



# PIPED-IN



*Jim Noon*

**Jim Noon**

Business Manager  
Financial Secretary

**Stefan Plusa**

President  
Union Representative

**Gord Wickett**

Vice President

**Darren Vaux**

Training Director

**Jan Lageri**

Office Manager

**Haylee Downey**

Apprenticeship Training



## Business Managers Report

Dear Brothers & Sisters,

As we enter fall 2021, we continue to live with the pandemic. I may have been overly optimistic in thinking we would have been back to a somewhat normal life by now. The fourth wave has been the worst by far and I am happy to report we have not lost any members to this virus. I understand everyone is tired and frustrated but we need to continue to follow the protocols of our Provincial Health Officer if we are going to get through this pandemic. I believe that once infection rates drop our economy will be able to fully re-open. We continue to see construction flourish here on the island. We are, however, dealing with a supply chain issue for materials and equipment which could delay some of our projects. The growth of our membership is going to be crucial over the next couple years. We have members retiring and the increase in construction work will test our abilities to supply all work fronts. The construction sector has been volatile as we saw our unemployed numbers increase to 25% at the beginning of the year and now we have less than 10% unemployed. We currently have 1051 members including 260 apprentices. Based on current projections we will need to increase our membership by 5-10% over the next year. Overall, our union is in excellent shape, and I look forward to continuing to grow our market share in all sectors throughout the island.

In August, eleven Local 324 delegates attended the UA Convention. All Canadian delegates attended the convention in Calgary due to the Covid protocols in the US. Delegates attended the weeklong convention to debate and vote on changes to our UA Constitution. One of the many resolutions passed includes no increase to our membership per capita for the next 5 years and 40 - 49 year members, who are retired, will have dues reduced to \$10.00 per month. This will take effect January 2022. During the convention, I was elected as the Vice President of District 6 Canada which includes a position on the General Executive Board. I am truly honored to be elected to such a prestigious position within the UA and look forward to representing the UA Canadian membership.

I recently attended meetings with the British Columbia Infrastructure Benefits (BCIB), which is a crown corporation, to discuss Community Benefit Agreements (CBA's). It has now been confirmed that the new Cowichan Valley Hospital will be the first vertical construction CBA in BC. This project is more than 495,000 sq ft with 204 beds. The estimated budget for this project is \$887M and is anticipated to start in 2022 with completion in 2026. The BC Government is also expected to break ground in 2022 for the British Columbia Museum Collections & Research Building in Royal Bay. There are also plans to redevelop the downtown Museum. The total estimated cost of both museum projects is \$600M. These three major projects will provide work for our members for many years.



## **Business Managers Report (cont.)**

In June the Federal Government announced the National Day for Truth and Reconciliation. This day honors the lost children and survivors of residential schools and their families and communities. As per our UA 324/IMIRA collective agreement we now recognize this day as a new statutory holiday. We discussed this new statutory holiday with our contractors and requested an increase to our statutory holiday percentage to reflect this additional day, but the contractors denied our request.

### **Multi-Story/Commercial/Institutional Sector**

Most of our work is within the multi-story sector. We continue to see an influx of new condominiums being proposed and built especially in Greater Victoria. Low interest rates and a lack of housing continue to fuel the housing sector. There has been a slow down within the Commercial construction sector. I believe e-commerce has slowed down the need for brick-and-mortar buildings. The institutional work remains busy with work secured in our local schools, colleges/universities, and hospitals.

### **Shipyard Sector**

We are starting to see work pick up at the Victoria Shipyard. Members are currently working on the Queen of Alberni BC ferry. We will see the Tote Ship Midnight Sun arrive Dec 13th through Jan 27th. This is exciting news to be on the leading edge of converting a large vessel to LNG. We are also working on a 16 month refit on the HMCS Regina. I believe we have an opportunity to become the shipyard where all vessels could convert to a cleaner fuel. Work continues on the Victoria Class submarines. The HMCS Corner Brook left Nov 3rd and headed over to FMF Dockyard to continue commissioning work. HMCS Chicoutimi left the dry dock on Nov 5th. Work will continue until spring 2022.



*Bro Andrew Finlay (L) & Bro Chris Ewing (R)*

We are still waiting to hear about potential work on the HMCS Victoria.

### **Industrial/Fabrication Sector**

This past summer members completed work on the Catalyst Pulp mill's water pipeline that included 6 spreads in 3 different locations. Also recently completed was an upgrade at the Shell Fuel Tank Farm at Bare Point. Co Gen mechanical has been extremely busy fabricating for local infrastructure projects on Vancouver Island and for Seaspan in Vancouver.



*Bro. Scott Whitehouse*

### **Service Sector**

Our market share continues to increase in the plumbing & sprinkler service sectors. The number of members working in these sectors has doubled over the past two years. It is important that our signatory contractors service the projects we build. The union is currently working with the National Sprinkler Industry JTAC on establishing a data base to register all Local 324 service sprinklerfitters. Each member will receive their own stamp which will identify their names and certifications. This will provide local Fire departments the required credentials from each inspection.

In closing, I am thankful to each and every member for your hard work and dedication to our union and for providing essential work each and every day. I wish you and your family a safe holiday season and let's hope for a prosperous New Year!

Fraternally Yours,  
**Jim Noon**  
UA Business Manager



## Dispatch/Recruitment Update

The number of members on the unemployed list has slowly started to decline over the last few months. The outlook for December and into the New year for employment is good. The Commercial /Institutional sector has seen steady employment with dispatching slowly outweighing layoffs.

There is a large dispatch pending for Pipefitters and Welders at the Esquimalt Graving Dock. The Tote ship is returning and with the number of workers required, we will see opportunities for our Plumbers and Sprinkler fitters to be hired. Please let me know if you are interested in this project, as it will run for approximately six weeks of 6-10 hour shifts, starting December 13th.

This year we have seen shutdown work in Alberta with Local 488 and

on the mainland with Local 170. We currently have 11 Pipefitters working in Kitimat on the LNG project. Dispatching should increase by spring. Our relationship with Local 170 has allowed us to easily facilitate dispatching for work on the mainland due to the BC First policy.

The office has been steadily recruiting new members, both apprentices and journeypersons. We have been advertising on the radio, and responses have been steady. It is important for all members to ensure they have the online WHMIS, Fall Arrest and Confined Space courses. Please contact the hall if you require any of these courses.

**Stefan Plusa**  
Union Representative  
stefan@ualocal324.com



*Sister Randelee Lee Thomas*



## Recently Secured Projects

The demand for condominiums and apartment projects have created many opportunities for our members. There is no slowdown in sight at the moment which is great news for our members. Following is a list of some secured projects.

PC Urbana 152 unit, Salish Sea Aboriginal Housing 28 unit, Michigan Town homes 24 units, Belmont 4 & 5 200 units, Triway Housing 58 units, Trilogy 3 46 units The MOD 15 story 130 unit, Haven Condo, Nest Condo, Spencer Middle School, Bamfield School Upgrade, Cowichan Secondary School, Amazon Warehouse, One Bear Mountain 207 units.



*Sister Emily Schmit*

## UA Local 324 By-Law Submissions

Bylaws will be read at the December 2021 General meeting and voted on at the January 2022 General meeting. Amendment: Article 1 - Meeting and By-Laws. CL11, The monthly General Meeting shall be held in the City of Victoria BC at a location called by the Executive Board. The Executive Board shall have the authority to schedule a virtual General Meeting where an in-person meeting is not practical.





## Training Report

**T**he Joint Training Committee has been active this fall, and it is a pleasure to be able to once again serve our membership with quality training and upgrading opportunities.

Back in September, we were able to host our first training session with the **Total Robotic Station** equipment. Brother Alasdair Reid did a great job running our initial course and we hope to initiate some of the feedback we received to enhance the next offering, likely spring 2022.

In October, we held **Cross Connection Control Recertification** training and examination sessions that were held exclusively for 324 members only. These sessions were very successful, and we hope to offer additional sessions in the spring and fall each year. Information will always be updated on the 'training courses' area of our website.

For members who need to get certified or recertified with BCWWA but are unable to attend these UA only sessions, contact Camosun College for additional training offerings and test days. \* Please note that all Camosun College sessions have a fee that the member is responsible to pay.

In October, we started two NAUSC (National Association of Union Schools and Colleges) courses. **NAUSC Inspection Testing and Maintenance** for water-based fire protection systems and the **NAUSC /CSA Medical Gas Installers Certification** program. These courses are being held at Camosun College Pipe Trades on Saturdays and both courses will complete in mid-November. These are being taught by brothers Alasdair Reid, Andy Wilson and Ron Perkin and each course has been well attended by our members.

Starting December 1, 2021, we will offer the **Steamfitter/Pipefitter Red Seal Preparation Course**. The course will be held Wednesday evenings and Saturdays at Camosun College Pipe Trades. This course spans over 20 weeks of intensive study and is a serious commitment. Many of our UA 324 instructors have also made

the dedication to help teach this course to our Membership. Please see our website for more information.

Also in 2022, we intend to host a **NAUSC Supervision Level 1 Certification Course** for five Saturdays starting February 26. This course has replaced what was formally called the "Foreman" course.

This Supervisor Level 1 course is a prerequisite to the NAUSC Supervisor 2 that we hope to offer in 2023. Brothers Dave Small and Derek Meadows will participate in teaching this class. More information is available on the website.

Please be advised that priority will be given to members who immediately require this training for their scope of work. As classes fill beyond capacity (typically 12 or 16 students per course, depending upon course requirements) we will populate new offerings as needed. If courses do not reach the requisite minimum number of participants, we will postpone the course until the next offering.

On behalf of the Vancouver Island Piping Industry Joint Training Committee, I would like to wish all our members a Happy Holiday season and all the best in 2022 for you and your families.

**Darren Vaux**  
Training Director  
UA Local 324  
darren@ualocal324.com



*Darren Vaux*



## Entertainment/Events

The UA 324 Charity Golf Tournament was held on September 25th at Olympic View Golf Course. We had 72 members in attendance, and everyone had a great time. The winning foursome shot a 69! We raised \$2500 which will be donated to the Canadian Mental Health Association.

Due to the ongoing pandemic and the health and safety of our members and their families, **the Children's Christmas Party will not be held again this year.** The annual Mount Washington Ski trip date will be announced on our website and Facebook in early January 2022.



*Winning Foursome  
L to R Brothers Derrick Gill, Matt Lawson,  
Steve Hiscox, Jacob Ash*



*Brother Brian Jarvis*



*Brother Joe Bell*



*Brother Mark Savage*

## Financial Literacy Workshop

In October, we ran a Financial Literacy Workshop at the union hall. We had an instructor from Camosun College who delivered an excellent workshop. Some of the discussion items included, Health Habits For Financial Well-Being, Constructive Versus Destructive Debt, Saving And Investment Strategies, Personal Tax Planning, and Planning For Retirement. We will be scheduling another course in the new year and encourage members to sign up. If you are interested in attending please email [admin@ualocal324.com](mailto:admin@ualocal324.com).



## Pension Plan

Our Pension Plan continues to weather the pandemic well. We currently have \$96.4 million in our plan. Trustees review our investments on a regular basis and make changes when/where required. Our investments are diversified in many different markets to help mitigate any risk. We have our pension funds invested in Canadian/US/International Equities, Fixed Income, Real Estate Fund, Infrastructure Fund and Mortgage Funds. I believe we are positioned well going into 2022.

## Health & Welfare Plan

The Health and Welfare Plan continues to remain in good shape. As members may have determined by now, the trustees did not extend the 100% coverage for extended benefits past June 30th, 2021. As the increased coverage resulted in a considerable higher cost to the plan, it was a financial decision to continue to keep the plan well-funded going forward.

With Covid still with us, we understand that members and their families may be feeling overwhelmed or stressed by this or may have other personal circumstances causing concern. The Employee Assistance Program (EAP) is there to help our members and families. The number to call is 1-833-778-2627. The EAP is confidential and at no cost to the members. Our extended benefits plan also includes personal counselling up to a maximum of \$600 per year.

## In Memory

Marcel Bombezin	June 15, 2021	65 years of service
Les Smith	July 3, 2021	66 years of service
Dave Worrall	July 22, 2021	24 years of service
Barry Haworth	July 29, 2021	46 years of service
Karl Polsson	Sept 18, 2021	8 years of service



## UNION HOLIDAYS 2021 / 2022

Christmas Day	Saturday	December 25, 2021 (Monday Dec 27 in lieu)
Boxing Day	Sunday	December 26, 2021 (Tuesday Dec 28 in lieu)
New Year's Day	Saturday	January 1, 2022 (Monday January 3, in lieu)
Family Day	Monday	February 21, 2022
Good Friday	Friday	April 15, 2022
Easter Monday	Monday	April 18, 2022
Victoria Day	Monday	May 23, 2022
Canada Day	Friday	July 1, 2022
Friday preceding BC Day	Friday	July 29, 2022
BC Day	Monday	August 1, 2022

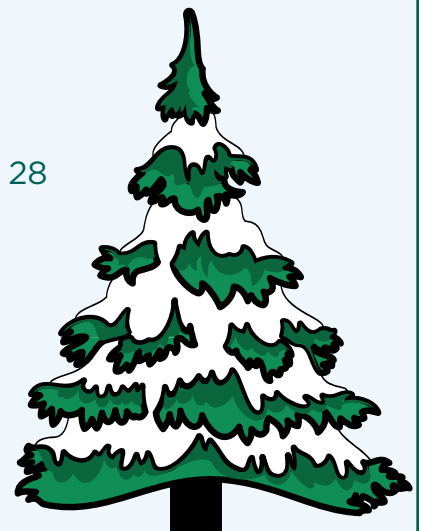
### Christmas Office Hours

The office will be closed  
At noon on Friday, December 24 through Tuesday, December 28

The office will be open  
Wednesday, December 29 & Thursday, December 30

The office will be closed  
Friday, December 31st through Monday January 3rd

We will re-open Tuesday, January 4, 2022





Happy Holidays  
to all our  
Brothers and Sisters



**UNITED ASSOCIATION**  
OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND  
PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA

LOCAL UNION NUMBER 324  
919 ESQUIMALT ROAD, VICTORIA, BC V9A 3M7



Imprint Area  
Member's Name  
and Address