



## Welcome to ATU's Summer '22 Newsletter

Steve Bradshaw

**There are newsy and helpful articles** and updates here from a variety of Executive Board members. Tips on

keeping cool in the heat, keeping safe while working on platforms and TCs & keeping together in the face of mental health issues. There's a detailed update on Regional Transit and reports from the Core Team, the DATS Team and the ATU Canada Equity & Inclusion Team. You can find an update on Provincial Legislature activities, a discussion on how best to use WCB (always use WCB), some clarity on seniority and much more.

It's been a great group effort to get what we hope is a valued publication out to you this summer. Hope everybody is

making the most of the non-winter season(s) and be sure to check out the upcoming events list on the website. And watch out for Kelly and the Core Team to show up somewhere with the barbecue and some burgers.

We value your input, so if you have some thoughts about what you'd like to see in future issues, how we can do it better or just your random thoughts, please send them to [steve@atu569.ca](mailto:steve@atu569.ca)

*Happy reading!*



## A Provincial Election is on the Horizon!

Darlene Malayko

**You know there's an election coming** when many promises are being made and short term enticements are being offered, but we need to look at the big picture for Alberta workers!

ATU 569 continues to work with all the affiliates in The Alberta Federation of Labour to build labour power and advance labour rights.

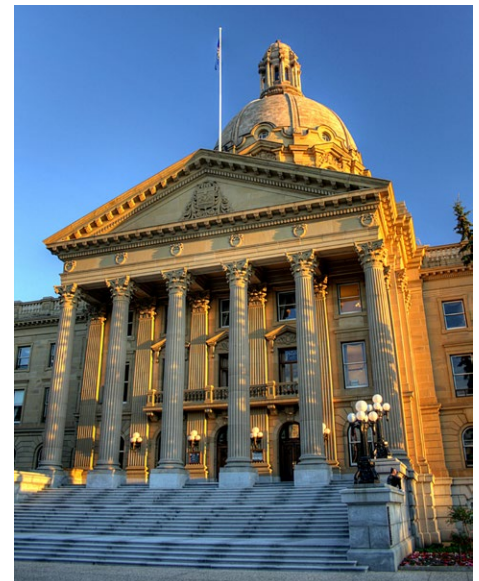
The Alberta Federation of Labour currently represents about 170,000

workers across Alberta, setting the province's labour agenda, defending and fighting for workplace rights. Last month, Ontarians re-elected a tight-fisted austerity-minded Doug Ford government. We can't let that happen here.

As Alberta workers, we have the power to evoke change. The Alberta Federation of Labour runs and funds campaigns, education, research and lobby activities to strengthen and support workers.

As the collective voice of labour, the only way we can make real change for the better is by electing governments that put workers first. This is The Alberta Federation of Labour's message to all Alberta workers:

*"Despite their rhetoric, the UCP is no friend to Alberta workers. They pretend to be on our side, but they are actually a threat to the things*



*we value, like our jobs; our wages; our unions and the workplace rights we need to make sure we're treated fairly in the workplace. The UCP also poses a serious threat to public services on which workers and their families rely, especially health care and education. But that's not all: the*

UCP is also a threat to our economy and our future prosperity because they refuse to acknowledge that big economic change is coming and that we need to prepare for it. Given the fact that the UCP is clearly a threat to the interests of Alberta

workers on many fronts, the first step towards defending Alberta workers is to defeat the UCP in the next election. The next step is to ensure that the government that replaces them actually puts worker interests at the top of the agenda.

Let's elect a government that's on our side. A government that understands, supports and values workers.

*Together we fight, together we win!*



## Mental Health

Jennifer Schmidt

**If you broke your arm, would you seek medical help?** If you were suffering from signs of a heart attack or stroke, would you seek medical attention right away? Of course, you would! You wouldn't think twice about it. Why then do we typically hesitate, delay or even just outright not seek out help for our mental health and stress?

Our jobs can be very stressful. Throw into that mix our home lives with daily responsibilities and family obligations. That can add up to a lot to deal with at times! Dealing with Covid for over 2 years, War, Politics, the Economy and Inflation – all more layers of stresses.

Many of us just keep that stress inside. We do not address it, we suppress it. We let it build to the point where it either takes us to rock bottom or we explode. Stress can kill.

Did you know that the City of Edmonton offers an Employee and Family Assistance program? It has a name: Lifeworks. It's available to City of Edmonton Employees and their immediate families. You can receive up to 5 counseling/life-coaching sessions per family member, per year. And it's all confidential.

Besides counseling/life-coaching sessions there is also advice available through articles and podcasts both on the Lifeworks website and through their Lifeworks app. Some of the topics include:

- Family – Becoming a Parent, Child Care, Death and Loss, Family Relationships, Legal Matters, Older Relatives, Parenting
- Health – Addiction, Children, Health Care, Health Habits,

Mental Health, Physical Health, Seniors

- Life – Crisis, Disabilities, Home and Moving, LGBTQ+, Legal Issues, Personal Issues, Personal Relationships, Retirement
- Money – Financial Planning, Income Changes and Emergencies, Money Management
- Work – Career Development, For Managers, Work Relationships, Your Working Day

You can Contact Lifeworks 24 hours a day, 7 days a week. Use these connectors:

1-855-789-7289

[www.COE.lifeworks.com](http://www.COE.lifeworks.com)

Google Play/Apple App Store  
search "Lifeworks"

The link to Lifeworks can also be found on our Union website [www.atu569.ca](http://www.atu569.ca) under "forms".

When using the Lifeworks website/app choose "log in". Use your City of Edmonton email address and password. Once you are logged in, you can then add your immediate family member's emails if you wish so they can also have access.

If anyone has any questions about this, please feel free to reach out to us here at the Union Office.

*Take care everyone and be well*





## Regional Transit Plan Fatally Flawed – ATU

Damir Begovic

**Adding a new layer of bureaucracy** will not improve transit; only funding it properly will.

Since 2008 elected officials have been trying to design a regional transit agency to run transit to the 13 municipalities in the Greater Edmonton Region. They hope to merge municipal transit services from partner municipalities for the benefit of one region with a goal to enable more efficient use of assets and resources. Meaning they expect to cut budgets.

The only way to cut budgets is to cut services or cut wages. We've experienced that too many times to be fooled this time. Edmonton Metro Transit Services Commission (EMTSC) aims to do both. And it will still cost more. It's a fatally flawed plan.

Improving transit means more funding to the front line, not less. An hour of service has a known cost. To reduce that cost, you have to reduce the component costs. The price of fuel isn't going down. Buses cost more, not less. All that's left is wages and service cuts. There's no magic. Contracting out service and reducing service are the only places they can save any money.

When the partners sought advice from consultant Ernst and Young (EY), they hoped to create a business case for regionalization. After considering the EY plan, Strathcona County Council unanimously voted against joining the Plan. This meant the third largest partner was walking away along

with 25% of the operating budget. Strathcona Mayor, Rod Frank, stated that he just did not see the benefit for his community and was not willing to risk Strathcona County Transit's 80% satisfaction rate with riders, nor hand over \$100 M in transit assets based on a "trust me" proposal. Clear thinking.

Today, EMTSC's projections of service hours and cost savings are purely conceptual. They offer little or no detail. And they hope to start service in less than a year. When asked what was their vision for a service delivery model, the answer was "It's too soon to tell". And they're mere months from starting. Is this incompetence? Or is it that they just don't want to say?

There are a number of reasons why this plan is controversial:

- **Unlimited liability:** There are only two sources of resources to operate the system: community members in each city would pay for EMTSC through their taxes and riders will pay fares. However, the budget for transit would not be decided by elected council, but by the regional board that is removed from public input. The EMTSC will send an invoice and Edmonton City Council will cut a cheque. It's that simple. And it'll all be done without having direct democratic control over the

decision makers on the EMTSC.

- **Democratic governance:** There is no compelling reason to create another level of bureaucracy between the province and the municipality to operate transit. Transit is a public good that belongs to the communities and riders who fund it. The biggest trend in transit projects is public private partnerships. There is no indication the EMTSC will break this trend of giving multi-million dollar city tenders to private monopolies who operate and maintain the transit system in exchange for super-profits. The harsh reality of public-private partnerships is that a band of transit cartels get money and control of public transit while the transit riders and communities get less voice and bigger bills.

ATU local 569 believes that we should keep our transit local, and it should be publicly owned and operated. The EMTSC should be stopped because of unlimited liability to participating municipalities and ultimately the communities and riders who fund it and rely on it.

Adding a new layer of bureaucracy will not improve transit; only funding it properly will.







# ATU Canada Establishes Equity and Inclusion Committee

Harinder "Raj" Brar

Editor's Note: Raj Brar was appointed to represent ATU Local 569 on this Committee and was subsequently elected from among his peers to be one of 3 Co-Chairs of the Committee. His report follows:

**In 2019 the membership of ATU Canada** passed a bylaw to establish an "Equity and Inclusion Committee". The purpose of the Committee was

to identify, address and remedy discrimination within our union and workplaces. It promotes leadership, equality and inclusion for women, people of colour, sexual and gender minorities and others experiencing marginalization.

By now, you will have received an invitation to participate in our first survey to help us measure the level of discrimination experienced by our members.

The committee has met with locals across Canada several times to develop its vision statement. Committee will present the statement to delegates at the ATU Canada Conference in Saint John New Brunswick this July. The proposed statement follows:

Vision Statement:

*ATU Canada's Equity & Inclusion Committee is working to create and support an inclusive culture within our Local Unions and workplaces regardless of race, sex, age, physical disabilities, sexual orientation, and gender identity.*

*Our membership is strengthened by our diversity, perspectives, and experiences. We will break barriers that impede the participation of equity-seeking groups, by creating a safe space and developing opportunities, while maintaining an environment free from discrimination and harassment.*

*We are committed and will remain steadfast in developing initiatives that promote Equity and Inclusion amongst our Members, Local Leadership, Local bylaws, our collective agreements, and in the workplace.*



# Cranking up the Core Team

Kelly Davis

**Hopefully, you have had the opportunity to meet CORE team members during our visits to garages and Transit centres in Edmonton, St. Albert, and Red Deer.**

Your CORE team was created in 2020 to engage and energize ATU members to stand in solidarity. Since then, together we've stopped job losses, privatization of public services, and got 2 fair contracts.

Our first action was the "I'm in" pledge

where we asked members to speak up and become more involved. Members' response and willingness to stand in solidarity when we faced tough issues was encouraging.



The regionalization campaign brought an entirely unprecedented battle to ATU 569 members. The fight for fairness in regionalization of transit services began when ATU president Steve Bradshaw dropped the petition with over 1500 signatures at the steps of City Hall. The fight to have frontline workers heard isn't over, they need to hear us, we are the frontline advocates for our passengers and public services.

The CORE team brought together our members to create a photo petition to present to the city manager at

Edmonton Tower. I am proud to say that over 1600 ATU members sent in a selfie to create an amazing banner which will be proudly displayed at every opportunity possible.

## Keep Transit Public Rally

We are calling on City Manager Andre Corbould to immediately halt the mass termination of transit workers

**STOP CONTRACTING OUT OUR WORK!**

Thursday, June 10th at 4:30pm  
Edmonton Tower, 10111 104 Ave NW  
(Wear a mask and keep your distance)

Everyone needs to see the faces of what we accomplished and the banner that was revealed. During a media conference, then-Mayor Iveson was shocked when your CORE team got the banner behind him in the media. It was a powerful message that we are over 1600 strong in our demands to keep public services public and stop the erosion of our jobs by giving public dollars to private corporations.



Do you remember the buttons with the “149” that were distributed by our CORE team? The number 149 is the number of brothers and sisters who were slated to be laid off due to privatization. Not once did we waiver in our demands to stop the layoffs. It was a hard fight, and, in the end, 149 brothers and sisters retained their jobs and will continue to have the ability to take care of their families.

The CORE team was sent to Red Deer to help mobilize their members and

encourage our Brothers and Sisters to come out to a meeting about their contract. We were encouraged by the turnout at their general membership meetings. We hope that the Union success continues as their attendance continues to improve.

The City of Edmonton attempted to have members accept a divisive and abominable contract by having the Labour Relations Board conduct the vote. We worked swiftly to provide accurate information to our members and asked them to vote “No” to accepting the dreadful offer. Our members spoke loud and clear by voting down an appalling offer with an AMAZING 93% NO!!!!

In June, we conducted the “We Deserve to Be Safe.” Campaign, asking you to wear an armband to show solidarity in

the serious issue of the safety of ATU members and the public.

More campaigns are coming – Regionalization is not finished yet and there’s a provincial election coming in the new year and other important issues. Stay Tuned, Sisters & Brothers!

### **We need your help.**

The Core Team is looking for new and active members who are not willing to stand quietly by and give up everything our Union has achieved over the years. Want to help out in the fight to create a safe transit system and workplace? To protect our jobs from Regionalization?

Contact Kelly at:  
[busdriver7115@gmail.com](mailto:busdriver7115@gmail.com)  
and sign up for a great ride!



## **WCB reporting**

Daryll Miller

**WCB is one of those topics that brings** up strong feelings both good and bad for those who have ever had to deal with them. Many of us are hesitant to report to WCB and failure to do so could potentially harm us down the road because we haven’t established the back-story of a progressive injury.

WCB is an insurance company and as an insurance company they’re not looking to give away their money. But they will if you understand how they work. It’s important for us as Union members to be empowered and to know how to make use of this benefit.

As you’re all aware our collective agreement allows for us to have up to 85 days of sick pay at 100% with the exception of it being reduced after your fourth incident. This is actually a very good STD program in comparison to Transit properties across Canada. But it does not address the longstanding issues that our members experience through repetitive motion and a physical lifelong job. What happens after 85 days for work-related injuries? You would be forced on to our LTD program which does not pay anywhere near what WCB would. On top of that WCB also pays for treatment.

This is why it’s essential to report even minor issues that you experience on the job directly to WCB, even if there’s no work absence related to it.

I state directly to WCB intentionally as your employer will not report your condition to WCB unless there is a treatment involved or you have missed work due to this work related injury. And this is one of the biggest problems we have. Non-reporting even minor

injuries to WCB fails to show WCB the backstory of how an injury has formed and progressed up to the point where it causes you to miss time at work or require treatment.

The way your Union recommends handling work related aches and pains and injuries is to report it directly to WCB. You can do these two ways:

1. WCB Alberta has an app. Download the app and follow the instructions or
2. They also allow for filling out the reports on their website: <https://www.wcb.ab.ca/claims/report-an-injury-for-workers.html>

Anytime you report something to WCB you should send a copy to the Union office for your file in case we need to assist: [office@atu569.ca](mailto:office@atu569.ca)

As always we are here for you and if you wish to discuss this topic further, please feel free to reach out to any of your Elected Officers and Union reps.



## Alberta Legislative Update

Steve Bradshaw

**Anti-Union activity is currently at a low point** with the UCP government. They introduced legislation earlier in their term to undermine our pension plan, to cause us extensive red tape problems, to restrict our ability to take job actions and other unnecessary actions. Now that Premier Kenney has lost his mandate from his own Party and an election is less than a year away, the damage is already done and their activity is low.

You may recall that Bill 1 was created to target the indigenous blockades of railways a couple of years back. That Bill also affects Unions and others and how we can manage group events or work stoppages.

Bill 22 reversed some of the changes that the Notley government made to give our Pension Plan some freedom to operate. It also significantly hampered our ability to attract and retain staff at the Plans. The Plans, including our LAPP are still operating and in great shape, but we'll struggle some going forward because of this legislation.

Perhaps the most complicating Legislation passed was amendments to the Labour Relations Code governing how Unions regulate themselves. In effect, Unions are now expected to identify what proportion of their dues resources are spent on so-called "core" business and non-"core" business. Dues are then to be assessed proportionally. Members would then choose whether to participate in the non-core portion.

ATU Local 569 viewed Bill 32 and the associated Regulations as an unnecessary and unjustified interference in the democratically approved processes of the Union. We also found it curious that a government that professes to be concerned about reducing "red tape" would pass unnecessary legislation that created significant "red tape" for both Unions and employers.

Despite our concerns about the need or validity of Bill 32, ATU takes its legal obligations seriously. We've undertaken a careful examination of your expenditures. We've consulted with legal counsel and with various affiliates. ATU Local 569 also considered that it receives significant revenue each year that does not come from ongoing dues. After carefully assessing all our financial information and legal obligations, we can report to you that none of your ongoing dues will be spent on non-core activities as defined in the legislation. As such, there is no choice for members to make and dues will continue to be paid in the same amounts as have been deducted and remitted to this point.

Next May, 10 months from now is the expected date of the Provincial election. The Union will be watching carefully and will be reporting back to you about the various Parties' platforms and how they'll support Transit issues, Municipal issues and labour issues generally.

Stay tuned!

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## Stay Connected with ATU

**Would you like to join our mass email** list for occasional emails? Due to the sensitive nature of ATU emails, we would require you to provide your home email address.

Do we have your current home address?

Please contact the Union office if you have a change of contact information including your email address by calling 780-426-6136 or email: [office@atu569.ca](mailto:office@atu569.ca)

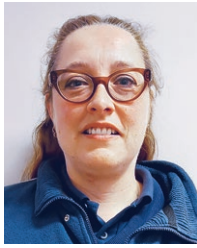
Reminder to view our website for the latest news at: [www.atu569.ca](http://www.atu569.ca)

Let us know if you would be interested in having the newsletter emailed to your home address instead of receiving a paper copy.

Thank you.







## DATS Members Step Up to Serve Their Public

Daryn Kreutzer and Natalie Chiasson

**It has been a long 2 years. Covid was** particularly hard on DATS members' physical and mental health. Our work was especially challenging at DATS as our clients are some of the most vulnerable people in our society. We needed to find ways to keep them and ourselves safe and healthy. To do this ATU569 worked collaboratively with the DATS management team to keep our members working and our clients moving.

In the unpredictable early days things were changing daily, even hourly. To meet these changing needs and to keep our members safe ATU569 Representatives worked every day and often well into the evening. Countless

volunteer hours were spent to find creative and balanced ways to provide service, while still keeping DATS members and passengers as safe as possible.

Our members also worked tirelessly and often at great risk to their own health. COVID or layoffs were a constant possibility as the situation was unpredictable and unprecedented. Even while the community was on lockdown and throughout COVID-19 restrictions, members continued to drive clients to their medical appointments and to essential services. They even provided special transport runs with dedicated drivers and buses for sick and COVID suspected clients. This allowed clients to reach life saving medical appointments and treatments while still keeping members safe.

ATU569 leadership, City of Edmonton leadership, and Alberta Health Services worked collaboratively to ensure members had the training, personal protective equipment and cleaning services required to safely provide service.

DATS members adjusted service delivery to rapidly meet clients' needs by allowing a mini-sign up in the midst of an existing shift schedule.

DATS members stepped up to provide late night shuttle service to help exhausted health care workers stranded by service cuts that occurred at conventional transit.

We worked with the City to fill in gaps and to help the City reach passengers when no other transportation service was available.

DATS members did this and more during COVID. We never stopped serving the community. DATS members are dedicated. They go above and beyond to provide transportation to clients with unique needs and diverse situations. DATS allows our clients the freedom and dignity to meet life needs. DATS Operators stepped forward to get it done.

It is time for the City to recognize the hard work and sacrifice of DATS members. It is time that our members are treated as equals. Its time for pay equity with Conventional ETS!



## Retirement Banquet

Steve Bradshaw

**At long last, we are able to host a** retirement banquet. September 17, 2022, is the date and Edmonton

Convention Centre is the location. Invitations are already out in the mail.

Since our last celebration of members' careers, we've had almost 200 of our sisters and brothers move on and we look forward with excitement and pride to seeing people again and sharing a satisfying meal along with a few fish (transit) stories.

Because of the need to celebrate 3 years' retirees (yes, 3 years – 2020, 21 & 22), we will not have the physical capacity to invite previously retired

or other members. To those who ARE joining us, we look forward to seeing you. Please stay safe. Despite the lifting of provincial COVID restrictions, we still need to observe distancing and cleanliness as much as possible and that will be a priority in the banquet facility as well.

*This Newsletter can be accessed on our website: [atu569.ca](http://atu569.ca)*



## Personal Safety in Transit's Public Areas

Mike Trupish

**It seems absurd that we should even** have to consider writing about our personal safety when out and about on the System, but today's world makes it necessary.

Alberta's OHS legislation requires employers do everything they reasonably can to protect the health and safety of their employees. As employees we have to do our part to protect ourselves.

What does this mean to you being a transit worker working in public spaces like transit centres or LRT stations? No

matter what your job is, here are a few simple ideas we all can do to keep safe.

Start by taking a walkthrough of your work area before even setting up for work. Are there people or conditions that might make it dangerous to start work? If so, you can request a security guard stand by while you work or perhaps request peace officers attend to make the area safer.

Only take what's needed for the work at hand to the worksite and keep valuables out of sight. Leave everything else locked in the work vehicle. Take the "opportunity" out of "crimes of opportunity".

While working be aware of your surroundings and if possible, have your co-worker watch your back. Look and listen for people approaching you by frequently checking what's behind you and in your area.

If there is an incident where someone demands your property or tools or threatens violence. Do not resist and back away slowly in a non-threatening

manner and if needed, run. Going home safely to your family at the end of the day is more important than saving the employer's toolbox.

When you are done your work at a transit centre or LRT station....leave. Go back to the relative safety of your work vehicle, office or move on to the next worksite.

Finally, if there are safety concerns, please report them to your supervisor and if not addressed by your employer, call the union. Similarly, if you feel the work you are being asked to do is dangerous, you always have the right to refuse unsafe work. If you do this please notify your supervisor as well as the union so we can follow up with the employer. Keep in mind that if you are ever injured at work, notify your supervisor and make sure to fill out a WCB workers report to ensure the incident is documented and you are covered.

Stay safe!



## Seniority - What is it?

Daniel Revega

**Often when having a discussion** with your coworkers regarding Union issues the word seniority will get used. While it may seem like the word has a very obvious meaning there are different ways in which it may be used especially in the context of a collective agreement.

The Oxford dictionary describes seniority as the following:

1. the fact or state of being older or higher in position or status than someone else.
2. A privileged position earned by reason of longer service or higher rank.

Did you know the word seniority is referenced 59 times in our current agreement?

Under our ATU 569 Collective Agreement, there are various uses for your seniority which go beyond the dictionary meaning.

First, the day you start your career with the City you get a seniority date. This is the day the City will use for how long you have been a City employee and

will be referred to as your length of service with the City.

Ideally soon after you start your employment, the Union will get you to sign some paperwork which will make you a Union member. This will be your seniority date for Union membership which will determine when you become a 50 year member and no longer have to pay Union dues. Currently we have approximately 140 members who no longer have to pay dues as they have reached 50 years of Union membership.

When you start your employment with the City in ATU 569 main you will be assigned into one of 3 groups. Operations is Group 1, Maintenance is Group 2 and Security is Group 3. The day you enter a particular group will



be your group seniority. This is the most common use of your senior as it decides the shifts you can select and when you can select your vacation.

Finally, when you apply for a promotion within our Union it is your group seniority that is used in the job selection process. What is important

to remember is that seniority is only used to break a relative tie between two candidates. For example, if you are a Group 2 employee applying for a Group 1 job and score much higher than even the Group 1 employees you are entitled to the job. The Group 1 seniority would only apply if both

candidates were relatively equal.

I think I have captured most of the many ways seniority can be implemented in our contract. I hope this sheds some light on its many uses.



## Red Deer Transit Join ATU 569

Bob Relkov

**It was just over three years ago that** the members of Red Deer transit joined the ATU 569 family. It was the first time we were part of a City Transit Union and the positive change was unmeasurable.

We immediately notice the difference in both how we were welcomed into our new local but also the incredible support available to us from our executive team our President and Vice Presidents (VP).

We began a new chapter and began to address issues that were a challenge to our members. Overtime, increased discipline and scheduling were our focus soon after becoming 569. We began to see a difference in our grievances. We were successfully seeing suspensions reduced and, in some cases, removed. We faced our biggest challenge with the overtime process that was unfair to our members. With the support of Daryll Miller VP of Operations helping us we successfully grieved the overtime process and won a settlement for our members.

Soon we had our first arbitration case for a member who was terminated. Due to the pandemic the case took two years to complete and was successful, our member was returned to work and was made whole. This case and the successful grievances began to change our workplace for the better. It was an incredible learning experience for our entire Red Deer Union team.

Most recently we negotiated our first collective agreement with ATU 569. It was a long process that required many meetings and mediation after a breakdown in the negotiations, but we finally agreed on a new contract that had one of the most significant articles added to it. The article guarantees full time positions to be created immediately after any part time operators work an average of 37.5 hours a week over a three month period. John Callahan International Vice President was part of our negotiation team and called the new article "a legacy article" it was that significant.

The first three month period ended May 29, 2022, and resulted in the creation of eight new full time positions which were filled June 11/22. This was a welcome change after a long two years of pandemic reductions, lay offs and Covid terminations. We are looking forward to more exciting times in our ATU 569 home!

### UPCOMING EVENTS

#### Regular Membership Meetings

September 27, 2022 10:00 am & 7:00 pm

October 25, 2022 10:00 am & 7:00 pm

November 22, 2022 10:00 am & 7:00 pm

Union Hall 10540 - 108 Street

### ECECAF - Bursury Applications

Are available at the Union Office or visit the ECECAF website: [ececaf.ca/forms](https://ececaf.ca/forms) for the guidelines and application forms.

Fall (September) term applications are to be submitted between receiving marks in December and March 31

Winter (January) term applications are to be submitted after receiving marks in April and by July 31

## ***Congratulations to the Following Retired Members (2019 – 2022)***

Norma Adcock	Rebecca Charette	Leah Haynes	Seth McKenzie	Mark Smith
Dennis Amato	Robert Chenard	Wilfred Hengeveld	Thomas Meyer	David Sparrow
Ian Armitage	Joe Chodzicki	Darryl Holts	Timothy Mireault	Richard Stawnychy
Emil Arndt	Lester Cox	Paul Hubben	John Mombourquette	Brian Stayko
Antonio Arnieri	Vince Cristello	Norman Hyrve	John Moyes	George Stewart
Philippe Arpin	Charles Cuff	Yvette Innes	Terry Newton	Llyn Stuart
Mark Asselin	Douglas Cummings	Tom Jablonski	Thomas Norris	Gary Sywolos
Colin Asselstine	Elston Cutrell	David Kalberg	Allan Nugent	Randolph Tabler
Gurdev Atwal	Gordon Dahl	Joseph Karanjia	David Okopski	James Takuski
Amarjeet Aujla	Victor Daly	Ken Kelly	Marvin Ostapowich	Durward Thomas
Dennis Barabash	Myron Danyluk	Jeff Kembel	Chevor Owen	Allan Thornton
David Barnard	Douglas Davey	James Kennedy	Ajwinder Pataria	Roxanne Tipper
Karen Barnard	Eileen Delorme	Dale Kittle	Taras Pawluk	Shane Tomkins
Wilson Benjamin	Jim Dermody	Herbert Klein	Kevin Perry	Dale Trynchuk
Graham Bentley	Peter Desgranges	Curtis Kopp	Gordon Peterson	George Van Der Velde
Christopher Bere	Baljinder Dhaliwal	Dean Kostal	Robert Pook	Marc Vasey
Richard Berezanski	Shari Dixon	Walter Kruhlak	Kate Porter	Chester Wasylkiewicz
Robert Bergey	Chuong Do	Kathryne Kuhn	Phillip Postnikoff	Glen Watson
Richard Berry	Norman Dorey	Dean Kulhavy	Denis Proulx	Lorraine Watt
Edwin Betke	Derek Drynan	Randy Laderoute	Alain Rancourt	Sandra Wells
Ed Biciunas	Frank Dyer	Dennis Lagoutte	Barry Ratuszniak	Ahmed Wenn
Nancy Blackwood	Georgina Eccleston	Ron Lakusta	Billy Rhicard	Marlin Wilkinson
Dennis Bodnar	Douglas Finlayson	Joseph Lau	Allen Richard	Robert Williams
Raymond Bodnar	Sheila Fithen	Marwynn Laursen	Robert Rodgers	Carnel Wilson
Harold Brookhart	Rodney Fuechtman	Claude Lessard	James Ross	Wilma Wobben
Nigel Bruce	Brian Gauley	John Lyons	Kevin Rowe	Robert Wolf
Robert Buchanan	Vernon Goerz	David MacDonald	Ernest Russell	Ron Wollenweber
Richard Buksa	Mary Goodin	Alex MacKenzie	William Saban	Elton Woo
Kenneth Butler	Stephen Gorman	Peter Mak	Valerie Sargent	John Young
Bruce Cadieux	Jean Grant	Phil Malin	Patrick Scorch	Reginald Young
Augustin Calotes	Andrea Grywul	Dino Marrazzo	Shakeeb Seifeddine	David Zarft
Brian Carlson	Lawrence Habiak	Carolyn Martin	Barry Shaw	Jan Zwiggelaar
Gordon Challman	Allan Harvey	Jorge Martinez	Barry Simpson	
Dennis Chambers	Sandor Havas	Bruce McCook	George Smith	

## ***In Remembrance of Our Deceased Members (Dec 2019 – June 2022)***

Ian Adams	Henry Dumont	James Hansen	Ajit Parmar	Gregory Swim
Gerald Berg	Mario Filice	Cory Joudrey	Ravinder Pathan	Judith Takuski
Charanjit Bhathal	John Findlay	Philip Klein	Darryl Peters	Kenneth Taylor
Alexander Bidniak	Vasile Firu	Richard Kurtz	Alan Sather	Lois Tessier
Joe Calado	Scott Foster	Roger Landry	Alan Scholey	Mike Toma
Gordon Christie	Bonney Gaalaas	Patricia Levelton	Andy Schwehr	James Turner
Roy Craik	Peter Gerling	Dwayne Locke	Harvey Seagrave	Jim VanderZonBrouwer
Robert Deshaies	Brian Goodin	Norman McNeil	J Sedha	Guru Datt Verma
Sikander Dhaliwal	Douglas Gould	Cathy Musslewhite	Donald Serna	Donald Way
Bob Dittrich	Howard Hallett	William Ogonoski	Darrell Smith	Russell Williams
George Dolynchuk	Harry Hammond	Cameron Olson	Richard Sorensen	Nick Wiwad
Robert Duiker	Murray Hanchard	Jessee Palmer	Donald Sutton	Alexandra York