Lodge 532 might just have the best excuse for throwing a right proper shindig once the dust of the pandemic settles: this past August 23 marked the Lodge's 100th anniversary.

Amongst the smallest — and oldest — of the IBB's local lodges, L532 has about 80 members, almost all of whom are employed at Procor Limited, a railcar service and repair shop in Regina, formerly GE Railcar. The members here are welders, fitters, painters, sand-blasters and non-destructive technicians.

Procor services fleets of railcars large and small, operating shops from Vancouver to Montreal. Boilermakers work on pressure and non-pressure storage cars, including hopper cars. These railcars are important conveyors of petroleum, renewable fuels, liquefied petroleum gas, chemicals, fertilizers and foodstuffs.

A small handful of workers at Russel Metals, a distributor also located in Regina, rounds out L532's membership.

Being a century old, L532 has seen tremendous change in the economy and technology, but it is notable that it was first chartered — in 1920 of course — as a railway lodge and remains one to this very day.

Back in the early days, when railways were king, and Saskatchewan's agricultural equipment ran on steam, and paddle-wheel boats plied the prairie lakes, Boilermakers' skills were in heavy demand.

The lodge's membership rolls may have waned over the century (the last major loss of members came in the 1980s with the closure of Stelco's Regina operations), but the lodge remains a firm part of our continent-wide Brotherhood.

Always active in his union, Leonard Brodner has been L532's Secretary-Treasurer for decades. He's also the shop's longest-serving employee, having been on the job since 1975 — a 45-year career worthy of celebration in itself. Myron Shiplack is the Lodge President, and also a long-time worker at the Procor shop.

Although the COVID pandemic did not hamper work at L532's shops all that much (no cases reported), and although patience may be a virtue, both men can't wait for the all-clear to throw a party. Said Brother Brodner, "For our 90th ten years ago, we had a great time — a nice supper and drinks, a few short speeches, followed by a dance. One hundred years is a pretty special milestone to celebrate, though. When we can do it, we'll do it in style!"



L532 members service all types of container cars.



## Canadian Boilermaker

The *Canadian Boilermaker* is published by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers

Arnie Stadnick, International Vice President for Canada

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Edmonton, AB T5K 0B9

## Need more info? Check our web site

Much more information for Boilermakers and the public is available on our web site, [boilermaker.ca](http://boilermaker.ca).

Members can sign up to be part of the members-only section of the site, with the latest news on the trade and the union.

The site also contains a great deal of information for the public on the Boilermaker Advantage and how to become a Boilermaker.

# 2021 Calendar

# Calendrier 2021



## January

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
					<b>1</b>	<b>2</b>
					New Year's Day Jour de l'an	
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<b>24</b> / <b>31</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>

## February

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
St. Valentine	Family Day Jour de la famille (BC, AB, SK, MB, ON, NB, PE, NS)	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>						

## février

## March

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
			St. Patrick			
<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>			

## mars

## April

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>	<b>2</b>	<b>3</b>			
		Good Friday Vendredi saint				
<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
Easter Pâques	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
				Day of Mourning Jour de deuil		

## mai

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
						<b>1</b>
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
Mother's Day Fête des mères	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b>	<b>31</b>				
		Victoria Day Jour des Patriotes				

## June

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>
Father's Day Fête des pères	Indigenous Peoples Peuples autochtones (MT, NT)			St. Jean Baptiste Fête nationale (QC)		
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>			

## juin

## July

## juillet

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>			<b>2</b>	<b>3</b>	
				Canada Day Fête du Canada		
<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>

## August

## août

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	Civic Holiday Premier lundi d'août 1 <sup>er</sup> jour férié NB, PE, NS, NT, NU					
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b>	<b>31</b>				

## September

## septembre

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
	Labour Day Fête du Travail					
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>		

## October

## octobre

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>	<b>2</b>				
<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>
	Thanksgiving Action de grâce					
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<b>24</b> / <b>31</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>

## November

## novembre

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
				Remembrance Day Jour du Souvenir 1 <sup>er</sup> jour férié BC, AB, SK, MB, PE, NL, YT, NT, NU		
<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>
<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<b>28</b>	<b>29</b>	<b>30</b>				

## December

## décembre

SUN / DIM	MON / LUN	TUE / MAR	WED / MER	THU / JEU	FRI / VEN	SAT / SAM
			<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
					Christmas Day Noël	
<b>26</b>	Boxing Day L'endemain de Noël	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>



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