

International Union of Operating Engineers Local 115
4333 Ledger Avenue
Burnaby BC V5G 3T3

April 18th 2007

Ronald Malange
130 Mundy Street
Coquitlam, BC V3K 5L8

BY FACSIMILE (# 604-473-5235)

Sirs:

Further to a registered letter to you from Ron and Jim Malange, dated March 22nd, 2007, concerning, "Comments published by you regarding us at page # 76 of your publication, "Firing Iron 2006"", accept this communication as supplementary to that letter.

To quote some of the comments you published concerning me and my brother Jim under the heading, "**The Future in Mind**" in "Firing Iron 2006", inferring of course that we had been 'stumbling blocks' to any positive future developments within the local union or similar inference, those comments follow: "**Management of the Local's new Health and Welfare Plan had not gone smoothly, and its first administrator, Ron Malange, was discharged in 1971 by the board of trustees.**"

That statement, standing alone as it does, is part of a truth which misrepresents and distorts the facts, it implies there were deficiencies or, otherwise, problems respecting the management of the Health and Welfare Plan at that time and that its administrator, Ron Malange, was somehow responsible for them or similar inference(s).

Had you been disposed to show some objectivity, impartiality, balance and, most importantly, the truth, concerning this matter, and we question your motive(s) in publishing anything about it in the first place, in the interest of 'accuracy' and 'truth', you may have published, if you perceived the matter to be genuinely significant at all, that: "Ron Malange was terminated and replaced, by the board of trustees in 1971, with a non union employee, after the board had unilaterally and arbitrarily terminated a key senior employee in the plans' administrative offices, Mrs. Sherry Bell, the office manager. Ron immediately reinstated her and notified the board in writing accordingly whereupon the board terminated him".

You may find it significant that my non union replacement, referred to above, came from an organization in which former union business manager, the late Fred Randall, was a director in addition to being a trustee of the board that 'discharged' Mrs. Bell and me.

Mrs. Bell, as I, had no desire to return to her job, she wanted to get on with her life and did not grieve this ignoble act, although she had every right and justification to do so but, through lengthy persuasion of her and her husband, I convinced them how important it was for her to return, even for one day, in the interest of staff morale and my commitment to support them even though I well knew it would probably cost me my employment, and that is what happened. Mrs. Bell returned for a day or two as I recall until I was terminated at which time she departed.

An ignoble act by so-called "brother union members" to be sure, particularly the action against Mrs. Bell, who was also a member of a trade union and a consciences, dedicated, competent, able and knowledgeable colleague, as were all the other members of our staff at their respective duties. Mrs. Bell, to her credit, was not devastated by the board's ignoble act. She understood it for what it was; a spiteful, malicious, vindictive act of vengeance against me to poison the working environment and high morale she and I had purposefully created and nurtured in our work place. We both understood this ignoble act was prompted by the late Fred Randall's, hereinafter Randall; enmity toward me because, I assume, I refused to become one of his groveling sycophants or parasitic toady. Likewise, with respect to elements of brother Jim's relationship with the incumbent business manager in 1974 and his executive board colleagues, including Randall, that you published about him in, "Firing Iron 2006".

This, despite an independent consultant's report, commissioned by the board of trustees in May 1970 and presented to them in June 1970 as, "**Strictly Private & Confidential**". Throughout the report, it is indicated the trustees had quality design and administration of the Plans and a competent, knowledgeable, highly motivated staff who had been retained to administer them.

Randall appeared to be more determined than ever to sabotage the administration I was responsible for after the report was presented and received by the board of trustees.

The independent consultant's report, referred to, is known as, 'THE LAING REPORT', named after its author, Mr. Crawford E. Laing, who was commissioned by the board of trustees to, among other things, "**carry out a review, analysis and appraisal of the overall administrative systems of these two Plans**".

Published in 'THE LAING REPORT' are the following statements under the heading: "**OFFICE SYSTEMS AND PROCEDURES**" to quote, "**In the course**

of our research into this aspect, we have had the utmost cooperation and assistance from all members of the staff. Both Mr. Malange and Mrs. Bell were very conversant with all aspects of the work in detail and we are satisfied that they are both able and competent at their respective levels and not dependent unduly on each other – although they work best as a team. They did not have a flow chart of their internal office system but we were able to draw one up quickly with their help and this contributed greatly to understanding clearly the various processes and the functions of various members of the staff. This is attached as Appendix 'C'.

Copies of all forms were supplied and explained in detail and I must say I am impressed with the care and thought that has gone into the design of the forms as well as the in-built controls of the whole system. These match the care shown in the design of the Plans and the handling of records, enquiries, remittances etc. etc. Some part of the high level costs is caused by this striving after absolute accuracy, and difficulties in the past have been due mainly to dissatisfaction with the quality of the data preparation by outside agencies."

One of the "outside agencies" referred to here is the same one that Randall was a director of as explained in the first paragraph on page # 2 of this letter. In discontinuing its data preparation services, after our many appeals for them to improve it, we obviously got some 'noses out of joint'. Nevertheless, we considered our primary duty and responsibility was to provide efficient, accurate, timely information and service to the members and beneficiaries of the plans we were charged with administering and the organization of which Randall was a director could not 'cut it' to our specifications.

It is also stated in the 'LAING REPORT', the following: **"We have been impressed throughout the study with the willingness to cooperate shown by all members of the staff, and we must congratulate the Trustees on the sophistication shown in the day-to-day administration of the Welfare Plan as well as on the soundness of the planning that has gone into the design of both Plans."**

Further on in the, 'REPORT', it is stated, with reference to its administrator, Ron Malange, the following; **"he has some solid achievements to his credit. He has helped the Trustees to develop an excellent Welfare Plan, maintained service to the Plan and the Members through many difficulties, has kept around him an intelligent and loyal staff with very little turnover"**.

There had been no turnover of administrative staff prior to Mrs. Bell's ignoble and unwarranted discharge.

Again, published in 'THE LAING REPORT', under the heading, **"DUTIES"**, is the following: **"We asked Mr. Malange to complete his own Job Specification to help us to identify any problems in his concept of his duties and**

responsibilities. The result is shown in Appendix A along with the Job Specifications of the remainder of the staff. It is a good appraisal of the needs of the situation and shows a clear understanding of the overall nature of the chain of responsibility and the powers of delegation vested in the Trustees.

A considerable degree of responsibility, integrity and leadership are required and so far as the Welfare Plan is concerned the results amply prove his competence in these areas. He has a happy and loyal staff, they are well-treated – almost to a fault – but the extra expense will be well repaid in saving of retraining expense and upheaval due to turnover. In this kind of operation the quality and dedication to accuracy of the staff are of immense importance and it would be difficult to question the wisdom of his policy in this respect.”

The report was submitted in June 1970 and signed by Crawford E. Laing with the following designations indicated: **“Fellow of the Canadian Institute of Actuaries; Fellow of the Faculty of Actuaries; Associate of the Institute of Actuaries and Associate of the Society of Actuaries.”**

I submit that: I was not given access to ‘THE LAING REPORT’, by the trustees who commissioned it, nor did they ever refer to it in my presence, because, I assume, of the positive statements published concerning me and the fact of a competent, able, highly motivated, dedicated and loyal staff, most of who Mrs. Bell had recommended be hired, is expressed or inferred in the report.

Further, regarding ‘THE LAING REPORT’ commissioned over 35 years ago, or any Independent Consultant’s Report for that matter, I suggest there has never, in the 75 year history of the local union, been commissioned another report relating to any other matter or involving any other senior manager or employees.

With reference to the **“many difficulties”**, referred to in ‘THE LAING REPORT’, the most significant and onerous ones were created, from my personal perspective, knowledge, experience and close observation, by an overly ambitious, aggressive, disingenuous, devious, self-serving, egotistical, hypocritical, supercilious, arrogant, opportunistic asshole of a union officer, business representative and trustee of the plans, namely, Randall. He gave my staff and me the impression that he expected me, as the administrator of the plans, to be accountable to him personally for their administration. Our sense was that Randall had appropriated, or was endeavouring to, the authority of the board of trustees as a whole and, in effect, was trying to run a one man show with me and my staff his relegated flunkies answerable to him.

Randall either dazzled or intimidated a majority of the board of trustees or both by overwhelming them with his overtly, “bull in a china shop” approach, his ‘little brief authority’ and his aggressive, manipulative, devious, reactionary, dictatorial

style, particularly his malicious, libelous, manipulating politics, including flattery to 'stroke' big egos if he felt it was advantageous for his purposes.

His 'malicious, libelous, manipulating politics' is prominently displayed in Mr. Laing's comments regarding, **"factors which led you to consult outside specialists"** after he had outlined his **"terms of reference"**, which **"terms"** Randall was prominent in developing and is indicated in the report. Consequently, one **"factor"** at least had his filthy, ugly, malicious, libelous, aspersion(s) stamped all over it. Mr. Laing obviously ignored the particular **"factor"** I allude to in his report. Presumably, he appreciated the potential serious legal implications and consequences relating to libel, for him and his organization, and wisely did not comment in his report on this potential bombshell.

Had I had access to this information at the time of my termination, the damages paid to me, out of court, would have been substantially greater than they were.

Ironically, I accepted a relatively low sum regarding the out of court settlement I agreed to in order to quickly put this shameful matter behind me and over thirty five years later, when I'll be into my 83rd year after July 2007, I'm confronted with it again through your 'failure of leadership', ignorance, pettiness, spitefulness etc.

SHAME!

It's almost certain that; had 'THE LAING REPORT' stated or indicated any significant failures or problems regarding the administration of the Health and Welfare Plan and/or the Pension Plan, that too would have been published in your "Firing Iron 2006" as well as having been published in "The Operating Engineers News" as was Randall's diatribe of libel against brother Roland Jean of Prince George BC in 1984, referred to in our March 22nd, 2007 letter.

A typical example of Randall's disingenuous, self-serving character is evidenced in his testimony, as a defendant, in the Supreme Court action that brother Roland Jean prosecuted on his own behalf, again referred to in our letter to you of March 22nd 2007, namely; to quote his testimony from the court transcript: **"And you know the court cases we've been through. You've had a person sitting here who we spent seventeen days in court with in Kamloops, and the judge finally threw the thing out of court."** That testimony is a blatant misrepresentation and distortion of the facts. The case he was referring to was a BC Supreme Court Matter (Docket: Kamloops 6686). There was a judgment rendered in the case, which was appealed by the plaintiff to the BC Court of Appeal (CA 003962) and was subsequently dismissed due to the fact that he was unable to provide the books necessary, due to costs, for his appeal. He, like brother Roland Jean in Prince George, was financially strapped and represented his own cause in the BC Supreme Court against two lawyers defending Randall et al.

With reference to the statements you published concerning my brother Jim for the period 1971-1974; he felt and observed, as I did, that the local union's elected business manager and a majority of its executive officers were acting as Randall's procurators, consequently, in order to run against Randall's authority and influence; in the union election of 1974, Jim was obliged to run against the incumbent business manager, Randall's senior most powerful procurator.

Thus, the situation cited above that contributed to brother Jim's change of attitude toward colleagues on the local union's executive board and, particularly, his attitude toward the incumbent business manager, who was, concurrently, chairman of the board of trustees of the Benefits Plans, and whose 'failure of leadership' was obvious in not using the constitutional authority vested in him, to 'yank Randall's chain' and slow him down regarding the "Bull in a China Shop" approach he employed in his quest to expand and glorify his career and 'little brief authority' without regard for its consequences.

All this to the detriment and frustrations of other local union officers, staff and the union's general membership. Subsequently, Randall was appointed business manager of the local union in 1980 with the support of the retiring incumbent business manager and a compliant executive board.

Randall's ruinous ten year regime, beginning in 1980, is evidenced by at least three BC Supreme Court actions, possibly more, involving him in each case and in at least two cases, Jack Whittaker, elected union president in 1974 and a personal acolyte of Randall's, in addition to numerous questionable internal local union 'disciplinary actions' involving both Randall and Whittaker. Our recollections of general details here we believe to be accurate.

To the big "I AM", his over inflated ego, hubris and ambitions were the only things that mattered and the 'responsible highest ranking officer' of the local union and the benefits plans, with the authority to end these travesties of appropriated authority, let it prevail.

Accordingly, the facts mentioned above and the obvious total submission and fidelity of the executive board relating to Randall's personal ambitions and agenda was the authentic reason and explanation for Jim's changed attitude inferred by you in the misleading information and inferences you've published concerning him in "Firing Iron 2006".

Again, and in consideration of the fact that we could find no other negative, untrue statements or insinuating, snide, libelous inferences about anyone else published in "Firing Iron 2006", we can only conclude that, your "dominant motive" in publishing the misleading half truths, aspersions and blatantly untrue statements you did was to continue a decades old Randall vendetta by making us 'whipping boys' through your evil deed of demonizing us.

We note, as far as we can recall, being active members, officers and staff of the local union over many years from the early 1950's, there were never any court actions involving local union members, either as plaintiffs or defendants, or the local union, its officers or one another prior to Randall's, aided by his personal acolyte, Whittaker, ruinous regime. Whittaker, you may know, became known as, "Hanging Judge Whittaker" to many members because of his propensity to levy inordinately heavy fines in his constitutional role as local union President and, accordingly, 'Judge' in passing sentence, at internal union trials. Many, if not all, in our opinion, being "Court of Star Chamber" style proceedings, as part of Randall's effort to stamp out all opposition to his autocracy. Indeed, a classic example of abuse of power by two moral and mental midgets and their, "rule by divine rite", mentality.

There were, as we recall, more internal union disruptions resulting from questionable charges and trials, including executive board actions or quasi trials of members who had been 'charged', through questionable claims of wrongdoing or actions and directed to appear before the executive board, during the ruinous Randall/ Whittaker regime of the local union than in any other period of its 75 year history. This is evidenced by local union and executive board meeting minutes, correspondence, court documents, supreme court transcripts and the union's publication, "Operating Engineer News".

It may interest you to know that it was the late brother, Fred King, the designer, implementer and the first administrator of the local union's 'training and apprenticeship plan', we first heard characterize Randall as, "a bull in a china shop". We could not disagree with that characterization of him by the late brother King, it is truly apt.

In addition to the late Brother King's accurate characterization of Randall, the local union became known as, "The Randall Corporation" or "The Family Business" and is, to this day, referred to by some members that way. Other sobriquets members, staff and others used to describe Randall over the years, are: "Hollywood Fred", apparently he was 'baptized' that by the female office staff at the Vancouver Labour Council offices shortly after he was hired as a business representative by the local union which required his interaction with that body: "The Boy Wonder", 'baptized' that by the late brother Ralph Johnson, executive board and staff member of the union, approximately one week after Randall was hired as a business representative by the local union in the 1960's (Ralph was, obviously, more attuned to his character and burning ambitions than most at that time and instinctively perceived potential problems with this guy). Randall is still referred to as, "The Major Shareholder and CEO of the Randall Corporation" and, since he, as the local union's 'Head Honcho', put his son on its payroll in the 1980's or 1990, they became known as, "Dad and the Lad", 'baptized' that by a union member presently employed at the trade who I shall not name at this time.

With reference to "The Lad"; we wonder if there's any significance in the fact that he was a member of the four member "Firing Iron 2006" committee of executive officers responsible for publishing the libellous inferences and aspersions relating to both brother Jim and me, or, as a trustee of the benefits plans where Jim, over a number of years, has been unable, through numerous written formal inquiries, to obtain any meaningful information pertaining to certain real estate transactions and investments of our pension plan. Particularly a real estate development on Bowen Island, located in BC's Howe Sound, involving property in Hawaii that's been confirmed by the Pension Standards Branch of BC's Ministry of Finance.

The only information he has been able to obtain so far regarding this matter, from what we consider to be a reliable and credible source, is: We understand, through failure to do his duty of 'due diligence', which was his responsibility, regarding the real estate development referred to, a ranking union officer and Randall disciple, employed as the Real Estate Investment Manager of our Pension Plan, was responsible, through his dealings with a shady third party, of having our Pension Plan scammed for between four (4) and eight (8) million dollars in the 1990's.

Notwithstanding that, we have not, to date, learned if an "independent consultant" has been commissioned by the board of trustees to look into this matter and report accordingly.

To conclude, it is our observation that the local union will destroy itself from within, eventually, unless it finds a cure for its pathological 'Randall syndrome' and buries his legacy of slime-ball politics and ignoble conduct that's displayed and, on 'The Record' so to speak, namely; the relevant publication, "Firing Iron 2006", 'THE LAING REPORT', 'Various Union and Executive Board Meeting Minutes', 'Operating Engineer News', 'Court Documents and Transcripts'.

A phone call to either Jim or me, prior to your Randall style, "bull in a china shop" approach and recklessness in publishing the comments you did about us, would have clarified matters and, possibly, avoided the necessity of us having to strive and correct the record due to your total reckless disregard for accuracy and truth relative to what you published. All in the interest of our endeavour to salvage some part of our characters, reputations and integrity that you've besmirched.

The fact that you would not "Let Sleeping Dogs Lie" after more than 35 years still surprises us but we understand the mentality, stupidity and motive(s) behind it all!

It was your gross stupidity and continuing 'failure of leadership', at both the Local Union and the Firing Iron 2006 committee level that, by publishing your misleading half truths, libelous inferences and negative connotations about us, marred an otherwise credible publication in tribute to past members of the local union commemorating their contributions to the aspirations of working people.

Your shame alone, in sullyng what is otherwise homage to former brother officers and members of the local union, through your pettiness, narrowness and ignorance, proven by the slurs you published about us, in addition to your obvious lack of intellectual and moral integrity, should have persuaded you that an apology was due, at least to the union's general membership, including the Officers of The International Union of which one of you is an incumbent, and most assuredly the sponsors, many corporate, who helped fund the Firing Iron 2006 project in good faith. Your abuse of their good faith and funding by indulging in ignoble, inappropriate, conduct, apropos Ron and Jim Malange, certainly gives cause to question your discretion, responsibility, intelligence and leadership, not to mention common sense, in carrying on the Randall style vendetta against us through the medium of Firing Iron 2006.

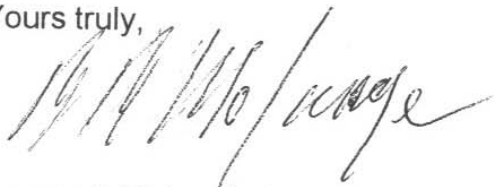
In any event, the comments you published about us at page # 76 of "Firing Iron 2006", does no credit to you, your offices, the local union and its membership, past or present, the values you profess to represent and the International Union to which the local union you represent is affiliated, including its officers, not to mention the sponsors whose good faith and funding you've abused.

We both feel that; had your conduct in this matter, or much less, been carried out during the Randall era by rank and file members who were not known supporters of that regime, would have brought the wrath of the "Hanging Judge", through manipulated politicised trials, down on them and the possibility of a loss of their union membership and consequently their livelihoods in a 'closed shop' industry.

Further, with reference to our letter of March 22nd. 2007, we note you've made no effort to contact us and discuss issuing an apology or, otherwise, discussing a resolution of the matter, with a view to mitigating the damage you've done to our reputations, credibility, integrity, characters, etc. through your reckless and irresponsible conduct. A cowardly 'low blow' indeed!

Your failure in that regard however avails us the opportunity to 'set the record straight' concerning us, in addition to other local union events and actors, through the dissemination of any information available to us, including copies of all relevant correspondence, under the doctrine of fair comment.

Yours truly,



Ronald R Malange, for both.

Pc: International Union of Operating Engineers,
1125 17th Street, NW,
Washington D.C. 20036