



*Jim Noon*

**Jim Noon**

Business Manager  
Financial Secretary

**Stefan Plusa**

President  
Union Representative

**Gord Wickett**

Vice President

**Kevin Pivarnyk**

Union Organizer

**Darren Vaux**

Training Director

**Haylee Downey**

Office Manager

**Ryan Teeney**

Apprenticeship Training



## Business Managers Report

Dear Brothers & Sisters,

As we enter the end of 2022, there are many things that have returned to normal. However, high inflation and record housing/rental costs are still creating challenges for our members and families. I am hoping we will see inflation rates recede over the coming months which economists and governments are predicting. There is a chance we may fall into a recession by early 2023 but it may only last a few months. On the brighter side we have secured many major projects which will keep the majority of our members busy through 2024. We currently have less than 5% of our active members unemployed at this time. Based on our future labour projections and attrition, we need to increase our membership by at least 10% to ensure we can fill the labour demands.

Back in May we conducted interviews for the position of organizer/recruiter. We had 16 applicants, it was great to see so many interested in the position. After completing primary and secondary interviews we selected brother Kevin Pivarnyk for the position as organizer/recruiter. Kevin is a 20-year UA member and has a diverse background in residential, commercial and institutional construction. Organizing and recruiting new members can be a tough and grueling job to say the least. We need to continue educating potential workers and members about the benefits of joining our rank and file.

We will be sending out new UA membership cards in the coming weeks. Please check once you receive your new card to ensure that your trade is correct, especially if you have just recently completed your red seal certification. If you have an issue with your card or do not receive one, please contact the hall.

## Community Benefit Agreement (CBA)

Back in 2018, the Provincial NDP announced the framework for Community Benefit Agreements (CBA). These Agreements ensure local members can build major infrastructure projects in their communities. Additional benefits include opportunities for Indigenous peoples, under-represented groups and women. The Cowichan Valley Hospital in Duncan will be the first vertical CBA built in BC. The hospital will be 515,000 sq ft and consist of 204 beds. This project is being built on Bell McKinnon Road in Duncan and will employ approximately 130 - 150 members with a estimated budget of \$890 million dollars. Dispatching for this job should start in early 2023.





## New Signatory Contractors

We recently signed Silver Knight Plumbing/DP Plumbing who provides residential / service work and is already employing UA 324 members. Owner Devin Perfect is excited to partner up with 324 and continue growing his business.

Michael Sandwith has taken over his father's business, Sandwith Mechanical. Michael will be pursuing plumbing renovations and institutional work.

## Newly Secured Projects

Proxima 95 units 6 story, Lighthouse 129 units 13 story, Pacific house 66 unit 9 story, Esquimalt Housing 198 unit 6 story, Burnside housing 84 unit 6 story, Winster Road 68 units 6 story, 1025 Kings Road 56 unit 6 story, Legion Langford renovation, Jordie Lunn Recreation Centre Langford, 1468 Vancouver Street 15 story 122 units, 565 Toronto street, 540 West Bay Terrace, Samuel house Shawnigan Lake School, North Island College Student Housing, Telus Living Condo

In closing, our union is one of the most diversified locals across the country with members working in the residential, commercial, institutional, industrial, service and shipyard sectors. We are the highest trained and experienced piping trades professionals on Vancouver Island. Let's build on our 120 year history and create opportunities for future generations! #UA 324 Proud.

On behalf of the Officers and Staff of UA 324, I wish everyone a safe and healthy holiday season!



*Mason Godden*

Fraternally Yours,

Jim Noon  
Business Manager  
Financial Secretary



## Victoria Shipyard & Travel Card Work

Victoria Shipyard looks to be as busy as ever this coming year. They currently have approximately 115 members including 24 apprentices. Going forward we will be looking to increase the number of apprentices and recruit more steamfitters to ensure we can supply the required labour demands for the future.

The North Star Tote Ship will be arriving December 12, 2022 and is planning to run for 8 weeks. They will be offering dayshift and afternoon shifts 6 days a week. If you are interested in this dispatch, please contact the union hall.

Work will be busy on the Frigates as HMCS Regina has been extended until April 2023 & HMCS Calgary will be coming into dock in January 2023. Two cruise ships will also be coming in 2023.

Currently we have 26 members working on travel card with UA 170 at the LNG facility in Kitimat. There is an open dispatch for this project which looks to stay that way throughout next year. Labour demand for this job is high. If any members are interested, you will need to deposit your travel card at Local 170 to take the call.

### Stefan Plusa

Union Representative  
stefan@ualocal324.com



## Organizing and Recruitment

Another year has come and gone, and I can say that things are happening! Over the past 6 months our membership has increased from 1054 to 1075 members. I am excited for the opportunity to work as UA 324's organizer and look forward to growing our membership.

The foundation program at Camosun College continues to turn out top tier apprentices. Our contractors are doing a great job of hiring apprentices and getting them up to speed. When foundations classes are not available, we have been doing direct hiring off the street and working closely with the local School Districts. This will be key to increasing our membership in 2023.

We have been doing a lot of advertising around town which is slowly bringing in non-union members. We explain all the benefits of being part of the union to them and why UA 324 is a good option. Thank you to our own membership for spreading the word about UA 324. We get a fair number of referrals from members about new recruits. Any bit of networking is good and helpful.

Let's hope we continue this positive growth well into 2023 as the work outlook continues at an unprecedented rate.

**Kevin Pivarnyk**  
Union Organizer



*(L-R) Anastasio Gerakios, Dave Snowdon, Zak Hall & Justin McFarlen*

## Entertainment/Events

We held our Annual Charity Golf Tournament on September 24, 2022 at Olympic View Golf Course. We had 76 golfers attend, and everyone had a fun time. We are donating funds raised from the tournament to the following charities, Help the Homeless and Salvation Army's Families in Need. I would like to thank all our volunteers who came out to ensure the event was a success. We are looking forward to next year's event.



*Winning Foursome, (L-R) Steve Hiscox, Rich Gill, Derrick Gill & Matt Lawson*



**Retiree Luncheon**  
Friday, December 16th, 2022  
11:30am-2:00pm  
Legion Branch 292, 411 Gorge Road  
Please call  
(250) 382-0415 to sign up



*Trade Women Build Nations Conference, (L-R) Robyn Hacking, Patricia Hrushowy, Andrea Durdle, Emily Schmit*



## Training Report

Camosun College Pipe Trades remains busy as usual, classes are usually always full with most classes having a waitlist. I'm happy to report that Brothers Alasdair Reid and Darren Hall were recently hired as full-time instructors in the Plumbing department.

The Joint Training Committee anticipates a demand for more training as we continue to grow our membership in all areas. All our available classroom space at Camosun Pipe Trades is currently full.

UA Local 324 training attendance has been strong, and it has been great to see our members coming out to participate in quality training. The JTC has initiated standard training policies that now apply to all UA 324 members who participate in training (either JTC Local training or other training that we support such as Skills BC). These policies are intended to clarify for our members what is supported by your JTC and what is not. We aim to support our members as much as possible to attend the courses we offer.

There are many new training opportunities available for spring 2023. Please remember to check the Training section of our website for training opportunities and sign up once you sign in as a member. All courses will take place at Camosun College unless otherwise noted.

### Recent training highlights from your Joint Training Committee:

We are very proud to announce that Brother Dave Young an Apprentice Plumber, won the UA District 6 (Canada) National Skills Competition. The National Competition was held back in June 2022 at UA Local 853 in Richmond Hill, Ontario. In August 2022, Dave competed in Ann Arbor, Michigan against competitors from 6 other regions from the USA, Ireland, and Australia.



*L-R, Mike Gordon, UA Canadian Training Director, Dave Young & Darren Vaux*

The VIPIJTC and the UA 324 membership would like to congratulate Dave for representing us well under tremendous pressure. His success as a second-year apprentice in this very challenging

series of competitions is a testament to the skills and attributes of our apprentices and the UA contractors they work for.

The UA International's Instructor Training Program was hosted in Ann Arbor, Michigan for the first time since 2019. I was able to attend my very first conference, and it was an amazing learning experience. I attended many classes with other Training Directors from across Canada. Three other instructors attended with me on this trip as they continue their path to achieve the UA Teaching credential. Also, this year for the first time, the UA International funded each Local to send a participant who was identified as a "future instructor" candidate. Sister Laura Veitch was selected to join us, and she was able to attend many classes and various functions at this training event that were aimed at highlighting the benefits of the UA and its training programs.



*Apprentice Plumber Dave Young*

Due to the surge in demand for new apprentices, we held a direct-entry Sprinklerfitter training "boot camp" for a few recent hires. These new trainees were given a condensed set of training days in which they were able to learn about the basics of the trade before they went out to the jobsite. This training was accomplished with help from Brothers Andy Wilson, Sister Robyn Hacking and Brother Evan Fraser. The JTC will continue to train new candidates as needed for direct-entry when our demand exceeds what is available from our local training providers.

We received another key donation of fuel gas training equipment from UA Canada. A new condensing furnace trainer, ignition sequence training unit and unit heater trainer was delivered to Camosun Pipe Trades in October 2022. This equipment will be used to augment our Gasfitter training labs and will be beneficial for our JTC training courses.

**Introduction to Fire Pumps/NFPA 20** class was held on October 8, 2022. This class was taught by Brothers Andy Wilson and Ron Perkin. This is a great prerequisite for the NAUSC ITM (Inspection Testing and Maintenance) Certification Program.



## Training Report (continued)

**Introduction to Rigging Principles** was held October 15, 2022 which included a full day of instruction and shop participation with Brothers Al Paterson and Rod Lidstone. The members participated in lift plans, identifying proper equipment, manually transferring loads, and safe rigging practices.

**Robotic Total Station/Revit & Pipe Modelling Course** happened October 15, 22 & 29, 2022. This exciting course was very well received by everyone who attended. Brother Alasdair Reid developed and taught this course with assistance from Sister Emily Schmit and Brothers Dave Young and Jacob Paul. This is cutting edge technology that keeps us on the forefront of training and education in our industry.

**Plumbing Code Refresher Course** took place November 5, 2022. Brother Andy Wilson instructed this course to members. This class was the first we have offered to introduce the new 2020 National Plumbing Code.

### Upcoming Training Opportunities in 2023 from your Joint Training Committee:

January 7- February 4, 2023	NAUSC (National Association of Union Schools and Colleges) Supervision Level 1 Certification Program
February 11, 2023	Digital Multimeter Workshop
February 25, 2023	Flue Gas Analyzer Workshop
February 25, 2023	Introduction to Tube Bending
March 4, 2023	Introduction to Poly Fusion
April 22, 2023	Introduction to Rigging Principles
April 22 & 29, 2023	Introduction to Robotic Total Stations
April 29, 2023	Plumbing Code Refresher Class – Victoria
April 29, 2023	Sprinklerfitters – Valve Training Class
May 6, 2023	Sprinklerfitters – Introduction to Fire Pumps
May 6, 2023	Introduction to Revit and Pipe Modeling
May 27 - June 24, 2023	NAUSC (National Association of Union Schools and Colleges) Medical Gas Piping and Systems Installation Personnel Certification Program
May 27 - June 24, 2023	NAUSC (National Association of Union Schools and Colleges) Inspection, Testing, and Maintenance of Water-Based Fire Protection Systems (I.T.M.) Certification Program
Potential Spring 2023	Steamfitter/Pipefitter Red Seal Preparation
Potential Spring 2023	Gasfitter Servicing Saturday – Nanaimo
Potential Spring 2023	Plumbing Code Refresher – Nanaimo/North Island
Potential Fall 2023	Plumber Red Seal Preparation
Potential Fall 2023	Carbon Monoxide Awareness Workshop
Potential Fall 2023	Introduction to Blueprint Reading



Please sign up for these courses on our Training page on our website after you have signed in.

On behalf of the Vancouver Island Piping Industry Joint Training Committee, I would like to wish everyone a healthy and happy Holiday Season and all the best to everyone in 2023!

Darren Vaux  
Training Director  
darren@ualocal324.com



*Introduction to Rigging Principles*

## Pension Plan

Our pension plan has recently completed a plan valuation to the end of December 31, 2021. The plan has seen substantial growth through steady labour hours and solid investment returns. The value of the plan's assets increased by \$12.8 million in 2021. After fees, investments from the plan earned a return of 14.5% in 2021. As a result, net assets increased to \$102.1 million in 2021.

The Trustees are pleased to announce the following three increases effective January 1, 2023.

### INCREASE TO ACTIVE MEMBERS & FORMER MEMBERS (NON-RETIRED)

Effective January 1, 2023 all active members or former members with a monthly pension benefit not withdrawn or transferred out of the plan as of that date, will receive a 10% increase to the pension benefit accrued to December 31, 2022.

### INCREASE TO RETIRED MEMBERS, SPOUSES & BENEFICIARIES

Effective January 1, 2023 all members, spouses and beneficiaries receiving a monthly pension benefit from the plan will receive a 10% increase to the pension benefit.

### INCREASE TO ACTIVE MEMBERS (NON RETIRED)

Effective January 1, 2023 all active members will receive a 10% increase to the benefit accrual rate. The accrual rate will increase from \$0.05 per hour to \$0.055 per hour.

## Plumbers Pipefitters Building Society

We continue moving forward with our plan to build a new union hall/administration building and training facility in Langford. In October we applied for a development permit with the City of Langford and we are currently awaiting approval. Our architect team and directors are working diligently through the design process to ensure the building is built to suit our needs. In early 2023 we will bring forward a complete design of the building for members to see.

## By-law Submissions

By-law submissions received during the November General Meeting were read out to the members present. We have uploaded all of the by-laws on our website as well as emailed a copy to all members. The by-laws will be read out at the December 2022 General Meeting and read out again and voted on during the January 2023 General Meeting. Union meeting dates are posted on our website and Facebook.

## Health & Welfare

A reminder for all members to sign up for the ADA Townley app which allows members to check their plan usage and set up direct deposit for reimbursements. Please use the following information to register at [www.datownley.com](http://www.datownley.com) you may also print your client ID card or download the app on your phone for quick access.

Carrier #: 34      Group # 11264

Client ID: (if you do not have this please contact the union hall)

**Please note:** the deadline for claim submission for 2022 extended health benefits is June 30, 2023.

## In Memory

Fred Stewart	August 29, 2022	52 years of Service
Wesley Bennett	August 29, 2022	9 years of Service
Hank Denotter	August 31, 2022	67 years of Service





## UNION HOLIDAYS 2022 / 2023

Christmas Day	Sunday	December 25, 2022 (Monday December 26, 2022 in lieu)
Boxing Day	Monday	December 26, 2022 (Tuesday December 27, 2022 in lieu)
New Year's Day	Sunday	January 1, 2023) (Monday January 2, 2023 in lieu)
Family Day	Monday	February 20, 2023
Good Friday	Friday	April 7, 2023
Easter Monday	Monday	April 10, 2023
Victoria Day	Monday	May 22, 2023
Canada Day	Saturday	July 1, 2023 (Monday July 3, 2023 in lieu)
Friday preceding BC Day	Friday	August 4, 2023
BC Day	Monday	August 7, 2023

### Christmas Office Hours

The office will be closed  
At noon on Friday, December 23 through Tuesday, December 27

The office will be open  
Wednesday, December 28 to Friday, December 30

The office will be closed  
Monday, January 2, 2023  
we will re-open Tuesday, January 3, 2023



**Happy Holidays to all our Members and their Families**



# Annual Children's Christmas Party

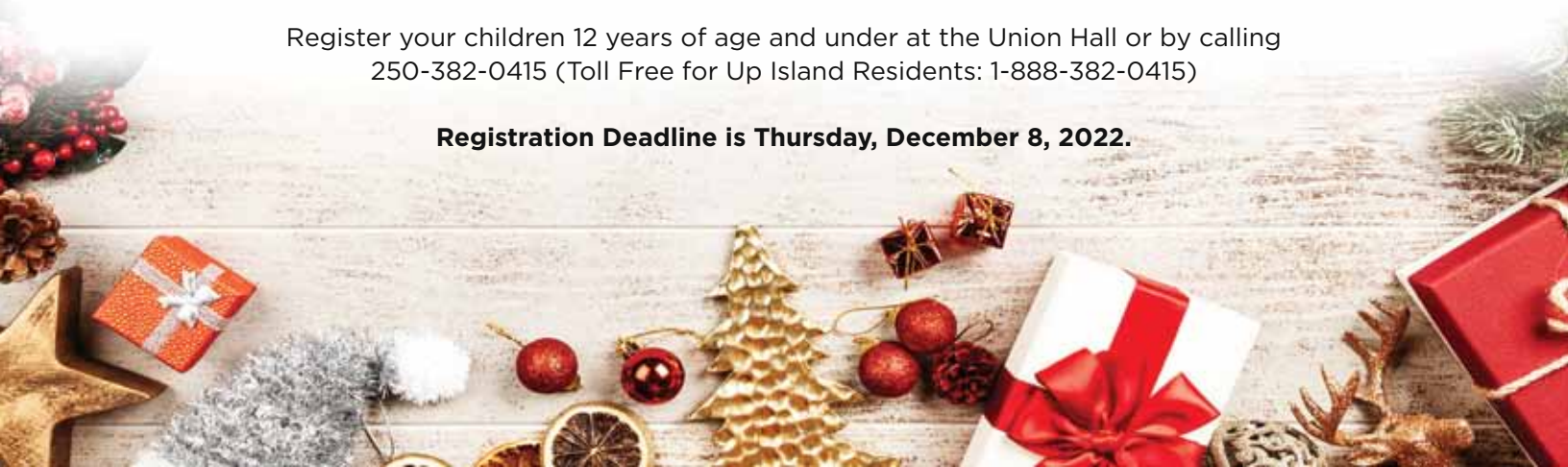
Our Annual Children's Christmas Party is back!

**Sunday, December 11, 2022 12:00 TO 4:00 PM  
at the Da Vinci Hall 195 Bay Street**

Children aged 12 and under can expect a fun-filled afternoon of entertainment by local magician Jason Verner, gingerbread cookie decorating, presents, pizza, snacks and drinks. We will also be accepting donations at the door for Santa's Anonymous.

Register your children 12 years of age and under at the Union Hall or by calling 250-382-0415 (Toll Free for Up Island Residents: 1-888-382-0415)

**Registration Deadline is Thursday, December 8, 2022.**



**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



Members  
Names & Addresses  
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