



Canadian Boilermaker

A newsletter for Canadian members of the International Brotherhood of Boilermakers

Volume 6 Number 1 | September 2019

IVP Stadnick vows to keep up our fight



by Arnie Stadnick
International Vice
President for Canada

As the Boilermakers' new International Vice President for Canada, I've spent

the last few months meeting IBB officers and members far and wide — some of them already familiar, some I've just met — and I've enjoyed every minute. Everyone I meet helps me to do my job better.

I've been a proud Boilermaker for 37 years. I started my apprenticeship at Lodge 146 in Edmonton in 1982 and earned my journeyman's ticket in 1986. Over the years I got more involved, as a job steward, foreman, general foreman, and superintendent on numerous job sites.

In 2005 I took on the role of Lodge 146 business representative, and in 2011 was honoured to be elected business manager/secretary-treasurer of my home local. I was re-elected in 2013, and then I joined the international staff in 2015 as an international representative, before being promoted in 2017 as Canadian Director of Industrial Sector Operations.

I'm still involved, I'm proud of my union, and I'm honoured to be your IVP. I pledge to do my best, knowing my predecessor, Joe Maloney, likewise gave his all, to make our Brotherhood stronger, and to make our voice heard in the corridors of power and at the bargaining table.

I wish Brother Maloney the best in his future pursuits, especially in his new role as Executive Director of Helmets to Hardhats (H2H), the program he pioneered which helps transition veterans of the armed forces into fulfilling jobs in the trades. The IBB will continue to support H2H and to encourage the recruitment of these veterans to our union.

I have big shoes to fill. But during his time at the helm, Brother Maloney assembled an experienced team of directors and international reps that I know I can count on to keep us steering the right course, continuing our efforts to build our union and to influence governments in our push to improve the working lives of everyone in our Brotherhood.

The whole team has my utmost confidence, and I'm proud to work with them.

New faces and farewells

I want to welcome some new faces to that team. Rick Vanderveen joins us as Director of Canadian Industrial Sector Operations, in charge of ISO Lodge Services.

Also joining the team is j'Amey Bevan, taking on the role of National Training Coordinator, after gaining invaluable experience as coordinator of apprenticeship training for Lodge 146 in Alberta.

I also welcome Tanya MacLeod to the team, as my secretary in our national office in Edmonton. Tanya replaces Elaine Jackson, an IBB stalwart who retired this

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We mourn retired Eastern Canada IVP Ed Power



Our Brotherhood has lost one of its most dedicated and hard-working officers. Retired Eastern Canada IVP Ed Power passed away on May 11 of this year.

Brother Power began his IBB career in 1975, as an apprentice construction Boilermaker at Lodge 128 in Toronto. He became active in the union, holding several local lodge offices before his election as L128 business manager in 1992, a position he held for more than a decade.

In 2003, Ed was appointed as an International Representative, a position in which he showed uncommon vigour and inventiveness. He was central to organizing Canada's first Boilermaker Tripartite Conference, where owners, contractors and the union come together to discuss concerns and innovations in our trade.

In 2006, Ed was elected to the post of IVP for Eastern Canada, and re-elected in 2006 and 2011. Throughout his career, Ed pushed in particular for strengthening and securing our pensions. He retired in 2014.

"I will miss Ed's leadership and his keen sense of humour," said IVP Arnie Stadnick. "I learned a lot from this man. He was an exceptional person, and an unshakeable unionist."

We'll keep making our voice heard where it matters

...Continued from page 1

spring. Sadly, Kim Matthews, secretary at our Saint John office, will be leaving us when she retires later this year, after many years of dedicated service to our union. We all wish Kim the happiest retirement, and while we'll miss her, we know we can count on Tanya. Moving forward, the International team will focus on several key issues facing our union through the months to come.

Bolstering our pensions

We've begun an intensive lobbying campaign in Alberta to improve our pensions. It's complicated (our article on page 9 explains it in more detail) but, in short, Alberta law requires our National Pension Plan trustees to maintain a surplus in the fund that is higher than what's required in other provinces where pension plan investments can deliver more to our members, while remaining safe. We want Alberta to take another look at their rules and fall in step with other provinces.

We've sent detailed briefs to all the government members of the Alberta legislature, explaining our position. We've had promising meetings with cabinet ministers and key members of the government.

This autumn, I'll be visiting IBB lodges with Susan Bird, our Pension Plan administrator, to talk with our members about their pensions and our

goals to make them stronger. (Please visit boilermakersbenefits.ca/pfad to view our travel schedule.)

Compulsory trade status

We will continue working to maintain our compulsory status in provinces where we've gained it, and to achieve that status in provinces that haven't yet granted it to us.

Compulsory status helps to secure our work and, due to the rigorous training we have under our belts, contributes to safer work sites and more efficient work.

Carbon Capture and Storage (CCS)

We plan to keep up our aggressive promotion of carbon capture and storage — a world-changing technology. CCS represents the best contribution we can make to the urgent problem of global warming in a society that still needs fossil fuels, and will for decades to come.

The worth of CCS is already proven, and it gets better with each new plant that's built. Boilermakers have built three world-leading CCS facilities in Western Canada, one of which recently exceeded expectations in eliminating four million tonnes of carbon dioxide from the atmosphere in just four years — see Cory Channon's article on page 4.

We need to build more of these facilities, and expert scientists agree. Boilermakers will stay on the forefront of this vital technology, and we mean to convince sceptics everywhere of its value.

Living up to our reputation

We will continue in our efforts to supply, as smoothly and efficiently as possible, the best qualified Boilermakers to our contractors who need them, when they need them. To ensure we are the tradespeople of choice, and to keep our members in maximum employment, we'll persevere in our intensive efforts at recruitment, and make more inroads into recruiting women and Indigenous Canadians.

While we do that, we need to continue our efforts to curb absenteeism on the job. Our employers and contractors count on us to be professional, punctual, and conscientious. When some members buck that trend, it hurts all of us, and invites employers to hire elsewhere.

In our trade, our reputation is all-important. We should remember the Boilermaker Code and always dedicate ourselves to the highest standards at work — *because we know how, and it works!*

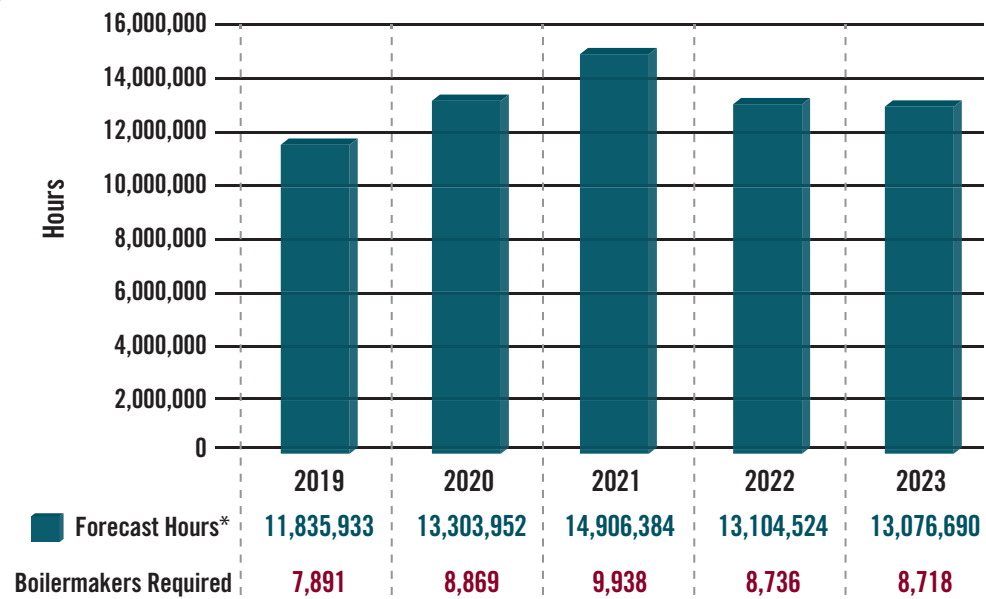
I look forward to serving my union as IVP to the best of my ability. I intend to make sure our voice is heard by government, employers and contractors through my new appointment to the Executive Board of Canada's Building Trades Unions. I also aim to bring Boilermakers' concerns to the table at the Canadian Labour Congress, where I've been appointed to the Canadian Council as the Boilermaker delegate.

Work outlook trending upward through 2021, sustaining high levels through 2023

Our forecasts indicate that work-hours will spike significantly between 2019 and 2021, meaning an increase in the need for available Boilermakers. Following that upward swing, we expect work-hours to remain steady through 2023 at high levels.

The rise in forecast hours can be attributed to more demand from the nuclear sector in Ontario, where the \$12.8-billion refurbishment of the Darlington generating station is underway, as well as upgrades to the Bruce power station, amongst other projects.

WORK HOUR PROJECTIONS, 2019 – 2023



*Forecast hours adjusted by 25% for margin of error

Boilermakers shine on urgent job after tower collapse



The fallen tower at Imperial Oil in Sarnia, rigged up to be removed from the top of the fin fans.

On the night of April 2, during one of the busiest shutdown seasons ever experienced at the refineries of Sarnia, Ontario, disaster struck when a tower collapsed 60 feet above the ground at Imperial Oil Limited. Pyrophorics had caught fire and melted the shell of the tower, which now lay precariously atop an array of fin fans.

Kel-Gor Limited was hired by Imperial Oil to remove the damaged tower. Despite a shortage of local Boilermakers, Lodge 128 was able to assemble a rigging crew on short notice to deal with the challenge.

Tom VanSickle of Kel-Gor was lavish in his praise of the crew. In a letter to Business Rep Dale Quinn of L128's Sarnia office, VanSickle outlined the difficulty of the job and marvelled at the teamwork exhibited by the Boilermakers who came from far and wide to the rescue.

"There were many challenges all the way through this job," he wrote. "One of them was the fact it was sitting on top of fin fans 60 feet above grade. Much of the work to be done was from 150-foot man-lifts to reach the tower.

"I needed a crew of riggers that could handle large rigging. At the time, everyone was working. But you found me a crew. Most were from out of town or out of province. When they showed up, we did not know each other. We soon had to learn how we each worked. But because they were Boilermakers it didn't take us long. We spoke the same language and understood each other. Soon it was like they knew me

and I them," the letter continued.

VanSickle wrote of the harsh weather that could have hampered the job but didn't faze the IBB riggers at all. "The months of April and May gave us record rainfall. These guys never left, never went home. They totally understood the importance of the job. They all showed up every day and *worked*."

Phase 2 of the job involved Boilermaker welders, who welded 30-inch trunnions to the vertical section of the damaged tower for its removal. A special tailing beam was welded to the tower for fitting onto saddles for transport by trailer. The Boilermakers involved in this part of the job also earned VanSickle's kudos. "First, I was impressed with the layout, because it fit perfectly," he wrote.

"We had to weld it with pouring rain coming down on the crew. Hoarding was not keeping the rain off. Crew members took a propane torch and held it on the shell

above the welder to keep the shell dry while welding. The welders had rain running down their backs, but they never stopped. This job is what makes me proud to be part of the Boilermaker family. Thanks for your assistance."

The job steward for this challenging operation was Derek Wyld, a long-time member of L128 and one of the first people on the job site.

Brother Wyld was impressed by how well everyone on the project worked together under adverse conditions. "Safety was top-notch from the employer and client," he said. "Communication was great between the crew, crane operators, the employer and the client. This is what got the job done safely.

"When the Boilermakers appeared on the job, we knew we had a challenge, but that is what Boilermakers do. We know what we have to do, and we do it because we are proud."

We salute all of the Boilermakers who worked so professionally on this difficult job:

Days:

Dave Martin – Foreman, L128
Rob Pierson – Foreman, L128
Darcy Altwasser, L555
Jim Lorencz, L555
Jacques Cormier, L73
Hyunjong Song, L128
Derek Wyld, L128 – Steward
Scott Stewart, L128
Jason Nisbit, L128

Paul Muckian, L128
Richard MacDonald, L128
Joe McLean, L128
Josh Clements, L128
Luke Goldschmidt, L128
Lee Wilson, L128
Genero Ramos, L128
Dragon Oblak, L128
Dylan Steel, L128

Nights:

Ray Palocz – Foreman, L128
Jeff Spence – Foreman, L128
Justin Giffels, L128
Grant Miniely, L128
Steve Burton, L128
Matt Farr, L128
Brandon Ryan, L128
Jeff Desaulnier, L128
Stephen Krall, L128
Joe Joa, L128

Boilermaker-built carbon capture facility reaches major milestone

Only four years after operations began at the Quest carbon capture and storage (CCS) facility north of Edmonton, the Shell-operated plant has successfully captured and safely stored four million tonnes of carbon dioxide that once would have been released into the atmosphere. The milestone was accomplished ahead of schedule and at a lower-than-expected cost.

Four million tonnes of CO₂ is the equivalent of the yearly emissions released by a million automobiles.

“This shows that the promise of carbon capture and storage is a reality, and that Canada is a world leader in the fight to conquer global warming,” noted Cory Channon, the IBB’s International Director of Climate Change Policy Solutions. “Our members are proud to have been instrumental in building and maintaining this state-of-the-art facility.”

Majority-owned by Canadian Natural Resources and operated by Shell, Quest captures about a third of the CO₂ emitted from the Scotford Upgrader, which processes bitumen into synthetic crude oil for further refining into fuel and other products. It is the world’s first industrial-scale CCS plant to be applied to oil sands operations.

At the Quest site, the captured CO₂ is pumped through a pipeline 65 kilometres long. It is then injected more than two kilometres beneath the surface into the crevices below multiple layers of impermeable rock strata. The geological form of the area’s rocky terrain has proven incredibly suited to the secure and permanent storage of the captured CO₂. There is an almost limitless capacity for more.

With the four-million-tonne breakthrough, which Shell announced occurred in late May, Quest has now stored more CO₂ than any other land-based CCS facility with dedicated geological storage.

Costs continue to decrease as the learning curve on CCS gains expertise which each new facility that’s built.

“Quest continues to show the world that carbon capture and storage is working, its costs are coming down and that Canadians are leaders in CCS,” Shell Canada President

Michael Crothers pointed out. “If Quest were to be built today, we estimate it would cost about 20–30% less to construct and operate. With our know-how, strong regulatory frameworks and ideal geology, Canada is uniquely positioned to capitalize on CCS technology.”

The Quest facility enjoyed some government funding to get it off the ground. The Alberta government contributed

argued that our Paris climate targets may not be reachable without a vigorous move towards CCS.

The IBB is an active participant in the Institute. “We Boilermakers are fully on board with this innovative technology,” said Brother Channon. “We’ve helped to build three functioning CCS plants in western Canada, and the news out of Quest is just incredible.



The Quest CCS facility at the Scotford Upgrader in northern Alberta, where four million tonnes of CO₂ have been successfully captured and stored in just four years. Photo courtesy of Shell.

\$745 million to the \$1.35 billion project, while Ottawa kicked in \$120 million. As a stipulation of its government funding, Quest’s designs and data are available publicly — an inducement to spur the wider adoption of the technology, which is crucial to meeting the goals set out in the Paris Agreement on climate change, in a world still reliant on fossil fuels for the foreseeable future.

Indeed, the International Energy Agency (IEA) and the Global CCS Institute have

“If the proof is in the pudding, then Quest is the pudding. It’s only going to get better for the global environment — if we keep forging forward with facilities like this, and improving them every step of the way.”

You can learn more about how CCS works and the vital need for it in the Boilermaker-produced video CCS: *Bridge to a Cleaner Energy Future*, at www.cleanerfutureccs.org.

Boilermakers move forward with Indigenous recruitment drive

More Indigenous men and women are needed in the skilled trades, and more of them would benefit from this kind of career. The International Brotherhood of Boilermakers has recognized this need, and is making intensive on-the-ground efforts to bring more First Nations, Métis, and Inuit into our fold.

There is a lot of industrial and construction work out there — right across Canada — that needs doing. The Boilermakers are aiming to bolster their numbers — and take on these jobs — with as many new and dedicated recruits as they can reach.

“I’m an Indigenous person, and I’ve built a great career as a Boilermaker. It’s tough work, it’s demanding — but it’s tremendously rewarding,” says Emile Gareau, the IBB’s Indigenous recruitment officer. “When you become good at it, you get a deep sense of pride. My life wouldn’t be the same without this trade, and this union.”

“We’re looking for Indigenous men and women who are already skilled, for sure, but we’re really aiming to recruit young people to take that first step toward becoming apprentices in our trade,” Gareau stresses.

“We have the training facilities. More importantly, we have the key to the jobs. Employers in heavy industry and construction look to the Boilermakers when they’re hiring. We have a good reputation with them, which we do our best to maintain.” Of the IBB’s recruitment initiative, Gareau says, “If we do this right, it’s going to be a win-win situation for our new recruits and our employers alike.”

“I’m working my way across the country, meeting with elders and enthusiastic young people who want something better for their lives — for their livelihoods,” says Gareau. “I’m amazed at the number of young women I’m meeting in our communities who are really keen to dedicate themselves to the trade. Sometimes they hush the more

disengaged youth at our meetings. It blows my mind! They want to know more. We want them.”

“I’ve been to some native communities that have training facilities that are just as good as ours. We need to channel more of our youth through these facilities,” Gareau insists, “and take them further through the IBB’s wide network of training centres.”

The Boilermakers have unveiled a new



The Boilermakers have unveiled a new logo for their Indigenous recruitment initiative.

logo for the recruitment drive to show their commitment to the effort, and their respect for Indigenous cultures. The design features an eagle feather to represent First Nations, an inukshuk to signify Inuit culture, and the Métis infinity symbol. Anchoring the graphic is the traditional logo of the Boilermakers.

“We hope potential recruits will identify with it and see it as their welcome — their link — to the Boilermakers’ Brotherhood,” Gareau says.

Boilermakers in the industrial and

construction trades face great challenges in their work, but the rewards — in both pay and job satisfaction — are worth it. And opportunities are opening up across Canada for lucrative, long-term work for the right sort of person.

Huge new forward-looking projects like the pending liquid natural gas (LNG) plant slated for Kitimat, BC will offer untold work-hours of employment in their construction and maintenance.

Embracing a new, cleaner and safer method of processing and transporting natural gas, the Kitimat project enjoys the firm support of local communities and the Haisla First Nation, on whose land it’s to be built. Gareau is excited about the opportunities such massive projects open up for skilled workers.

In Ontario, he points out, large-scale refurbishments have begun at two nuclear power facilities that will provide work for qualified Boilermakers for years to come. And in Saskatchewan, there is a lot of talk about initiating more carbon capture and storage (CCS) plants to offset the emissions of coal-burning power stations. Those already in operation have proven their worth, both environmentally and economically.

Gareau acknowledges that Indigenous Canadians have historically faced resistance in their own country when it comes to

employment in the skilled trades. “I faced it too, in my youth. I always tell the young people I meet: look, we can’t undo the past, but I’m here now offering a key to a new future. We want more of my people in our trade, in our Brotherhood. My union is serious about levelling the playing field and building our membership.”

Gareau is confident in the IBB’s push for more Indigenous membership. “It takes a special kind of person to make it in this demanding trade,” he says, “but there are many of us who wouldn’t have it any other way. The future is bright. I can’t wait to see the fruit that this seed is going to bear one day.”

National Training

Animated video caps off Hydraulic Torquing and Tensioning training module

by Grant Jacobs

Director of National Training

National Training's Animated Hydraulic Torquing and Tensioning video was the last element in our plan to equip our training centres in Canada with the ability to offer this type of training in both theory and in practice.

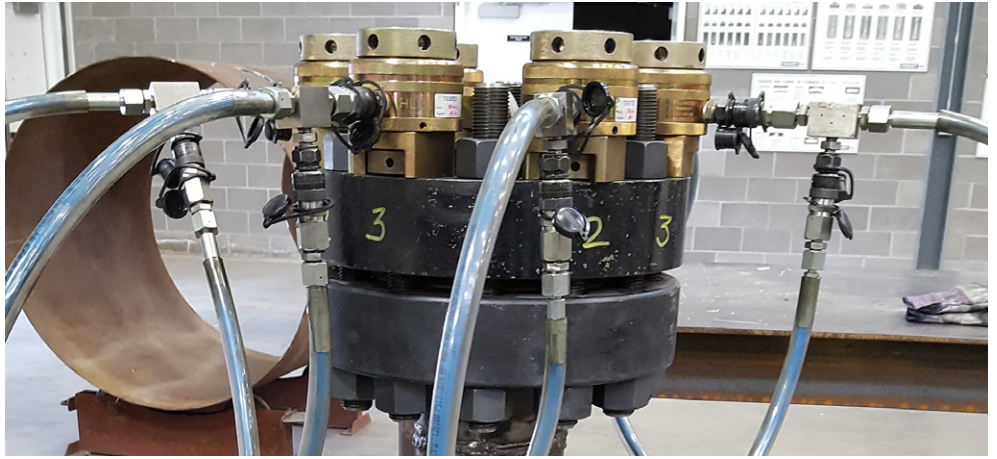
Our first step was to obtain the needed equipment. We were able to get a 40% educational discount from Hydratight on the purchase of the required apparatus.

We then set out to develop the training procedures, inviting IBB training co-ordinators and trainers, as well as college apprenticeship instructors to several locations to make it easier for all to get a firm grounding in the process.

Using feedback from these experts, we then developed the theoretical segment of the program, followed by the practical portion.

Once these were set, we were ready to prepare the video. We needed to find a qualified animator and literally train him by taking him step-by-step through the process of hydraulic bolting and torquing.

The animator would film throughout this



Hydraulic torquing and tensioning equipment at L146, where the animated training video was produced.

education, and then produce a preliminary animation which our experts then critiqued to make improvements and tweaks in the animated version of the process. We needed the final product to be as realistic as possible to convey what is actually done on the job. Working this way, through review and revision, we took a full year to get it just right.

Many thanks go out to Russel Reid, Lodge 146's instructor in the course. Russel worked closely with the animator and spent

a lot of time setting up the equipment again and again, allowing the animator to take stills and video of how the process works. The result is a first-class animation of the hydraulic torquing and tensioning process.

Russel also wrote the script for the voice-over that accompanies the video. In the end — despite the animator and voice talent having no background at all in our trade — we are proud of the result. I salute everyone who pitched in together to make this cutting-edge animation a reality.

Online Apprenticeship Survey will help improve our training capabilities

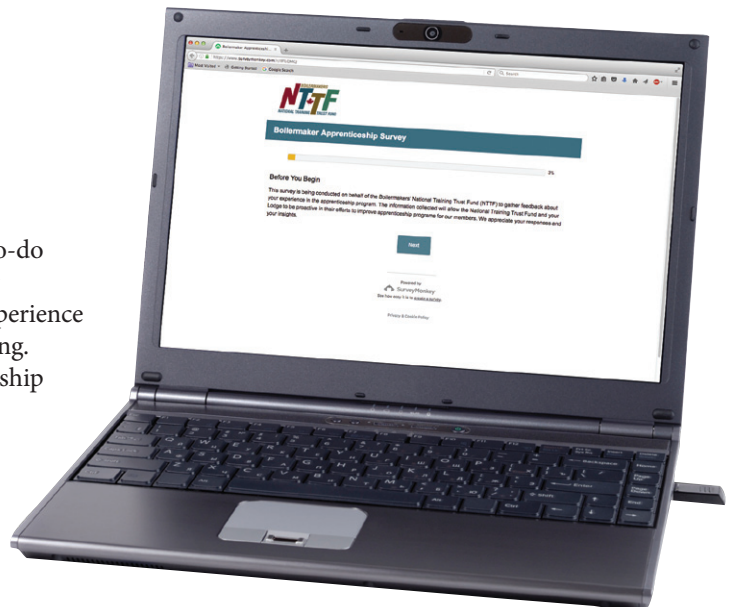
by j'Amey Bevan

National Training Coordinator

The Boilermakers National Training Trust Fund has developed an easy-to-do online survey for Apprentices to complete at the end of each year of their apprenticeship. Survey questions are designed to gauge the individual experience our Apprentices have in their in-school learning and on-the-job mentoring.

The feedback from the survey will be used to evaluate our apprenticeship programs across Canada, and will allow us to address weak areas so improvements can be made to ensure our trainees are getting the very best apprenticeship experience. We aim to develop a comprehensive mentorship program using the data we gather.

The survey is now in its final stages of development, and will be sent out to all Apprentices, via email from their coordinators, upon completion of each year of their training.



Top Apprentices honoured at gala banquet



Congratulations to the 2019 Apprenticeship Award Winners: (front row, L–R) Genevieve McFetridge, L146; IBB International Vice President for Canada Arnie Stadnick; Director of National Training Grant Jacobs; Anna Brinston, L203; (back row, L–R) Craig Bourgeois, L73; Lyndon Mullis, L555; Christian LeBlanc, L73; Colton Rabey, L191; Gabriel Vaillant, L271; Dan Farrel L128; Dustin Cable, L359; Brent Beaulieu, L128; Alexander Chang, L146; Matthew Kidby, L555.



IVP Arnie Stadnick presents the 2019 Industry Award of Excellence to Chris Kiwior, son of the recipient, Joe Kiwior.

The 2019 Boilermaker Apprenticeship Awards banquet was held August 13, in conjunction with this year's Boilermaker Industry Tripartite Conference in New Brunswick.

The National Training Trust Fund (NTTF) sponsors the awards banquet each year. The award recognizes exemplary graduating Boilermaker Apprentices from each lodge across Canada. Top Apprentices are chosen by their local lodge based on three criteria: their technical

in-school achievement, their on-the-job performance, and their demonstrated character qualities.

Director of National Training Grant Jacobs was joined by IVP Arnie Stadnick to honour the ten young men and two young women who were judged by their local lodges to exhibit the best qualities in a Boilermaker during their apprenticeship training.

Also honoured at the banquet was Joseph Kiwior of Lodge 359 (retired), who earned the 2019 Industry Award of Excellence.

Kiwior had served the apprenticeship programs in many roles over his long career as a Boilermaker, instructor, training coordinator and contributing writer to many Boilermaker manuals and training guides. Brother Kiwior captivated guests with a fine speech via video, as he was unable to attend the celebration. His son, Chris Kiwior, accepted the award on his behalf. Congratulations to Brother Kiwior. The award was truly earned, in the best spirit of the Boilermakers.

Students get a leg up from annual Boilermakers scholarship awards

International President Newton Jones recently announced the winners of the International Brotherhood of Boilermakers Scholarship for 2019, as selected by the International Executive Council (IEC) Scholarship Committee. The Canadian scholarships, in the amount of \$1,000 per student, were awarded to the following members' sons and daughters:

Oalani Brown (parent: Pete Brown, L146)
Alyssa Ewasiw (Wayne Ewasiw, L146)
Alyssa Gillis (Bain Gillis, L146)
Kady Graham (Danny Graham, L146)
Cassandra Hartwich (James Hartwich, L359)
Jerri-Lyn Lewis (Kevin Lewis, L203)
Brooke MacDonald (Robert MacDonald, L580)
Ashley McCarthy (Greg McCarthy, L146)
Samantha Meisner (Owen Meisner, D575)
Kaylee Patuelli-McLellan (Angelo Patuelli, L146)

Ambar Phillion (Ander Phillion, L128)
Emma Zoldy (Daren Zoldy, L128)

In addition, the Canadian Labour Council (CLC) sponsors two \$1,000 scholarships for each of their affiliated international unions. The IEC Scholarship Committee awarded the CLC scholarships to:

Jerri-Lyn Lewis (Kevin Lewis, L203)
Emma Zoldy (Daren Zoldy, L128)

There were ten scholarships given to applicants in the USA. In total 107 applicants were received, and the committee was highly impressed with the applicants grades in high-school, achievement awards, extracurricular activities and well written essays.

Applicants for the 2020–21 academic year can submit applications online between January 1 and March 1, 2020. Applications will not be accepted after the March 1 deadline. Visit scholarships.boilermakers.org for more details.

Training across the land keeps Boilermakers at the top of their game

One of the core beliefs of our union is that we should always strive to be the best tradespeople on any job site. Being always at our best is important to maintaining safety on the job, and to getting things done right and on schedule. Just as important, striving to be the best at the job reflects well on our Brotherhood and encourages our employers and contractors to hire us instead of relying on other

tradespeople, both unionized and non-unionized.

The key to staying at the top of our game is training. All members are encouraged to participate in the wide array of training opportunities that are offered regularly from coast to coast by our union. Contact your local lodge for information on upcoming training programs that will strengthen your skillset.

Field Leadership Training in PEI: July 2019



Back Row (L–R): Miles Flynn (L133), Patrick Clinton (L146), Glen Buell (L73), Matthew M. Fraser (L73), Ryan Kelly (L73) and Tony Tweel (L146). Front Row (L–R): John Larter (L73), Jonathan White (International Rep – CSO), Grant Jacobs (Director of National Training), Mitch Boudreau (L73) and Rene Caissie (L73).

Master Rigging Training in Alberta: August 2019



Back Row (L–R): Russell Reid (L146 Instructor), Nathan Guthrie (L128), Tommy Cantwell (L203), Harold Guignard (L146), Jonathan Peregoodof (L146) and Dwayne Castellarin (L146). Front Row (L–R): Ryan Kelly (L73), Edward Hoffmann (L128), Derek Coates (L73), and Jim Beauchamp (National Training Instructor).

Steward Training in Nova Scotia: June 2019



Back Row (L–R): Kent Oliver (International Rep – CSO), Mark “Chilly” Plamer, Greg Squires, Joey Thibodeau, Peter Feltmate, Brad Mattie, Jackie Delaney, Glen Aker and Richard MacIntosh (International Rep – CSO). Front Row (L–R): Craig Bourgeois, Josh Bennett, Tonya Carnell, David Noel, Stefan Fancey and Roger Deveau.

Pensions & Benefits

Working to get the most out of your pension

by Susan Bird
Benefit Plan Administrator

What is a PfAD? A PfAD is a “Provision for Adverse Deviation.”

A PfAD is a surplus in a pension plan, established by regulation, that is designed to provide a margin of safety of assets in excess of liabilities. The “adverse deviation” could be a market downturn or financial collapse, such as the one in 2008–09; it could be an unexpected demographic development, such as the sudden retirement of a large number of plan members caused by external factors; or a sudden increase in mortality or disability rates that was unforeseen in actuarial projections.

In accordance with legislation governing pension plans, plan benefits cannot be improved until the PfAD is fully funded.

The amounts of a PfAD is based on several factors including the asset mix of the plan (fixed income vs. equities) and the plan’s valuation.

Pension legislation is mostly provincial and, since we have a national plan, we are governed by the province where the most hours are worked — Alberta.

The trustees of the Boilermakers’ National Pension Plan (Canada) agree with and support the concept of a PfAD. But there is an issue with Alberta’s regulations.

Alberta currently has a required PfAD percentage of 23%. This means the Boilermakers National Pension Plan (Canada) must be 123% funded before the trustees can restore benefits for its members. Because of legislation the PfAD is not a fixed percentage and it can go up or down

depending on market conditions.

If this seems much higher than it should be, it’s because it is.

What Alberta’s PfAD model does not take into account is that the Boilermakers union has members in every province of Canada, each of which has its own regulatory regime.

proves that it is in very good condition and the trustees are pleased with the investment returns they’ve seen. But there is not enough surplus to restore benefits due to the current PfAD rate.

Actuarial projections indicate that one day the plan will reach Alberta’s PfAD



To further the conversation on this topic, the Boilermakers National Pension Plan (Canada) will be holding meetings in New Brunswick, Nova Scotia, Ontario, Saskatchewan, Manitoba, and Alberta.

At these meetings there will be the opportunity to submit letters to members of government to get action on this issue.

To find a meeting close to you, and to RSVP, please visit boilermakersbenefits.ca/pfad to view the schedule.

As a truly national plan, the Boilermakers’ plan is unique among the plans regulated by Alberta. While the Alberta regulator advises that it oversees eight plans that have members outside of the province, none are truly national.

Another problem is that the amount of the PfAD established by the Alberta regulator changes frequently due to some arbitrary factors outside of the trustees’ control.

According to the formula used in Alberta, one valuation might establish the PfAD at 15% of assets. The next might increase it to 25%. A third might reduce it to 20%.

Right now, the Boilermaker pension plan is 104% funded, meaning there is a surplus of 4%. Last year, the pension plan was 102% funded, the year before that it was 94.7% funded.

The growth in the pension plan’s surplus

requirement, but as the PfAD rate changes so frequently, it could take a long time. Alberta’s calculation leaves no way for trustees to have a target in mind. The hard reality this leaves is that Alberta’s PfAD regulation creates intergenerational inequity. While the pension plan is trying to reach the high PfAD requirement, and it eventually gets there, older or middle-aged members may never see the outcome of a benefit restoration.

The Boilermaker trustees are seeking to get the PfAD down to a fixed, manageable rate so they can start looking at a process of restoring benefits. A PfAD of 10% makes sense but the trustees would always have to consider available information when making changes to the plan including restoring benefits. This suggestion is in line with other provinces where the regulator sets the PfAD at a flat rate.

Submit benefit claims online or with your benefit card: It’s the better way

Submitting your health claims online or by using your benefit card has lots of advantages. When your claims are filed online or at the point of sale using your benefit card, they have improved accuracy and are processed more quickly than the old-school method of handwriting claim forms and mailing them in. Why pay money out of your bank account when you don’t need to?

The next time you visit your pharmacist, dentist or optometrist, show them your benefit card to pay for your product or service.

If for some reason your provider cannot submit claims for you and you need help learning how to submit your health claims online via online member services, please visit the plan’s website at boilermakersbenefits.ca and click on the tutorial video located on the home page. The tutorial video walks you through the entire process. If you would prefer to speak with someone on the phone, please call the plan administration office at 1-800-668-7547.

0.0015% repair rate: “Elite skills” of L128 Boilermakers make for a job well done

Mining giant Vale Canada in Sudbury, Ontario, operates one of the largest integrated mining complexes in the world, with nearly 4,000 employees. And they are glad to have Boilermakers on their team, especially after a particularly challenging job was successfully pulled off with nary a hiccup.

Boilermakers from Lodge 128 and their contractor Ganotec were selected to install four steel liners on two stacks that reach 450 feet in height.

The job started on November 19, 2018 at the beginning of a Northern Ontario winter that brought more snow than the area has seen in 22 years. “One of the challenges we faced was keeping the yard clear of snow, but we did it,” lead hand Ray Clarke said. “The other real challenge has been coordinating with the other trades to ensure safety.”

Ganotec and the Boilermakers have done more than 2600 feet of carbon and stainless-steel flux core welding with an incredible repair rate of less than 0.0015% that has been confirmed by a third-party inspection group.

Lodge 128 is the second largest local lodge in the IBB, and has a union hall in town. Joe Duprey, the Business Rep in the area, reported that “this job is another example of the elite skills L128 members have — tradespeople with an eye on safety and quality so our employers and clients can conduct a successful business.”

Some of the liners for the stacks were assembled on site. Brother Clarke pointed out that “the thing the crew is most proud of is the quality of the work we’ve done, and the fact that we came in ahead of schedule. The crew has been exceptional.

“We had four apprentices at the start of the job (two of them are now journey-



Kudos to a great crew of Boilermakers (L–R): Steve Grondin (Foreman), Dino Gaudreau (Steward), Chris Murphy, Ray Clarke (Lead Hand), Jacob Tremblay, Dylan Dionne, Ryan Paquette and Chris Jones. Absent from photo: Jason Duggan, Jean Gaudreau and Brent Beaulieu.

persons) and seven journeypersons. There was very little missed time, and our journeypersons did an exemplary job of demonstrating what a Boilermaker can accomplish. For a small crew, we did a lot of work.”

The Foreman for the project was Steve Grondin, and by all reports he did an excellent job of planning the work and smoothing out any problems that could have developed.

The Job Steward was Dino Gaudreau, a 29-year proud Boilermaker who has worked throughout the province. “The crew was very committed to quality and showing up on time, no matter what the weather was,” he said. “I told them that the better we do our work — and the fewer the repairs — the more we will show the client that union workers are better organized and do quality work all the time.”

Local Boilermakers tell us Ganotec has

been excellent to work for, and very focused on safety. The client, Vale, has lately been bringing safety tours through the site to show other contractors what they expect on a job site. Ray Clarke tells us, “It’s enjoyable to see other contractors recognizing how fair employers like Ganotec and organized Boilermakers can do the job correctly and stay on time.”

Brother Clarke has been a Boilermaker for 12 years. He has worked all over Canada, from refineries to nukes and from dams to tanks, eager to try every facet of the trade possible. “It has been a pleasure to work with all of these guys and I look forward to seeing them on the next one.”

Vale Smelter has six mines, a mill, a smelter, a refinery and the products include nickel, copper, cobalt and platinum group metal along with gold and silver. Ganotec is a full service, heavy industrial contractor serving the industrial sector across Canada.



Canadian Boilermaker

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Need more info? Check our web site

Much more information for Boilermakers and the public is available on our web site, www.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.