

PIPED-IN

WITH UA LOCAL 324

October 2015



Dale Dhillon

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Financial Secretary

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Business Manager's Report - by Dale Dhillon Recognition for Achieving

I am optimistic about the federal election results on Vancouver Island and across the country. We are going to see much needed investment in infrastructure projects that will be putting Canadians to work making good wages. We are going to be able to work well with our new majority government and we are sending excellent MPs to work on our behalf in Ottawa.

The Liberals, Greens and NDP ran strong, clean election campaigns. Voters demonstrated that Canadians do not want scare tactics and fear campaigns. The Liberals took a positive approach, with leadership that demonstrated the ability to listen to and respect individual opinions, and it was a winning strategy.

UA Local 324 has won 90% of the market share of the industrial, commercial and institutional work on Vancouver Island using a similar positive approach. This is a strategy that will keep the middle class in Canada strong, without sacrificing the environment or our ability to look after the vulnerable in our community. Consistent positive messaging wins elections and market share.

The Liberals demonstrated the importance of branding, marketing and consistency – these three words describe what companies do to make sure clients, the public and end users know who they are. Customers know if they have a Tim Horton's cup of coffee in St. John's, Newfoundland it will taste the same as the Tim Horton's coffee sold in Victoria, British Columbia.

I believe local unions are no different than a corporate franchise, like Starbucks, Tim Hortons and Google, to name a few. These companies all have a brand and all deliver a quality product from coast-to-coast. UA local unions should be doing the same.

UA Canada's training department have started UA on the path to delivering a consistent quality brand across the country through courses such as, foreman certification, medical gas certification and rigging. UA Canada also created the logo used by the majority of locals today.

UA Locals need to take the same approach to branding and marketing. Every UA local should be actively selling their skilled labour product. There are more than 55,000 members in UA Canada today, and our training is second to none. Along with promoting the skilled labour we represent, all locals should be publicizing the impeccable training UA journeyed and apprenticed workers receive.

The majority of local unions across this country have very good working relationships with their signatory contractors. This story should be told to potential clients, owners, end users and the public. This is just another way to grow market share and work for our members.

Local unions that struggle with retaining and building market share, organizing, and good contractor relationships should be offered help



Joshua Berson Photography

Business Manager's Report (continued from page 1)

from the UA parent body. Locals who have lost market share should be given the opportunity to learn what works in other local unions and to use these techniques to their advantage. What is important is that union locals identify and understand any sector specific losses in their market share and use this information to develop marketing strategies and actions to regain and strengthen their market share.

Locals that lose market share hamper the growth of the union workforce and of other UA locals. If the union does not have market share, this could only mean the non-union contractors, or CLAC contractors, are doing the work. If this is happening, these open shop contractors are growing, not only in manpower, but in their capability to do larger projects. When larger projects, (such as; P-3's, schools and sewage/water treatment plants,) go to tender,

open shop companies have the financial capacity to bid on and bond big projects. Once this is allowed, open shop contractors have no borders, they have no jurisdiction and they go onto work anywhere. They become direct competition for union signatory contractors.

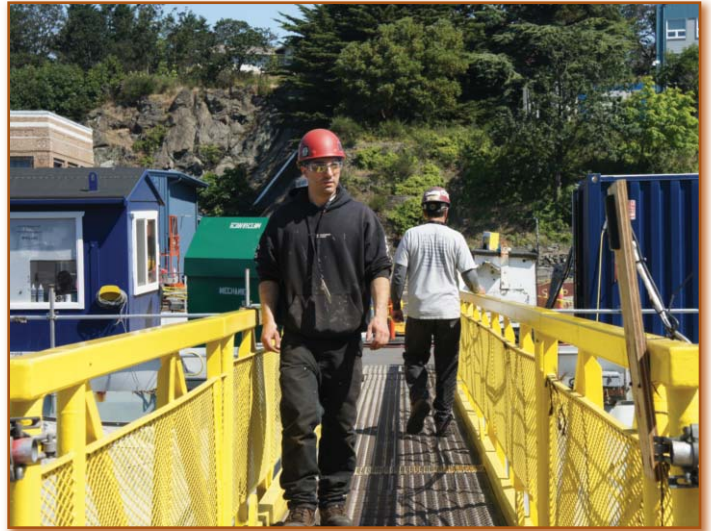
It is the UA responsibility to take a leadership role to make sure all of the locals are endeavouring to protect their jurisdiction, grow market share and take responsibility for their actions. The UA should implement a program that recognizes local unions for their achievements. Local unions that grow market share, have good labour relationships with their signatory contractors and are involved within the community should be recognized for their actions and leadership in our organization.

Vancouver Island Jobs Report

UA Local 324 hits a grand slam, securing 3 major projects on Vancouver Island by Business Representative Jim Noon

The construction sector on Vancouver Island this year has been the busiest on record for Local 324. The majority of 324 members are currently employed on jobsites throughout the island. Our membership continues to grow and now sits at approximately 900 members.

UA 324 members work in multi-story residential, commercial, institutional, industrial, shipyard and service sector. The benefit of winning work in different sectors of construction is that we aren't dependent on only one industry. We have one the most diverse employment bases of any of the locals across the UA.



According to the 10 year UA growth chart, we are presently sitting at number 11 out of over 300 UA Locals across North America.

Our market share continues to grow across all sectors as our signatory contractors work hard to secure new projects for our members." We have recently secured many new multi residential, commercial and institutional projects. Major UA projects on Vancouver Island include the North Island Hospitals, office and retail buildings at 1515 Douglas St and Capital Park.

Every UA 324 member should be proud of the achievements we have made over the years. We continue to receive recognition from signatory contractors, general contractors and owners on the excellent work our members are doing to ensure projects are completed on time and on budget.



Multi Residential, Commercial and Institutional Work

Here is a list of some of the current UA projects; Eagle Creek Shopping Centre, Quality Foods, Phase 3 Uptown Shopping Centre, Wilson Walk Condo (9 story 108 units), Hudson Walk Condo (16 story 170 units), The Railyard (4 story 49 units), Empress Hotel heating upgrade, The Clarion Condo (5 story 53 units), 1075 Pandora Condo (13 story 138 units), Coho Condo second phase (4 story 44 units), The Janion Hotel (7 story 122 units), Westshore YMCA, BC Hydro Maintenance Facility and the Gorge Road Senior's Complex.



Industrial Sector Work

The industrial sector has been busy with members working on an Ethanol expansion project at the Chevron Hatch Point tank farm in Cobblehill. We currently have 10 pipefitters and 5 welders working onsite with completion set for late November. Crofton pulp mill has had a small crew performing maintenance work throughout the year with a maintenance shutdown completed in early October.

Shipyards

Victoria shipyard has been steady with members continuing work on the HMCS Regina and the HMCS Cornerbrook submarine. We have a total of 69 members working between the two projects. There will be a cruise ship coming in for maintenance Dec 3rd through until the 14th. FMF CAPE BRETON workers continue to maintain and support warships of the Royal Canadian Navy.

Hospitals

In Victoria, UA 324 members are working on the Royal Jubilee Hospital. The two largest projects members are currently working on are the North Island Hospitals. Back in the spring of 2014 we were given the exciting news that two of our signatory contractors had been awarded the contracts to build both North Island Hospitals.

Keith Plumbing and Heating was awarded the Comox Valley Hospital and Strathcona Mechanical was awarded the Campbell River Hospital, with Viking Fire Protection awarded the sprinklers on both projects. We were ecstatic and knew this would provide long term work for our members throughout the island.

We had started with small crews late in 2014 and now have over 130 members employed between both projects. Our members are working on all aspects of the project from the plumbing, heating, medical gas, sprinklers and pipe fabrication. This is the first hospital project for many 324 members and they are very excited for the opportunity to work on such a large project. Members can see current progress of both hospitals by going to nihp.viha.ca.

Here are some details of both projects;

Comox Valley Hospital

The total cost of the new hospital is \$331.7 million dollar. The size of the hospital is 428,700 sq feet, which includes 153 acute beds. The 153 beds are split into; 105 In Patient Units, 8 Intensive Care Units, 10 Telemetry, 9 LDRP (Labour, Delivery, Recovery and Post-Partum) and Aboriginal Maternal Health, 6 Pediatrics, 11 Psychiatry and 4 PICU. In addition there will be, 6 Operating Rooms, 18 Surgical Daycare, 13 Post-Anesthetic Recovery Rooms (PARR), 5 procedure rooms, 7 Chemo, 7 Medical Daycare, 31 Emergency and University of British Columbia (UBC) Academic Teaching Space.

Campbell River Hospital

The total cost of the hospital is \$274.5 million dollars. The total area is 348,000 square feet, which includes 95 acute care beds. Included in the 95 beds will be, 72 In Patient Units, 6 Intensive Care Units, 7 Telemetry, 7 LDRP (Labour, Delivery, Recovery and Post-Partum) and Aboriginal Maternal Health and 3 Pediatrics units. Additional rooms include, 4 Operating Rooms, 12 Surgical Daycare, 10 Post-Anesthetic Recovery Rooms (PARR), 5 procedure rooms, 7 Chemo, 7 Medical Daycare, 29 Emergency, University of British Columbia (UBC) Academic Teaching Space and a Centre of Excellence in Aboriginal, Maternal Health space.

In closing, I would like to thank all 324 members for their dedication to our local and for your hard work on the jobsite. We are a growing union with an experienced membership that takes pride and ownership with the work we do. Let's continue moving forward and build on a reputation we have earned for over 113 years.

UA Local 324 Election of Union Officers

Nominations will take place during our November union meetings scheduled at the following locations;

VICTORIA November 10th 6:00pm
Plumbers and Pipefitters Hall
919 Esquimalt Rd

NANAIMO November 17th 6:00pm
477 Wallace St Suite 306

COURTENAY November 19th 6:00pm
Best Western Hotel

The Election of Officers will take place during a special called meeting at the following locations;

VICTORIA December 8th 6:00pm
Plumbers/Pipefitters Hall
919 Esquimalt Rd

NANAIMO December 15th 6:00pm
477 Wallace St Suite 306

COURTENAY December 17th 6:00pm
Best Western Hotel

NOTE: In the event of a tie vote and a runoff is necessary, the date, time and place of the runoff shall be stated. In an election of Local Union officers, a member may only be nominated for one (1) of the offices set forth in section 100.

UA local 324 will be seeking nominations for the following positions:

- One (1) President
- One (1) Vice President
- One (1) Recording secretary
- One (1) Business Manager/Financial Secretary
- One (1) Treasurer
- One (1) Inside Guard
- Five (5) Executive Board Members (one of whom shall be the vice president)
- Three (3) Finance Committee Members
- Five (5) Joint Conference Board Members (one of whom shall be the Business Manager)
- Four (4) Western Pipe Trades Delegates/BC Pipe Trades
- Two (2) Metal Trades Delegate
- Two (2) Dockyard Trades and Labour Council Delegate



UA Constitution

Local Union Officers and Their Duties

SEC. 100.

- (a) Each Local Union shall elect a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Inside Guard, Executive Board of five (5) members, one of whom shall be the Vice President, and a Finance Committee of three (3) members. A Building and Construction Trades Local Union and combination Local Union shall also elect an Examining Board to examine and qualify all journeymen for membership and work in the Building and Construction Trades industry. Each Local Union of the United Associations has the right to elect one or more of its own members as a Business Agent and Business Manager, and when they are elected they shall be considered as officers of the Local Union. Each officer elected by a Local Union must remain in good standing during his term of office. If he becomes suspended his office shall automatically be declared vacant and must be filled in accordance with the provisions adopted by the Local Union filling vacancies.





Eligibility for Office in Local Unions

SEC. 121.

No member shall be eligible to be nominated for office in any Local Union unless he shall be a journeyman member and shall have been a member of the United Association and the Local Union in good standing for at least a period of two (2) years immediately prior to the election. Any journeyman member who owes or has paid a reinstatement fee within a period of two (2) years immediately prior to the date of the election shall not be eligible to be nominated for office in any Local Union. See Section 161 regarding eligibility of member contractors.

Election of Local Union Officers

SEC. 122.

- (a) All officers of Local Unions shall be elected for a term of not less than three (3) years. Refer to Sec 122.

Eligibility to Vote at Local Union Election

SEC.124.

- (a) No member shall vote at any election of any description unless he has been a member in good standing in the Local Union where the vote is being taken for a period of one (1) year immediately prior to the date of election. Any member who owes or has paid a reinstatement fee within a period of one (1) year immediately prior to the date of election shall not be eligible to vote in any Local Union election. See Section 161 regarding eligibility of member contractor to vote.

- (b) The General Secretary-Treasurer will upon request of the Business Manager of the Financial Secretary of a Local Union furnish an eligibility list indicating those members eligible to vote and seek office in Local Union elections.

- (c) The request for such list should be made at least thirty (30) days prior to nominations in the Local Union.

Apprentices

SEC. 148.

- (b) Apprentices admitted to membership in Local Unions of journeymen shall be entitled to all of the monetary benefits of the United associations and, as learners, they will be entitled to attend meetings of such Local Unions but without voice or vote except where this is necessary to comply with federal state and/or provincial laws.



Training Report

By Jamie McPherson

UA Local 324 Training Coordinator

- We just finished an introduction to rigging course in Nanaimo for our members in the mid and north island areas. We are currently planning dates for an introduction to rigging in Victoria later this year. This is a good course for those who have little or no rigging experience and want to learn the basics.
- We have 14 members who have now passed the brazing procedure PBP-15, which is the current brazing procedure recognized for medical gas in BC, and a prerequisite for the CSA Medical Gas Installer certification.
- We will be setting up CSA courses for both the Rigging and Medical Gas Installer certifications once the participant and instructor material is available.
- We will be starting a Steam upgrade course later this year starting either November 21 or 28. There will be an online portion of this course to be completed over a 2-3 week break surrounding the New Year. You require either 2,810 documented hours of directly related work experience as a journeyman Plumber or Sprinklerfitter, or 8,430 hours of documented experience.
- We are currently setting dates for NAUSC certification courses, Foreman (Feb/March), Steward (March/April), and Inspection, Testing, and Maintenance for journeymen service sprinklerfitters (TBD).

- We have new on-line courses that will be available soon to our members. These will be rolled out early in 2016 keep looking on the website for updates.
- If you are interested in attending these upcoming courses, contact Jamie McPherson jamie@ualocal324.com.

Apprenticeship Report

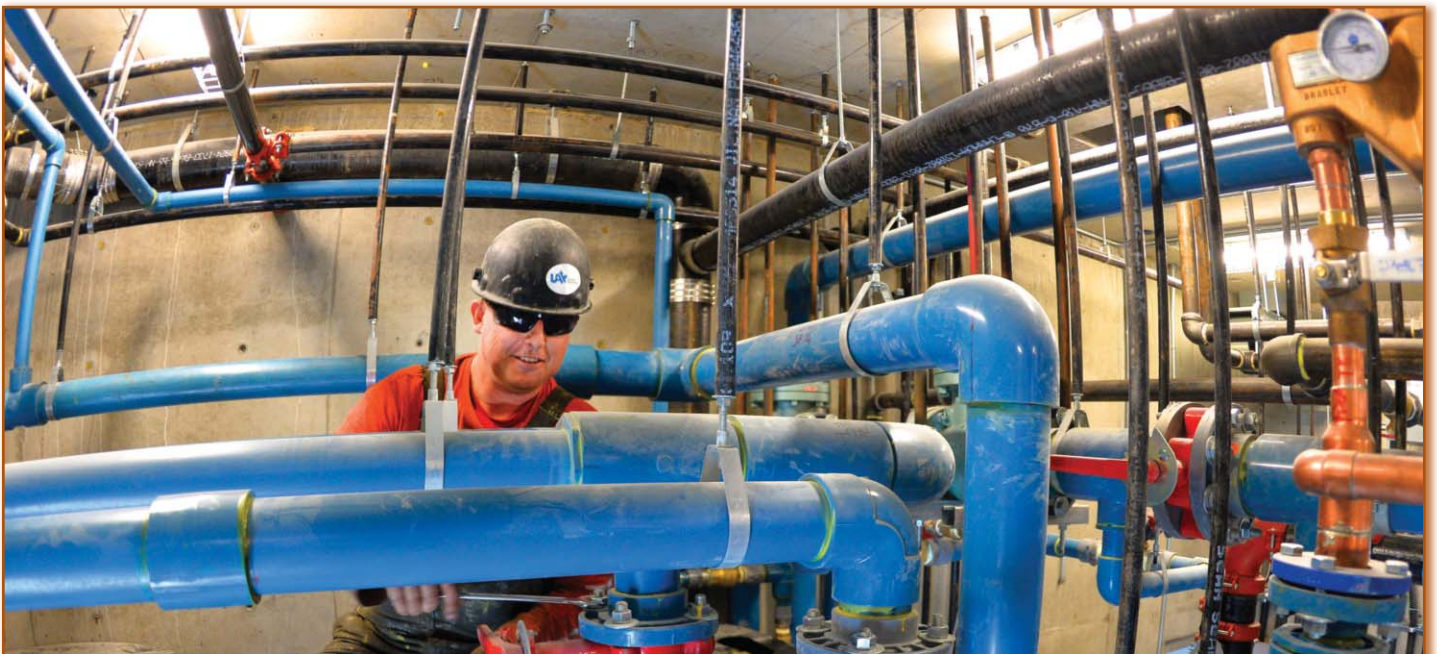
By Haylee Downey

Looking ahead to 2016, we are developing apprentice log books to help us ensure our apprentices are getting a good well rounded apprenticeship. We are still in the development stages but hope to get it rolled out at the start of 2016.

This is a reminder for apprentices to apply for incentive grants from the government, for example, after completing level one, there is a \$1,000 year-end tax credit. For more information about the grants and tax credits 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. The union is in the process of registering apprentices for school, by now most of you should have received confirmation of your dates in the mail from Camosun College. If you have not, please contact Haylee at the union hall.

Apprentices are to contact the union hall before withdrawing from any pre-registered courses. Failure to attend school at the given date could result in a wage freeze.



Entertainment

Fishing Derby

We held our UA Local 324 Fishing Derby on Sat May 23rd at the Pedder Bay Marina. We had 55 fishermen, with Tony Downey catching the largest halibut at 18lbs, and Landon Martin with the largest salmon at 29.1lbs. We would like to thank the 34 generous sponsors who help make this tournament a huge success. We donated \$500 to the Sooke Salmon Enhancement Society. We are planning to have next year's fish derby sometime in June/2016.

UA 324 Charity Golf Tournament

On Sept 12th we held our annual Charity golf tournament at Olympic View Golf Course. We had 58 golfers attend this year's tournament. A donation in the amount of \$500 was raised to support Eric Lindquist's spouse Christina. This tournament wouldn't have been made possible without the 37 generous hole sponsors that donated to this year's tournament.

The Paul Johnstone memorial trophy went to Jim Tarbuck, Bob Tarbuck, Lee White and Glenn White, and the Albey Evans memorial trophy went to Dean Lepine, Bruce Gowers, Evan Wilson and Phil Thompson. Our golf tournament is confirmed to take place at Olympic View Golf Course on Sept 10th 2016!

Children's Christmas Party

This year's Children's Christmas party will be held on Sunday Dec 13th at the Leonardo Da Vinci Hall, 195 Bay St. This is a great event with food, cake and presents for registered children 10 and under. We will also be collecting donations for Santa's Anonymous. Members need to contact the union hall to register for the Children's Christmas Party 250-382-0415.



Retiring Members

Members who have retired in 2015:

Dirk Van tongeren
John Haddon
Wayne Gill
Terry Barwis
Bob Decosta
Louie Lussier
Bob Horn
Ken Bennett
Pat Contant

IN MEMORY

Dec. 22, 2014 – Gord Clements

July 21, 2015 – Heinz Sauer

Sept. 6, 2015 – John Bowman



V.M.I. Pension Plan - IMPORTANT NOTICE OF CHANGE

The Victoria Mechanical Industry Pension Plan will be changing From a Defined Benefit Pension Plan to a Target Benefit Plan Effective December 31, 2015

The new Pension Benefits Standards Regulation of B.C. was approved on May 11, 2015. The new Act and Regulation allow for current Negotiated Cost Multi Employer Defined Benefit Pension Plans, like the Victoria Mechanical Industry Pension Plan, to change the structure of their plans to become Target Benefit Pension Plans.

The Victoria Mechanical Industry Pension Plan Trustees have reviewed all of the key impacts that will affect our pension plan members, and have passed a motion to change to a Target Benefit Pension Plan as of December 31, 2015.

Between now and early 2016, we will provide more information to all members with a detailed communication, including in person member meetings, about the differences as a result in the change of plan type.

In this note, we focus on two immediate considerations as a result of the pending change to a Target Benefit Pension Plan:

- Potential Increases in Accrued Pensions, and
- Decreases in Lump Sums

Potential Increases in Accrued Pensions

If a member is planning on receiving a pension from the plan when he is eligible (rather than taking a commuted value) there will be no practical impact on the nature of benefits from the change to a Target Benefit Pension Plan. The new rules mean that a new formula will be used to measure the financial health of the pension plan. As a result, the Trustees expect an improvement in the plan's financial picture, allowing for possible pension increases while maintaining a buffer for unknown events. The

Trustees will be discussing potential improvements in the coming months. Trustees are likely to announce and apply pension increases in 2016.

Decreases in Lump Sums

While the change to the Target Benefit Pension Plan will likely result in increases to accrued pensions in 2016, it will also affect the valuation process for terminated members who wish to withdraw from the plan and take a lump sum value.

Only Terminated Vested Members are eligible to withdraw commuted values. A Terminated Vested Pension Plan member is one where, on whose behalf, the pension plan has not received any contributions for a period of two consecutive years. Members must also be under the age of 55. No withdrawals are permitted after age 55.

After December 31, 2015 the commuted value of the pension will be of a lesser value than those paid prior to December 31, 2015. The reduction in value will generally be between 20% to 40%.

All Terminated Vested Members eligible for a commuted value have already received notification of these changes. Should any Terminated Vested Member under the age of 55 wish to receive a commuted value of their pension based on the current rules, a request in writing is required along with \$350 payment **PRIOR to December 31, 2015.** Please send your request to:

The Administrator
Victoria Mechanical Industry Pension Plan
919 Esquimalt Road, Victoria BC. V9A 3M7

