



PIPED-IN



Jim Noon

Jim Noon

Business Manager
Financial Secretary

Stefan Plusa

President
Union Representative

Gord Wickett

Vice President

Kevin Pivarnyik

Union Organizer

Darren Vaux

Training Director

Haylee Downey

Office Manager

Ryan Teeney

Apprenticeship Training



Business Managers Report

Dear Brothers & Sisters,

Growing our union membership can be an uphill battle at times. We need to keep focused and determined to expand our membership and market share. I am excited to say we have reached another milestone. We now have over 1,100 UA 324 members! This is a huge accomplishment, and I applaud everyone who helped push us to this level. The growth of our membership is a clear reflection of a vibrant union. Over the last year we have increased the number of apprentices by 20% and we now have a total of 290. Looking at the current work picture we will still need to increase the number of journeypersons and apprentices if we are going to keep up with the demand. Building a skilled workforce needs to be our number one priority. Many of the non-union workers are unaware of the opportunities that exist within our union. We need to promote the benefits we all receive like extended health/dental care, pension plans etc. As we always say, we are the best kept secret. Now is our time to spread the word and grow our local union.

There is no question we are living through a challenging time right now. We are still feeling the after effects from the pandemic in every way. Inflation reached an annualized rate of 6.5% in 2022 which has only started to recede slightly over the past few months. The Bank of Canada hiked interest rates last year in hopes of slowing down the rate of inflation. Unfortunately, we are not seeing the price of basic necessities like food, fuel and transportation falling in price. Many of our members have seen their mortgage payments increase and rental costs become unaffordable. If housing and living costs continue to rise at unprecedented rates, we may have a tough time retaining our membership.

Continuing to push to increase better sanitation on our jobsites is another top priority. Our members deserve better and should have access to the same washroom facilities that every other worker receives in BC. An industry and regulatory enforcement shift to provide workers with alternatives to the unplumbed port-a-potty is urgently needed. Every construction worker should be afforded this most basic element of workplace hygiene to help ensure both their personal dignity and their health and safety at work. We will continue this fight!

The Provincial Government announced Skilled Trade Certification last year which included Steamfitter, Gasfitter and Refrigeration Mechanics. This was welcoming news to see our government bring back mandatory certifications which will help reinforce our industry. However, this announcement does not go far enough. We need our government to include plumbing and sprinkler-fitting to the list of skilled trade certifications. We will continue lobbying the government to include all red seal pipe trade certifications. As of December 1st, 2023, any employee working in the capacity as a Steamfitter/Pipefitter must either hold a red seal certification or become an indentured apprentice. These regulations will be enforced through government compliance teams.

In closing, the success of our union is within the strength of our membership. Solidarity is key no matter how tough the odds. Keep up the hard work and be safe!

Fraternally Yours
Jim Noon,
Business Manager/Financial Secretary

Organizing and Recruitment

2023 is fully underway. With winter now behind us, we are seeing a spike in construction activity.

Over the last few months we have seen our contractors holding steady and maintaining their current workforce levels. The Single Family Residential market has slowed & we are seeing more interest from the non-union. By simply talking to them and educating them on what the union is about, we continue to convince them that UA 324 is the way to go. Some of the members we are starting to see come onboard are established tradespeople that have been in the industry for a while.

Over Spring Break, we were able to place several local high school students with a few of our contractors. These students will be able to accumulate their work-based hours to put towards a trade certification of their choice.

We are having great success with walk-in's and try-outs. These workers are looking for a better career as well as the benefits the union has to offer. If all goes well during their try-out period, they are offered an apprenticeship in the pipe-trades.

Even though UA 324 is known for our Institutional, Commercial & Multi residential projects, we also have a few contractors bidding single family residential work. If you are motivated and do not mind the extra work, running your own business might be a great opportunity. UA 324 would like to welcome our newest Contractor Matt Doran, the owner of Plumb X. Matt has been a Local 324 member since 2014 and will be working in the central island area.



(L-R) Kevin Pivarnyik, Bubba Qwulshemut, Cletus Daniels & Jim Noon

The Cowichan hospital has recently began hiring. This project will create a lot of employment opportunities for our members in the Cowichan Valley and throughout Vancouver Island. Trade Talk magazine recently reached out to us for an interview on this project. Check out their next issue for photos and a great interview with 2 local members currently on site.

Please keep the membership referrals coming in, this has been quite successful! With the number of confirmed projects on the South Island, our membership is expected to increase over the next year! With that being said, it's a great time to be in the pipe trades and an even better time to be a member of UA Local 324.

*Fraternally yours,
Kevin Pivarnyik
Union Representative / Organizer
kevin@ualocal324.com*

Herowork

On April 29th, several Local 324 members took part in Herowork's kick off weekend, which was also their weekend celebrating Women in Trades, the 2SLGBTQAI+ Community and their allies, for their latest Radical Renovation at Power to Be at Prospect Lake.

Power To Be is a non-profit organization that creates access to nature for youth, families, and adults living with cognitive, physical, financial, and social barriers.



Members worked together to rough in an ADA compliant bathroom in the barn, prepared the building sewer trench to facilitate connection to the existing site service, and roughed in for water supply to a remote pavilion and greenhouse.

In total 7 members from UA 324 participated along with 5 other plumbing apprentices/students from Camosun's Pipe Trades Program. It was a fun and rewarding way to spend a Saturday giving back to the community and making connections with other tradespeople. A big thank you to our union members; Heather Smith-Stasiuk, Heather Wilson, Vicky Yu, Avalon Crawford, Tricia Hrushowy, Mike Renaud and Andrea Durdle for generously giving their time to this amazing cause!

*Andrea Durdle (she/her)
RSE Plumber/Class B Gas Fitter
Piping Trades Instructor
Camosun College*

Training Report

Camosun College Pipe Trades remains busy as usual. Foundations (pre-employment) classes are full, and we have been able to acquire some of the best new apprentices in the industry.

Brother Rod Lidstone has officially retired from Camosun College. Rod's tenure at Camosun spanned nearly three decades, and he will be missed by everyone in the Pipe Trades Department. I would personally like to thank Rod for his numerous contributions to UA 324 training and for helping building Camosun Pipe Trades into what it is today. Luckily, Rod remains a valued member of the UA 324 training team and he will continue to deliver quality training to our local members.



*Evan Fraser, Sprinklerfitter Apprentice
Skills BC Competition*

I am pleased to announce that we were again successful at this year's Skills BC competition. The following members received medals at this year's competition held April 19th, 2023, in Abbotsford, BC.

Evan Fraser -Sprinklerfitter
(SRL Fire Protection) GOLD MEDAL

Brandon DeMelo Sprinklerfitter
(Coastline Fire Protection) BRONZE MEDAL

Jacob McFarlane Steamfitter
(FMF) SILVER MEDAL

Carson Cox Steamfitter
(Seaspan) BRONZE MEDAL

Congratulations to Evan Fraser, who will represent BC and UA 324 in the Sprinklerfitter competition in Winnipeg, May 23 - 27, 2023.

The United Association recently held their Western Regional Apprenticeship Competition at UA Local 170's training center from May 9 - 11, 2023 in Delta, BC.

This competition brings together the very best apprentices from the four Western provinces to compete in Plumbing, Steam/Pipefitting, Sprinklerfitting, Refridgeration and Welding.



*Kaycie Mosley Plumber Apprentice the
Skills BC Competition*

I am pleased to announce that Evan Fraser was the winner in the Sprinklerfitter competition, and Jacob Ash was the winner in the Steam/Pipefitter competition.

Evan and Jacob will now represent the Western Region to compete in a 5 day competition against the Central and Atlantic Regions at UA Local 144 in Montreal, June 12 - 16, 2023.

The NAUSC (National Association of Union Schools and College's) Supervision Level 1 Course taught by Brother Dave Small wrapped up on February 4, 2023

Digital Multimeter Workshop and the Flue Gas Analyzer Workshop were both taught by Brother John Gordon and were held February 11th and 25th, 2023. These classes are excellent refreshers for any member to attend and are offered every February.

Introduction to Tube Bending was taught by Brother Dennis Morris on February 25th, 2023

Gas Servicing - Was held at our Nanaimo office on February 25th, 2023. Sister Andrea Durdle facilitated an excellent class for our mid-Island members.



*Carson Cox, Apprentice Steamfitter
Skills BC Competition*



*Jake McFarlane, Apprentice Steamfitter
Skills BC Competition*

Introduction to Robotic Total Stations took place April 22 and 29, 2023. This exciting two day course has been developed by Brother Alasdair Reid and was delivered with assistance from Brothers Dave Young and Jacob Paul. This is cutting edge technology that keeps us on the forefront of training and education in our industry and has been identified as a key training objective by UA Canada. Please let me know if you are interested in learning more about this modern equipment.

2020 Plumbing Code Refresher Course took place April 27, 2023. Brother Andy Wilson instructed this course to members. This class was the second we have offered to introduce the new 2020 National Plumbing Code. This course will be offered every fall and spring, as required.

Here are some upcoming Training Opportunities in 2023 from your Joint Training Committee:

May 24 & 27, 2023

Pipe Fabrication - Layout & Bending

May 27 - June 24, 2023 NAUSC (National Association of Union Schools and Colleges) Medical Gas Piping and Systems Installation Personnel Certification Program. (This class will be taught both online and in-person.)



*Brandon Demeio, Apprentice Sprinklerfitter
Skills BC Competition*

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

June 17 & 24, 2023 Cross Connection Control - Backflow Assembly Tester:

Refresher Training June 17, 2023 & Exam Session June 24, 2023

September 20, 2023 - Dec 2, 2023 Steamfitter/Pipefitter Red Seal Preparation (exact dates TBA) Wednesdays and Saturdays. This class will be taught both online and in-person.



Skills BC Competition

Fall 2023 Plumbing Code Refresher Class

Fall 2023 NAUSC (National Association of Union Schools and Colleges) Medical Gas Piping and Systems Installation Personnel Certification Program.

Fall 2023 Cross Connection Control - Backflow Assembly Tester: Refresher Training

Potential Fall 2023 Plumber Red Seal Preparation

Potential Fall 2023 Introduction to Blueprint Reading

Please sign up for these courses on our Training page (<https://www.ualocal324.com/Members-Training-Courses>) after you have signed in with your UA member number

On behalf of the Vancouver Island Piping Industry Joint Training Committee, I would like to wish you and your families a safe and enjoyable summer season.

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



DISPATCH REPORT

We continue to receive an increased demand for labour from our signatory contractors. Our unemployed list remains extremely low. We have members sign the out of work board and being sent back out to work the next day.

The Cowichan Hospital project is now underway. We anticipate approximately 15 members will be dispatched to site by the end of the year. Additional labour will be required as our scope of work includes: Medical Gas, Heating, Plumbing & Sprinkler-fitting.

We have 47 members currently working on travel card, with the majority working at the Kitimat LNG project. The Kitimat LNG project has a completion date of 2025. There is a possibility of future phases and maintenance required after the initial phase is complete.



*Commissioning Group Chargehands:
Kenichi Udagawa, Don Fawthorpe,
Dave Lloyd, Craig Hanna, Chris Stalker, Daniel Moore*

VICTORIA SHIPYARD

We are happy to announce that Rich Gill has been promoted to Senior Manager of Operations at Victoria Shipyard. Rich is a strong leader and will do great in his new role.

Dwight Huddleston is the successful candidate to replace Rich Gill as the Piping Superintendent. Dwight recently served 4 years as a Production Manager.

Congratulations to Rich & Dwight who started their apprenticeship with UA 324.

Victoria Shipyards employment numbers peaked over December/January 2023 with work on the Tote Ship. We have a record number of members employed in the yard. Currently we have 38 apprentices, which adds up to 27% of the total workforce of Pipefitters. It is great to see that we are training the future workforce in the marine sector.

(JSS) Pipe Fabrications Shop

Victoria Shipyard is currently providing spools for two Joint Support Ships of the Royal Canadian Navy



VISSC Chargehands

and an offshore Oceanographic Science Vessel of the Canadian Coast Guard. Starting in 2024 they will be working on spools for a Polar Class icebreaker as well as several multi-purpose vessels. Since March 2022, 4,050 pipe spools have been shipped.

FRIGATES

After an extensive 16 month refit the HMCS Regina is in the process of being returned back to the Royal Canadian Navy. The Pipe Department, led by Brothers Gord Wickett, Derrick Gill and Kevin Hurst supervised a crew totalling 45 pipefitters for most of the refit.

HMCS Calgary arrived at Victoria Shipyard in December 2022 for its routine 12-month maintenance schedule. There are currently 40 pipefitters working on this frigate while it is in dry dock.

REPAIR

12 Pipefitters have been finishing up work on the Alaska Ocean. Our members have been performing multiple jobs including the installation of a brand-new bow thruster, fire pump, removal & replacement of numerous pipes for a new freshwater tank and installation of four new over boards.

The CSL Tecumseh is scheduled to be completed by the end of May & has 4 pipefitters installing a deluge fire protection system on a conveyor boom.

Future work includes the 7 Seas Cruise Ship from May 23rd to May 29th, 2023. The Disney Wonder will be in dry dock September 2023 and the Tote will be back for its regular 2-week work scope.

VSSIC (Submarine)

There are 50 pipefitters working on both the HMCS Victoria and the Chicoutimi. HMCS Victoria is well under way in its pre-refit assessment which includes the bulk removal and survey phase. The start of the extended docking work period is slated to begin this winter which will include an overhaul and reinstall phase. HMCS Chicoutimi is in the process of being handed back to the Fleet Maintenance Facility.

*Fraternally yours,
Stefan Plusa
Union Representative
stefan@ualocal324.com*



*(L-R) Dwight Huddleston
and Rich Gill*

Pension Plan

The Trustees approved a benefit improvement effective January 1, 2023 which increased all pensions in pay by 10%. All accrued benefits with respect to service up to and including December 31, 2022 by 10%, and an improvement to future service benefits from \$0.05 cents per hour to \$0.055 cents per covered hour. After the increase, the actuarial valuation determined the Plan's funded ratio had improved to 140.3% under a going-concern basis.

All eligible members will receive your pension statement by June 30th 2023. Please check your information for accuracy including your beneficiary.

Health & Welfare

As of July 1st, 2023, we have added a Health Care Spending Account to the Plan's benefit offerings. Each eligible Member will have an annual entitlement of \$500.00 per Family. The initial entitlement for those eligible for coverage July 1, 2023 will be a prorated entitlement of \$250.00. Anyone new qualifying for coverage after July 2023, their initial entitlement will be prorated to the month they qualify for coverage. The Health Care Spending Account can be used to top up any of your Dental, Vision or Extended Health expenses that are not paid 100% by the Plan or by your Spouse's employer plan. All expenses must be claimed first under your Plan and your Spouse's employer's plan benefits first - the Health Care Spending Account is the final payer. You will be able to submit claims and see your available balance starting July 1st from your D.A. Townley My Claims app and portal. Any unclaimed HCSA entitlement will be carried forward into the following calendar year, provided you remain eligible for benefits. Unclaimed

entitlements will be forfeited to the Plan following 12 months from the end of the calendar year in which the entitlement was earned. More details will be forthcoming!

Fitness/Wellness Reimbursements are available to 'UA 324 members only' who qualify for the VMI Health and Welfare Plan. The Fitness Wellness Reimbursement does not extend to spouses/common law partners or dependents. The maximum reimbursement per calendar year is \$300.00. Reimbursement forms will be available on our website under the Health & Welfare icon or can be emailed to members upon request. Reimbursement forms must be submitted prior to March 31st for the previous calendar year. Reimbursements will be done through our office, **NOT** DA Townley. Members can either submit their reimbursement form by mail, in person or by email, haylee@ualocal324.com.

Expenses Eligible for Reimbursement

- Fitness memberships to gyms, yoga studios, martial arts, etc
- Community pool/recreation center memberships
- Registered Community team sport league annual registration fees

Expenses NOT Eligible for Reimbursement

- Day-passes or drop-in fees of any kind
- Sporting equipment of any kind
- One-time events such as race entry fees (e.g marathons, TC 10km, tough mudder)

Please note: the deadline for submission for 2022 extended health benefits with DA Townley is June 30, 2023.

Entertainment/ Events

We held our annual Mount Washington ski trip on March 4th, 2023. We had over 220 members attend from UA 324, IBEW 230 & Sheetmetal 276. Looking forward to our ski trip in 2024.

UA 324 registered 20 members for this years TC 10k run. We finished 2nd in the construction team category, well done Team 324!



UA 324 Annual Mount Washington Ski trip

2023 TC 10K





The Recipient of the 2022 Bill Wickett Recognition Award goes to Dave Small

65 Years

- Terry Caird
- William Chan
- Reinhold Heckert
- Clarence Meservia
- Terrance Thomas

60 Years

- Tore Carlson
- Maurice Hunt
- William Ley
- Paul Noble
- Dave Wallace

55 Years

- Kenneth Beswick
- Steven Curtis
- Ken Denneus
- Robert Haight
- Emilio Scigliano
- Norm Yoachim

50 Years

- Harry Driver
- Robert Horn
- Ronald Mounsey
- Jim Tarbuck
- Gordon Taylor
- Thomas Wihksne

45 Years

- Patrick Contant
- Peter Cunliffe
- Shaun Figg
- Kenneth Heggen
- Norman Holm
- Norman Lee
- Brian Oakley
- Doug Sebastiano
- David Stidson
- Patrick Taylor
- David Thomas

40 Years

- Brian Berrigan
- Paul Brown
- Blair Driver
- Brian Guy
- Collin Hall
- Ross Rainford
- David Ray
- David Small
- Alan Sprigg
- Gord Wickett

35 Years

- Ian Evans
- Lewis Marriott
- Jamie McPherson
- Al Motiuk

30 Years

- Matthew Ball
- Michael Ellison
- Jason Fletcher
- Joe Hadley
- Kevin Hall
- Rudolf Hlousek
- Steven Larvin
- John Maxwell
- Murray McDonald
- Kevin Millard
- Hubert Schober
- Lang Ying

25 Years

- Polo Aguado
- Scott Auringer
- Greg Barnes
- Kevin Brandt
- Scott Brett
- Carlos Demelo
- Dale Eilertsen
- Mike Ellis
- Terry Gill
- Dean McDonald
- Jim Noon
- Dan Pade
- Aaron Parrott
- John Patterson
- Nicholas Thom
- Erik Tobiasen

2022 Graduating Apprentices



2022 Top Plumbing Apprentice and Top Overall David Bartolloni & Training Director Darren Vaux

2022: Top Steamfitter Apprentice

Aaron Hawkes

2022: Top Sprinklerfitter Apprentice

Jessey Phillips

2022 Top Plumbing Apprentice

David Bartolloni

2022 Sprinkler Fitting Apprentices:

Jessey Phillips

2022 Steamfitter Apprentices:

- Paul Meynert
- Aaron Hawkes
- Johnny Holmes
- Tyler Stewart
- Jake Grisewood
- Joshua Stables

2022 Refrigeration Apprentices

Dale Oryschuk

Logan Morrison - Grad 2021

2022 Plumbing Apprentices:

- Daniel Bras
- Yuriah Kaska
- Aaron Walker
- Jaden Tyson
- Curtis Dawson
- David Bartolloni
- Aidan Ossevorth
- Emily Schmit
- Kenneth Erb
- Jacob Paul
- James Yarnold
- Jon McCullough
- Cory Arnold
- Matthew Johnson

UA 324 Annual Charity Golf Tournament

Saturday, September 24th, 2023
at Olympic View Golf Course

\$125.00 per person

Please contact the union hall to sign up. Registration includes: beer & burger lunch, 18 holes, golf cart, buffet dinner and prizes, Max of 144 Golfers.

In Memory of:

Russ Hepworth

Brian McCoy



Plumbers Pipefitters Building Society

We continue to move forward with our design team on completing the drawings for our new proposed union hall/training facility. The PPBS directors meet regularly to discuss the layout of the admin, meeting area and shop space to ensure it meets our members needs.

Our PPBS AGM will be held on June 13, 2023 at 5pm at the Union Hall. There will be an election for two (2) director's positions. We have invited our architectural team Studio 531 to attend the meeting and give members a presentation on our proposed new union/training facility.



Union Holidays 2023

Victoria Day	May 22, 2023
Canada Day	July 1, 2023 July 3, in lieu
Friday preceding BC Day	Aug. 4, 2023
BC Day	Aug. 7, 2023
Friday preceding Labour Day	Sept. 1, 2023
Labour Day	Sept. 4, 2023
National Truth & Reconciliation	Sept. 30, 2023
Thanksgiving	Oct. 2nd, in lieu Oct. 9, 2023
Remembrance Day	Nov. 11, 2023 Nov. 13th, in lieu
Christmas Day	Dec. 25, 2023
Boxing Day	Dec. 26, 2023



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

