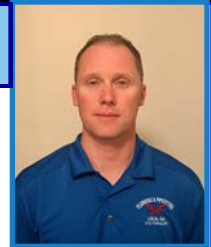




U.A. LOCAL 324 NEWSLETTER

SPRING 2020

BUSINESS MANAGERS REPORT



Dear Brother and Sisters,

I hope you and your family are staying safe and healthy during this current pandemic. These are unprecedented times we are facing and this has created many challenges for everyone across the world. My focus since the start of this crisis has been the health and wellness of our members.

I understand many members have been off work to self-isolate for different reasons. At this time, I am pleased to say we have not had any 324 members who have tested positive with Covid-19. As of March 17th, the BC Government declared a state of emergency. Upon this announcement the BC government deemed construction work as an essential service which meant our members had to continue working during these difficult times. I received many calls from concerned members over the past 8 weeks. One of the major concerns was the lack of proper hand washing stations for trades on jobsites. As we are aware, this has been a problem for decades. UA 324 along with the BC Building Trades affiliates felt that we needed to push the Provincial Government to ensure our members were provided proper hand washing stations on every jobsite. During the same period, UA sister Robyn Hacking had already completed a letter to the Provincial Government pushing for this change. I would like to thank Robyn for her commitment to help drive the message to government. Subsequently, we had meetings with Worksafe BC regarding the need for immediate enforcement of hand washing stations on all jobsites. After voicing our concerns, Worksafe field officers travelled to over 1000 worksites to ensure all jobsites were compliant. I would also like to thank our signatory contractors for stepping up and installing washing stations on their projects due to the availability of renting portable hand washing stations. I'm pleased to announce that Worksafe BC has now created a new sanitation initiative which is designed to look into best practices on how to address this issue. I look forward to providing input on this matter to ensure that our members are provided proper sanitation on our projects going forward.

On March 16th, we closed our office due to the start of the pandemic. However, our union staff continues to perform all union business to ensure members concerns are being addressed. Just recently we completed a new membership data base and upgraded our computer software to allow our staff to deal better with our members needs. Immediately after closing the union office we created a special Covid-19 banner on our website to keep our members informed. We have also posted Covid related information on our facebook page. As we know this pandemic continues to evolve and can become overwhelming with all the information being sent out. I urge members to continue following our website and facebook page for up to date information as we navigate through this pandemic.

Covid-19 has put a financial strain on some of our members and families. Both the Federal and Provincial governments have provided some subsidies to help. We have listed all of the programs currently available on our website under the Covid-19 banner titled "Gov't Subsidy Info". In addition to Government subsidies the UA has recently announced a dues relief for members hardest hit by this pandemic.

For the month of April 2020, and thereafter on a month-to-month basis at the direction and discretion of the General-Secretary-Treasurer Patrick Kellett and General President Mark McManus, Local Unions across the country shall cover the fixed monthly membership dues of all non-retired members who performed 40 or fewer hours of work in the previous calendar month. For example, if a member performed only 32 hours of UA work in March, his or her monthly dues for April shall be covered by the Local Union. Active working members who performed over 40 hours of UA work in the previous calendar month, and members who are legitimately retired, shall not be eligible for relief the following month. The relief provided by this paragraph shall not apply to working dues, which will continue to be applied to any and all hours worked pursuant to the By-laws or other rules of the Local Union. To the extent a member who is eligible for the relief provided by this paragraph has already paid his or her monthly dues to the Local Union for April (or for any month in which the relief is provided), such payment shall be applied to the members future dues obligations. As described above, members eligible for dues relief coverage in March will be credited in May as we have already processed dues for April. The union dues relief coverage will continue for members until further notice.

BUSINESS MANAGERS REPORT CONTINUED

In view of the financial impact that Covid-19 pandemic is placing on our Members and their families, the VMI Trustees have passed a recent motion that effective midnight April 1, 2020 coverage for extended Health Care benefits including prescription drugs will be temporarily increased from 80% to 100%, until June 30, 2020, at which time the Trustees will review the issue again. This will only apply to expenses incurred between April 1, 2020 and June 30, 2020. The Trustees reserve the right to amend this temporary change at any time between now and June 30, 2020 as they deem to be appropriate.

Appointment to Vice President District 6 Canada January 1st, 2020

In December 2019, I received a call from UA General President Mark McManus asking if I would accept the vacant position as Vice President for District 6 - Canada. I was truly humbled and honoured to be asked to fulfill such a prestigious position in the UA. I gladly accepted this position and I look forward to representing District 6 Canada and working along with our Canadian Director Terry Snooks and the General Executive Board members on matters of importance.

In closing, I want to personally thank all UA 324 members for their continued efforts to show up to work under these stressful times. I also want to give a special thanks to all front-line workers including our members working at the Royal Jubilee Hospital for being there for our members and fellow Canadians. I believe we are still many months away from a vaccine but hopefully a treatment to help prevent fatalities is available in the near future. Please continue to work safe Brothers and Sisters and let's hope we continue to flatten the curve!

Sincerely,
Jim Noon
Business Manager / Financial Secretary



JOINT TRAINING COMMITTEE REPORT

Well the start of 2020 was looking good. We finished off our Steam Fitter preparation course, we were 75% through a tube bending course, and just about to start 2 other courses, CSA Medical Gas Installer Certification and NAUSC Water Based Sprinkler System Inspection Testing and Maintenance. Because of Covid-19 we of course had to go move to social distancing and therefore had to stop face to face teaching. We are currently working on creating some distance courses but these take time. I would highly recommend taking advantage of LinkedIn Learning which is free if you hold a Greater Victoria Public Library card or are either staff or a student at Camosun College. Stay well and Keep safe.

Regards
Jamie McPherson, Training Director



U A 324 Members employed at Royal Jubilee Hospital
Left to Right ~ Richard Donnelly, Boyd Stephen,
Kurtis Szymczak & Boyd Moehling (missing: Davin Otke)

UNION OFFICE CONTACT INFORMATION

**We will re open the Union Office on Monday, June 1st.
Union Meetings are still cancelled until further notice.**

*Meeting Information will be updated and posted on our
website: www.ualocal324.com*

& Facebook: [ualocal324](https://www.facebook.com/ualocal324)

Jim Noon, Business Manager
Jim@ualocal324.com

Jan Lageri, Office Manager
Jan@ualocal324.com

Jamie McPherson, Training Director
Jamie@ualocal324.com

Haylee Downey, Apprenticeship Training
Haylee@ualocal324.com

Stefan Plusa, Union Representative
Stefan@ualocal324.com

**919 Esquimalt Road, Victoria BC V9A 3M7
Phone: 250-382-0415 Fax: 250-380-1713**

ENTERTAINMENT & SOCIAL ACTIVITIES

We held a very successful UA 324 Ski Trip this year which was held on Feb 29th. We had union members from IBEW 230 and Sheetmetal 276 join us again this year. Unfortunately, our annual awards banquet which was scheduled for April 4th had to be cancelled due to Covid-19. We will be mailing out the long-term service pins and certificates in the near future. 2019 Graduating apprentices and Long Term Service recipients will be recognized during the 2021 banquet. At this time our Annual golf tournament is still planned for September 26th at Olympic View golf course. However, this will depend on the Covid-19 situation at that time.



HEALTH & WELFARE

The Province of BC has ceased personal MSP premiums effective January 1, 2020

MSP Reimbursements are still being processed providing reimbursement to December 2019
Proof of paid premiums may be emailed to Jan directly , faxed or dropped off at the hall.

THE DEADLINE FOR ALL MSP REIMBURSEMENTS FOR 2019 WILL BE JUNE 30, 2020

The deadline for submission of 2019 extended benefits receipts to D.A. Townley is also June 30, 2020

Booklets & claim forms are available Local 324 website. www.ualocal324.com

Trustees of the Benefit Plan have agreed to assist working members and members on the unemployed list, who do not have enough hours to cover the monthly premiums for the months of May, June & July. Members must be currently active on the plan. Cash payment notices will not be issued during these months if you qualify for the relief. Retirees are not eligible for the relief.

2020 UNION HOLIDAYS

<i>Victoria Day</i>	<i>Monday</i>	<i>May 18, 2020</i>
<i>Canada Day</i>	<i>Wednesday</i>	<i>July 1, 2020</i>
<i>Friday preceding BC Day</i>	<i>Friday</i>	<i>July 31, 2020</i>
<i>BC Day</i>	<i>Monday</i>	<i>August 3, 2020</i>
<i>Friday Preceding Labour Day</i>	<i>Friday</i>	<i>September 4, 2020 (may be floated)</i>
<i>Labour Day</i>	<i>Monday</i>	<i>September 7, 2020</i>
<i>Thanksgiving</i>	<i>Monday</i>	<i>October 12, 2020</i>
<i>Remembrance Day</i>	<i>Wednesday</i>	<i>November 11, 2020</i>
<i>Christmas Day</i>	<i>Friday</i>	<i>December 25, 2020</i>
<i>Boxing Day in lieu of</i>	<i>Monday</i>	<i>December 26, 2020</i>
<i>New Years Day</i>	<i>Friday</i>	<i>January 1, 2021</i>

~ IN MEMORY 2020 ~

TOM FOSTER 57 Year Member



LET US HELP

Your Member Assistance Program (MAP) offered through the UA Canada National Wellness Program provides you with **immediate and confidential help** for any work, health or life concern. We're available anytime and anywhere. Let us help.

workhealthlife.com

Understanding your Member Assistance Program (MAP) provided by the UA Canada National Wellness Program

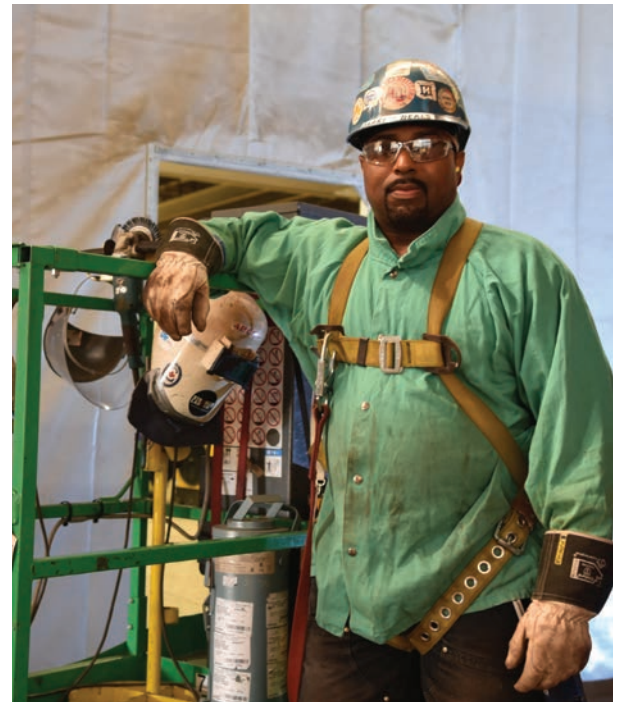
Your MAP is a confidential and voluntary support service that can help you take the first step toward change. Let us help you find solutions to the challenges you face at any age and stage of life. You and your immediate family members (spouse and dependent children) can access immediate and confidential support in a way that is most suited to your preferences, comfort level and lifestyle.

No cost

There is no cost to you or your family to use your MAP. This benefit is provided to you by the UA Canada National Wellness Program. Your MAP can provide a series of sessions with a professional and if you need more specialized or longer-term support, our team of experts can suggest an appropriate specialist or service that is best suited to your needs. While fees for these additional services are your responsibility, a portion of those expenses may be covered by your Local Health & Welfare plan.

Confidentiality

Your MAP is completely confidential within the limits of the law. No one, including the Directors of the UA Canada National Wellness Program, will ever know that you have used the program unless you choose to tell them.



Solutions for your work, health and life

Achieve well-being

- Stress • Mental health concerns • Grief and loss
- Crisis situations

Manage relationships and family

- Communication • Separation/divorce • Parenting

Tackle addictions

- Alcohol • Drugs • Tobacco • Gambling

Find child and elder care resources

- Child care • Schooling • Nursing/retirement homes

Get legal advice

- Family law • Separation/divorce • Custody

Receive financial guidance

- Debt management • Bankruptcy • Retirement

Improve nutrition

- Weight management • High cholesterol and blood pressure • Diabetes

Focus on your physical health

- Understand symptoms • Identify conditions
- Improve sleep

Access your MAP 24/7 by phone, web or mobile app.

1.833.778.2627 (UAMAP)

TTY: 1.877.338.0275

workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.



Let us help



Access your Member Assistance Program (MAP) 24/7 by phone, web or mobile app.

1.833.778.2627 (UAMAP)

TTY: 1.877.338.0275

workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.

