

For the “Greater good of ALL members”, VOTE Jeff Theriau

To the Sisters and Brothers of Boilermakers Lodge 359,

My name is Jeff Theriau, and I have been nominated to run for Business Manager for Boilermakers Lodge 359. I have been a member of Lodge 359 since January 1991. I have attended several post-secondary schools to further my education.

- BCIT for the Boilermaker ELTT program in January 1991
- Represented Lodge 359 at the National Apprenticeship Competition at NAIT Edmonton Alberta 1995
- Spratt Shaw for Business in 1999
- UBC as a fulltime student in 2015, I studied the Project Management Professional course and graduated top of our class.
- In my tenure as a Boilermaker, I have served some of you as a job steward, safety rep, and chairman of the OHS committee, foreman, and general foreman.

I have travelled extensively as a travel card and permit in a lot of provinces across our great country.

I have been employed as a Job Walker (Field Planner), Planner, Coordinator and Superintendent and Project Manager. I have worked on behalf of general contractors to hire independent contractors, hire unions to perform scope of work for outages/shutdowns/turnarounds, as well as regularly scheduled maintenance. I have been responsible for monitoring the interfacing of Union and non-union contractors on job sites, as well as negotiating who we hire, and whether they fit our model of integrity, craftsmanship, and safety standards.

Most of you that know me as a friend, and or Brother Boilermaker, know that I can be very firm when called on. I have stood up for myself and many of our Brothers and Sisters in our Lodge on job sites, which is who I am. Sometimes, that has meant being on the first layoff. I have always been a team player, who cannot be bought by a company. I have been told by a few contractors in my career that I leaned too much towards the union. I'm proud of that!!

In 1991, I joined the International Brotherhood of Boilermakers of Lodge 359. I didn't sign up to join a company other than the Boilermakers. I have made a very modest living working from the Rigger/Fitters board at our hall. I believe we all could do the same, and thrive as one; not a select few.

If you know me, you also know that I don't sugar coat much. I tell the truth, whether you want to hear it or not. On job sites, we often have a very small window to get our point across. We may not have the luxury of several months to negotiate what's fair for the boilermakers, which too has at times cost me employment. I am a proud boilermaker, who whether working in BC or abroad always tries to represent Lodge 359 with integrity.

Why should you elect me?

Our aim will be to achieve the following goals:

- Our administration will strive to create an atmosphere or culture, for the “Greater good of ALL our members”.
- We will grow together through education and learning, to enhance our employment opportunities. We will strive to have a better skill set for those members who want to improve their employability. We will create an environment of equality and acceptance.
- We will upgrade your fitting skills, and welding certifications and get more CWB tickets for our members.
- We will implement mentorship programs.
- We will set up a Safety Program taught by our own qualified members at the Hall.
- We will teach our members how to protect themselves with regards to workplace injuries, so the companies do not take advantage of them. This means education on how to create their own journals after a workplace injury. We need to learn how to protect ourselves, and the hall. Under our guidance, we will provide the necessary tools to be protected from employer bullying tactics. We believe that a preventive approach will be far more effective than a reactionary approach after a member has been hurt.
- We will teach shipbuilding terminology and skill sets to travel card (i.e. Marine Local 1 and Local 191 in Victoria).
- We will contact our sister locals across Canada weekly to source out more work for our members and add that information to our Rumour List updates and our website.
- We will try to implement a ‘Better Way’ program. If a member has an idea on creating more work for our members, and we put people on the job because of it, then the member’s idea will garner an incentive in the form of a progressive cash value (i.e. \$100 minimum, \$500 maximum).
- We will have more transparency, with an open door policy at our hall. I’m sure most Business Manager Candidates will tell you this as well. I will make sure this is a product of our everyday operations. We will work for you, and not have a sense of entitlement attitude. Our Business Reps phone numbers will be posted on our website. If you can’t get a hold of one of our business reps, call me!
- Members will be contacted by phone, when they fall into their 2nd month in arrears of union dues. Not like the current system, where you get a letter and a suspension notice first.
- We will create a Renter’s list within our membership for members who are struggling financially and could use a little help from another member willing to put them up in their home during shutdowns. This is strictly a volunteer solution to help each other out.
- We will make much more frequent site visits, and have our reps available for more coverage. Starting with me...My Cell number is 250-246-7286
- We will, if necessary, mitigate unusual circumstances with members on job sites with a quicker response time to ensure our Lodge’s integrity and good standing. We will implement an escalation process to work with those members, so that our clients know we are serious about our conduct on job sites as members of Lodge 359.
- In my opinion, the term of employment as your Business Manager should be 3 years, not 5 years. That protects our hall from the likelihood of complacency or incompetence of elected Business Managers and/or their Business Reps.

- We will be re-assessing the administrative staffing requirements of our business reps. Our hall at times appears to be top heavy, and doesn't appear too anxious to reduce labour costs during slow periods of the year, when most of our Boilermakers in the field or shop may not themselves be working. In all fairness, that needs to be re-evaluated as the year progresses.
- We will develop new plans to generate some revenue at our Hall. (i.e Rent out our welding booths during peak times of shutdown season).
- We will negotiate at the highest level to secure our members Collective Bargaining Agreements. We will, if necessary, walk away from the bargaining table to re-group and re-assess, before we jeopardize losing our wage packages and benefits. We are here to win better wages, benefits and improve working conditions for all our members. That, you have my word on. We will not be intimidated by anyone at the bargaining table. We will put our terms to the membership before we commence closing negotiations. We don't sign until we have a majority agreement from our members.
- We will provide support on jurisdictional work on the job sites, there will not be any disappearing acts or cameo appearances. WE WILL stand together!
- We will have more representation on pre-jobs for new construction, so the Boilermakers do not lose any of their jurisdictional work.
- We will have a bi-monthly newsletter to keep members informed of our daily operating business, new courses, or training, or rumour lists.
- Together we will create a new vision to align ourselves with the changing job market. Our delegates will be in attendance at conferences, conventions, and trade shows throughout our province of British Columbia to promote our product and our highly trained tradespeople.

In closing I would like to say thank you to all the members who have read my campaign letter, and for considering me for your Business Manager of Lodge 359. We will always work hard to improve your working conditions, and your collective bargaining agreements. We won't stop, until we have the support & satisfaction of your membership.

Fraternally yours,

Brother Jeff Theriau

250-246-7286

