

PIPED-IN

WITH UA LOCAL 324

December 2014



Dale Dhillon

Dale Dhillon
Business Manager/
Financial Secretary

Jamie McPherson
President & Training Coordinator

Jim Noon
Marketing Director

Gord Wickett
Vice President

Jan Lageri
Office Manager

Haylee Downey
Apprenticeship Training



UA Local 324
919 Esquimalt Road
Victoria, BC V9A 3M7
Ph: 250-382-0415
Toll Free: 1-888-382-0415
www.ualocal324.com



Message from Dale Dhillon

As we look back at 2014, I am really proud of our productive and professional membership. UA Local 324 members are ready to go to work every morning, know what they have to do and are ready to perform and do their best work. That's why we've had such a successful year and are looking forward to another great year in 2015.

In the last dozen year, we've grown from 325 to 867 members, with 168 apprentices. Our market share keeps growing because UA members understand that we are accountable for what happens on the jobsite. Our contractor relationships are built on quality, accountability, and openness. We want each member to view our contractors as partners, not opponents. Contractors take the risk and they choose UA members because they know that we deliver quality.

Here are some of the current projects UA members are working on across Vancouver Island; FMF Cape Brenton, Oak Bay Secondary School, Eagle Creek Commercial Complex, The Era condo, YMCA Westhills Pool, Shawnigan Lake Ice Arena, Nanaimo Water Treatment Facility, BC Hydro Maintenance Facility, Comox Hospital, Campbell River Hospital and Port Hardy Wagalus School.

Our members were featured in the 2014 Winter edition of Tradetalk Magazine when Local 324 joined the BC Building Trades Council to add our voices to the provincial construction union lobby. We have made advocacy a priority in order to build our industries for the future. Our shipbuilding industry needed the strong advocacy Vancouver Island building trades leaders contributed when we lobbied to bring federal contracts to the West Coast of Canada. We won the bids to have UA signatory contractors build the new shops and offices for Victoria Seaspan Shipyards. UA members are looking at years of steady work in the shipyards because we supported our partners to get there.

In 2015, we are making sure our members have access to the training needed for the work coming online. Upcoming LNG work includes conversion on the Spirit Class ferries slated to start in October. We just bargained a service agreement within our new collective agreements to help us be more competitive and win market share in the service sector, making sure plumbing, heating and sprinkler systems are properly maintained.

Officers and staff at UA Local 324 are working to make sure members are upgrading on a regular basis and tickets are kept up to date. Please read through the reports we have prepared for you to get the latest updates on all the union's services. Note that we have a special meeting coming up in January to vote on proposed by-law changes, which is outlined at the end of this newsletter.

In 2015, get involved in your union and plan to attend union meetings. In Victoria, union meetings are held the second Tuesday of every month, 6 pm at the Union Hall. Have a great holiday and we all look forward to a productive and prosperous New Year!



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Marketing Report by Jim Noon

Dispatch

Dispatch was steady for 2014, we saw an average of 15 members dispatched per month to various short term and long term projects. 2015 is going to be a busy year for local 324 members as the hospitals and many other residential multistory condo projects and commercial/institutional projects start coming on line. Members are encouraged to check in with the hall to make sure their contact information is up to date.

Travel card work is slow at this time. Members are encouraged to contact UA locals for current travel card opportunities.

North Island

The biggest project UA Local 324 has secured is construction of the Comox and Campbell River Hospitals. Between 40 and 50 members will be working at peak construction on the 153 bed Comox Hospital, which broke ground in September 2014 and is slated for substantial completion March 2017. UA contractor Keith Plumbing has the plumbing work on the Comox contract. The 95 bed Campbell River Hospital will also employ up to 30 or 40 members in plumbing and heating and sprinklerfitting, including those working for UA contractor Strathcona Mechanical.

Mid-Island

UA members are working on the Nanaimo Water Treatment Facility. The estimated \$70 million treatment facility project is designed to serve 124,000 residents. The project is slated for substantial completion in 2015 and is providing steady work for up to 18 members.

South-Island

We have been very busy with multi-story residential condo's. In 2014 we completed The Promontory (21 story), The Era (15 story), The Duet (4&8 story), Hudson Mews (12 story) and Uptown Place (4 story). Our market share is also very strong with Commercial/Institutional work. We are currently working on Oak Bay Secondary School, Westhills YMCA Pool, Eagle Creek Village and FMF Cape Brenton to name a few.



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Industrial Work

UA members worked on three shutdowns at Catalyst Paper (Crofton) in 2014. All shut down work performed was done on time and on budget. The next scheduled shut down will be Feb 2015.

Shipyards

In 2014, 150 UA members worked steadily in ship repair. 68 members are performing fleet maintenance at the Department of National Defense. UA brothers and sisters keep the navy ships and

submarines running at the Canadian Forces Base Esquimalt.

70 members work steadily at the Victoria Seaspan Shipyard, alongside UA members with the union building trade contractors who just completed the \$50 million facility upgrade on time and on budget.



Photo: Claudia Ferris

The shipbuilding industry is looking strong with members working on submarines, fishing boats, frigates and coast guard vessels. Two New Zealand frigates have been awarded to Victoria Seaspan for 2017. The LNG conversion on the Spirit Class ferries and an LNG conversion on Tote ships starting Nov 2015 will provide many hrs of work for 324 members.

The federal Frigate Life Extension (FELEX) project has our members currently working on the HMCS Ottawa. The HMCS Regina will be in the dock May 2015. Members continue working on the HMCS Cornerbrook which will be in the yard until 2016.

Organizing

We just brought in 600 high visibility safety vests to promote union pride and safety with our signatory contractors. We are continuing to market and educate the non-union workers through our union brochures, website and Facebook page. Our Face book page started in Oct 2010 and we currently have 476 followers. Facebook allows us to provide current info to our members. It also allows you to share union information with people you know in workplaces that would benefit from joining our union. If you are on social media, join in and engage with us.

Social Activities

By the time the newsletter is received the union's children Christmas party will have come and gone with Santa delivering wonderful gifts to all our fortunate girls and boys. I would like to thank Santa and his elves for shopping, as well as the chefs in the kitchen. They always make this a successful event. Special thanks to Bruce Gowers for his food drive delivered to CHEK TV.

We ran another successful Charity Golf Tournament that was held Sept 6th at Olympic View Golf Course. We had 68 golfers attend our tournament and look forward to 2015. Special thanks to brother Bob Horn and brother Bruce Gowers for organizing the tournament. We are also planning a Mt. Washington Ski Trip in Feb 2015. We will provide more details regarding our ski trip through our website/facebook page. The entertainment committee is always looking for help to organize our yearly events, please contact the union hall to sign up!



Training

- 18 UA members completed our **Steam Upgrading** course in 2014, which involved 120 hours in the classroom and 200 hours of self-study. These members now qualify to work in the shipyards or LNG plants.
- 12 UA members completed the 40 hour **Foreman Certification**, a National Association of Schools and Colleges (NAUSC) program.
- 10 UA members attended a one day **Pipe Fabrication** course put on at the Geo Tech office in Crofton to make sure members could get more hands on experience.
- 12 UA members completed the 16 hours **Steward's** course. Look for the **NAUSC Steward's** course for shop stewards to come up again in 2015.

In the spring of 2015, we will be offering a 45 hour **CSA Rigging** course for the steam and petroleum industry to allow our members to work in different sectors and for LNG in the future.

We will be offering two **CSA Medical Gas** courses later this spring for the two upcoming hospitals. These courses will bring members up to date on the new national code changes to CSA medical gas.

We will be offering **Math Upgrading** for any journey person and apprentices that want to upgrade their math skills for the field or for exams on Wednesday evenings April 1, 8, 15, 22, 2015.

Do you have any ideas for courses? Please contact our training department, Jamie@ualocal324.com with your course ideas.



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Apprenticeships

UA Local 324's apprenticeship program continues to be busy and successful, achieving a 98% completion rate. We currently have 168 apprentices in different stages; 111 Plumbers, 29 Steamfitter/Pipefitters and 27 Sprinkler-fitters. This is a reminder for apprentices to apply for year-end tax credits and grants. Don't forget to apply for incentive grants from the government, for example after completing level one, there is a

\$1,000 incentive grant. For more information about the grants and tax credits that apprentices qualify for, please call the office.

Anyone who has completed school needs to submit their tuition receipts to the union to get a 50 percent reimbursement. Anyone who wants the union to register them at Camosun College needs to fill out the application forms for us to submit.



Western Regional Apprenticeship Competition 2014



Apprentices Compete in Regionals and Nationals

This year, three UA Local 324 apprentices went to the Western Canada regional competition, which showcases and recognizes the talents of our top apprentices. Matt Scott represented Local 324 in Plumbing and Darsh Dhillon in Steamfitting-Pipefitting. Derek Garrow went on to take second place in the Sprinkler-fitting category at the 2014 national UA competition. Congratulations to all three for demonstrating their skills and reinforcing the message that UA trades people are truly the best trained workers in the piping industry in North America.



Health and Welfare

EAP

The union is a family and we are here for our membership. If you are experiencing difficult times, please remember that we have an Employee Assistance Program that you can access. Members are always welcome to come into the hall and talk to us about personal issues and be confident that we keep this information private and confidential. We have counselling services and long and short term disability benefits. The only way we can't help you access the services you need is if you don't come in and talk to us.

Health

The biggest change in our Health and Welfare plan is that in January we are introducing new prescription drug cards for use in the pharmacy for prescription medication. The advantage of the card is that prescriptions are covered at source so members will just pay 20 percent of the cost at the till, with no claim forms needed. With the instigation of the new prescription drug card, the \$25 deductible is waived.

The cards are being mailed out in December. If members have not completed the new enrollment form, they will not get a card. If you have a spouse, you will get two prescription drug cards, one for each adult in the house and additional cards for any adult children still on the plan. Please note that if a member's spouse also has a drug card for a secondary plan, both cards should be presented to the pharmacist at the time of purchase.

BC Medical Plan (MSP) reimbursement continues to be ongoing. Members can submit their BC Medical invoices into the hall for reimbursement and the union will pay 80 percent of the premium and send members a T4A.

Pension Plans

UA Local 324's pension plan became 100 percent solvent in October 2014. The average age of our membership is 38.9 and the average hours worked is 1,152 hours each year. The hours worked have gone up, which is increasing the accrual rate for the monthly pension benefit. In 1998 the employer contribution to pension was \$2 per hour and in 2018 it will be \$5.50 per hour. The union's going concern position is that the plan is 121.3 percent funded, which is the number we will be working with going forward in the new targeted pension plan.

Education

In the coming year, we will be looking at hosting a health and welfare and Pension session where we will bring in our consultants to advise and inform you about our investments and future possible



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benefit. We would like to hear from you about other events you might be interested in attending, and what members want for future benefit increases. We will be polling our membership going forward in future news letters and will invite you to send us your ideas and to let us know if you would be interested in attending a health and welfare and Pension evening.

Union Dues

As per the amendments to the UA Constitution enacted at the 38th Convention, which resulted in changes to the per capita structure, there is an automatic increase in Local Union counter dues of \$1.00 per month over the calendar year 2015.



UA Local 324 Proposed By-Law Changes

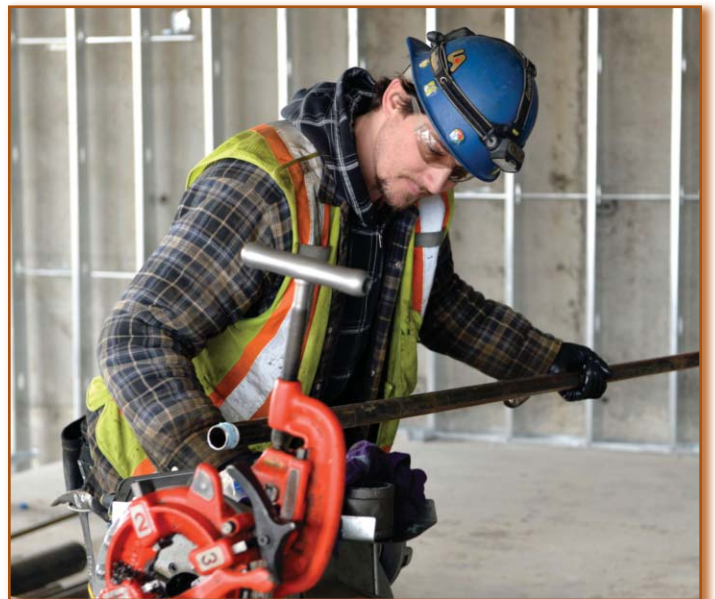
- 1) **Article 1 Clause 3 - (Amend)** Regular meetings shall be held on the second Tuesday of the month commencing at 6:00pm excluding July and August. It will be at the discretion of the Executive Board to arrange area meetings as required.
- 2) **Article 1 Clause 8 - (Amend)** Profane or abusive language or disorderly conduct shall result in removal from a meeting and a fine, not to exceed twenty-five dollars (\$25.00). The Chairperson shall have the power to impose this clause.
- 3) **Article 2 Clause 10 (a) - (Amend)** When a member is dispatched to a project, they will retain their position on the



unemployed register until the completion of (10) working days. It is the member's responsibility to notify the union office if the member becomes unemployed before completing ten (10) working days

- 4) **Article 2 Clause 10 (a) - (Amend)** When a member is dispatched to a project, they will retain their position on the unemployed register until the completion of (10) working days. It is the member's responsibility to notify the union office if the member becomes unemployed before completing ten (10) working days. Any member working away on travel card will have the member's position frozen on the register until the member returns to the hall and makes themselves available for local hire.
- 5) **Article 2 Clause 10 (b) (Amend)** When a member has been unemployed through no fault of their own, to the point where they have exhausted their employment insurance benefits, the member will be permitted to maintain their position on the unemployed board until they have worked sufficient hours to re-qualify for benefits, provided however, that their employment is terminated for "lack of work" (proof of benefits being terminated must be available). Any member refusing a dispatch of employment waves this clause.)

- 6) **Article 2 Clause 11 - (Amend)** No unqualified member can be dispatched to a job in a position that can be filled by a qualified member. It is the member's responsibility to ensure that the information on the unemployed register is correct (i.e. what trade qualification he/she holds).
- 7) **Article 2 Clause 13 - (Amend)** Members must report to the job steward on the first day of work, if applicable.
- 8) **Article 2 (New Clause)** Members requesting to be put as unavailable shall not retain their position on the unemployed board.
- 9) **Article 3 Clause 3 - (Amend)** On the death of a member, five hundred dollars (\$500.00) shall be paid to the deceased member's beneficiary. If no beneficiary is named, no benefit shall be payable.
- 10) **Article 3 Clause 4 - (Amend)** The re-initiation fee shall be five hundred dollars (\$500) plus one years back dues six (6) six months of counter dues, plus any outstanding fines or assessments.
- 11) **Article 3 Clause 5 - (Amend)** Initiation fee shall be a maximum fee of \$250.00 plus three (3) months "counter dues" for all new journeymen initiates, and a maximum initiation fee of \$100, plus three (3) months "counter dues" for all new apprentice initiates. New members that register with pre authorization debit are not required to pay the (3) month working dues in advance.
- 12) **Article 3 (New Clause)** Any member that is 5 months in arrears with their monthly counter dues shall be required to meet with the executive board.



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Special called Meeting to Vote on proposed By-Laws changes.

Meeting dates:

Victoria, Jan 13th, 6pm, Union Hall

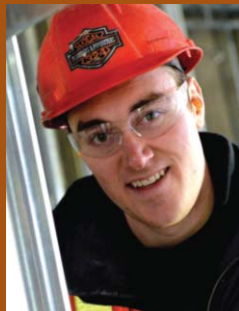
Nanaimo, Jan 20th, 6pm,
477 Wallace St Suite 306

Courtenay, Jan 22nd, 6pm,
Best Western Hotel

- 13) **Article 4 Clause 4 - (Amend)** Job Stewards shall receive expenses equal to one-month counter dues for each month he/she serves as a Job Steward, as long as he/she attends the monthly General meeting or sends a report to the Executive Board for the first Tuesday of each month.
- 14) **Article 7 Clause 15 - (Amend)** The Joint Training Committee and the Mechanical Trades Promotion Fund Committee shall be appointed by the Business Manager.
- 15) **Article 7 Clause 16 - (Amend)** all salaried Officers of the Union, (eg. Business Manager, Business Agent, Organizer) shall be entitled to severance pay for years of service, if forced to retire because of ill health, by reaching retirement age or their term has expired without being re-elected, at a rate of 1 day per year. After 10 years a minimum of 15 days will be the entitlement. If a salaried Officer of the union was removed due to impeachment or convicted of a criminal charge relating to the union, there will be no severance pay.
- 16) **Article 8 Clause 1 - (Relocate Clause under Article 2)** All persons applying for membership as a Building Trades Journeyman must have a B.C.T.Q or an Interprovincial T.Q and must be approved by the Union Examination Board of his/her particular classification.
- 17) **Article 8 Clause 2 - (Relocate Clause under Article 7)** When the local union business manager requires assistance, he/her shall appoint an assistant business agent. The assistant business agent's salary shall be equal to the current foreman's rate and such pay increments as the membership shall decide.
- 18) **Article 8 Clause 3 - (Relocate Clause under Article 7)** If an assistant business agent is required, the term shall not exceed the current business managers unexpired term. If the assistant business agent is no longer required, the business manager may dismiss the assistant business agent with the approval of the executive board.
- 19) **Article 9 Clause 1 - (Amend)** All members shall report to the union any member working in the trade for a non-signatory contractor.
- 20) **Article 9 Clause 4 - (Amend)** Overtime worked by members shall be at the prevailing rates. Fines, suspensions or expulsion will be imposed for infractions.
- 21) **Article 11 Clause 2 - (Amend)** The Executive Board and Finance Committee shall meet on the first Tuesday of each month excluding July and August. Executive Board and Finance Committee meetings shall be scheduled for July and August if any business of importance arises.
- 22) **New Clause -** No member will fly on Union business in better than economy class. If any member wishes to fly in any other class, they have the option of paying to upgrade their flight.
- 23) **New Clause -** Officers or Committee members that take positions on any committees or board must attend at least three (3) union meetings per year to receive their stipend.

UA Local 324 represents world-class piping trade professionals who deliver unparalleled productivity and safety to the construction industry.

We are the piping industry's first choice because of our professionalism, excellence, accountability and results.



You can read “Piped-In” on your laptop, home computer or tablet at www.ualocal324.com

IN MEMORY

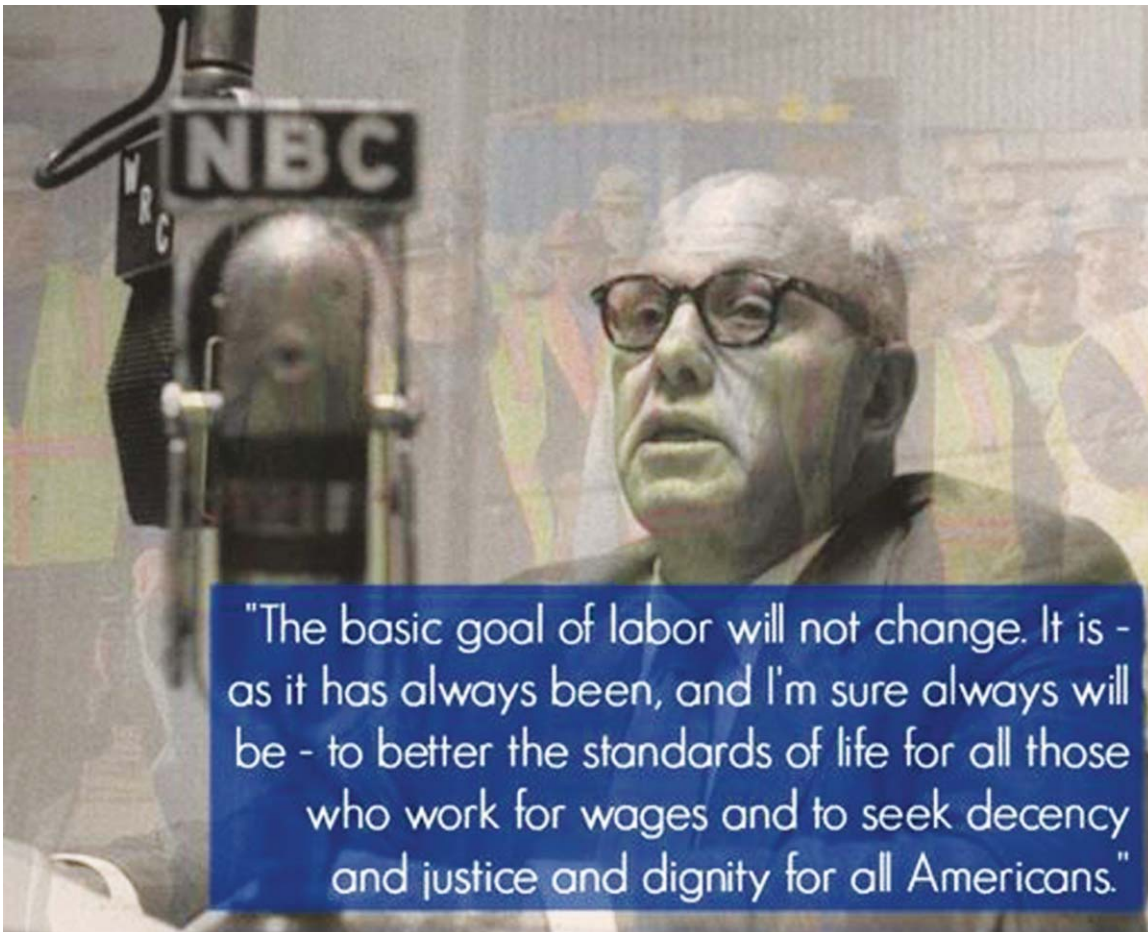
Theo Vandenberg age 86
Dec 31, 1928 – April 27, 2014
32 year member

Roger Lloyd age 57
Sept 3, 1957 – October 20, 2014
13 year member

Retiring Members

Members who have retired in 2014:

Art Hanson
Rob McCarthy
Brian Stewart
Colin Smith
Perry Buker
Steve Curtis



George Meany (1894-1980), proud UA member and former President of the AFL-CIO.