

## Training

Local 324 encourages its members to continually upgrade their skills so we can offer our contractors the highest quality workers possible. As a member of Local 324, there are a wide variety of refresher and upgrade courses available at no cost. Some of these courses are:

Medical Gas Installation	Shop Steward Training
Cross Connection	First Aid Training
Foreman Certification	Steam Fitter Red Seal Preparation
Heritage	Plumber Red Seal Preparation
Solar Awareness	Sprinkler Fitter Red Seal Prep.
Rigging Certification	Basic Electricity
Trade Math	Sprinkler Inspection/Testing
WHIMIS	Fall Awareness
Confined Space Awareness	Asbestos Awareness
Pipe Fabrication	NAUSC Medical Gas Certification
Robotic Total Station Training	NAUSC Foreman Certification
Plumbing Code Upgrade	NAUSC Sprinkler Inspection Testing (ITM)
Sprinkler Code Upgrade	NAUSC Shop Steward Training

## Travel Card Work

UA Local 324 members have opportunities to travel to other provinces for work. Members can contact any UA Local union across Canada and apply for current travel card vacancies.

## Seaspan Shipyard Information

Members work on a variety of projects at the shipyard. Some examples of past and current projects; Royal Canadian Navy Frigates FELEX Program, Canadian Navy Victoria Class Submarines, Oil Tankers, Cruise ships, Ferries, etc.

## History

Local 324 celebrated its one hundredth anniversary on March 15, 2002 and has stood strong in the face of the challenges it confronted over the past century.

Local 324 has grown 50% over the past 10 years. The continued growth of this union provides new opportunities to our members and contractors alike. Local 324 also has a reputation for supplying a highly skilled workforce on travel cards throughout the country.

## Importance of Local Union Performance

Local 324 has a unique union partnership with its contractors. This partnership is key to outbidding the non union and winning jobs for our membership. Even more important to success is the reputation for the Standards For Excellence that are required by all union members and contractors alike.

A union's performance is built on a leadership that understands the challenges that its contractors face, and on a membership with a strong reputation for completing projects skillfully and on time. This Union believes in working together to be successful.

## Union Office Contacts

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**U.A. Local 324** has a membership of over 1,000 members consisting of plumbers, pipefitters, sprinkler installers and welders. Local 324 members work on residential, commercial, institutional, industrial and shipyard projects on Vancouver Island. Local 324 currently has over 55 signatory contractors. Our objective is to represent all workers in the plumbing and pipefitting industry and work together as partners with our contractors to provide the highest standards of quality workmanship and production. Chartered in 1902, we have established a legacy that future generations of Local 324 can be proud of and build upon. Inside this brochure you will find information on wages/benefits, apprenticeships and training.

## Apprenticeship

The apprenticeship programs for Plumber, Steamfitter/ Pipefitter and Sprinkler System Installer are 7,600 hours of work based training with four in-school training sessions.

A Local 324 apprentice who has completed an entry level pipe trades course will start at 50% of the journeyman's rate. On top of the hourly rate, apprentices receive 12% vacation/statutory pay as well as contributions to their Health and Welfare and Pension Plans. The apprentice receives a five percent increase upon completion of every 950 hours worked combined with in-school training sessions. Local 324 has over 200 apprentices indentured in the plumbing, pipefitting and sprinkler fitting trades. All apprentices who attend a minimum of (4) union meetings in a (12) month period and have successful level completion will be eligible for a 50% tuition reimbursement.

### MAY 1, 2022 APPRENTICE RATES

1st Year Apprentice \$21.06/hr \*Total Package \$31.24/hr  
 2nd Year Apprentice \$25.27/hr \*Total Package \$36.51/hr  
 3rd Year Apprentice \$29.48/hr \*Total Package \$41.79/hr  
 4th Year Apprentice \$33.70/hr \*Total Package \$47.07/hr

\* Total Package includes 12% holiday pay, Health and Welfare, Pension & Training, MTPF, IMIRA, Tool & Clothing, Industry Funds, Marketing



## Wages and Benefits

### MAY 1, 2022

Hourly Rate	\$42.12
Vacation & Statutory pay 12%	5.06
Tool & Clothing	.30
Pension	5.60
Health & Welfare	3.00
Training/Apprenticeship Fund	.60
MTPF	.18
IMIRA	.30
Industry Fund	.06
Marketing	.41

**Total Package: \$57.63**

Although the non-union sector may offer a competitive hourly rate it is important to realize that they fall far behind when the paid benefits are included.

## Membership Benefits:

The security and peace of mind that medical and pension benefits provide are important reasons for a person to join a trade union. Until UA Local 324 brought in its Health and Welfare and Pension Plan in 1967, Victoria Members had no coverage. New members qualify for health benefits upon accumulation of 240 hours in his/her hour bank. Plan benefits cover spouses, and dependent children up to age 21.

### Some examples of health benefits are:

- ✓ Basic dental plan covers 80% of regular work. Plans B and C cover 75% for crowns and bridges. Orthodontics up to \$3,500.
- ✓ Extended benefits for eyeglasses are paid to a maximum of \$600 plus up to \$120 for an eye exam.
- ✓ Chiropractor, physiotherapist and massage visits are to a maximum of \$600 each.
- ✓ Hearing aid costs are paid to a maximum of \$600.
- ✓ Wage indemnity benefits start on the first day of absence due to disability resulting from non-occupational accidents. Benefits run for a maximum of 26 weeks with payments matching unemployment benefits
- ✓ Extended health benefit plan reimburses 80% of prescription medication costs.
- ✓ Group life insurance package at \$80,000
- ✓ Other packages cover life insurance for dependents, accidental dismemberment and Long Term Disability insurance for members.
- ✓ Prescription Drug Card