



U.A. LOCAL 324 NEWSLETTER

FALL 2018

BUSINESS MANAGERS REPORT



Dear Brothers and Sisters,

As we head into Fall we reflect back on a busy summer season. The thought of growing our union has been top of mind and during the month of July we hit an all-time record. **Local 324 reached 1000 members!** This is a huge accomplishment and congratulations to all the past & current officers, staff and members for helping to grow our union. The robust economy and our signatory contractors securing record amounts of projects have helped to create many opportunities for our members. Recruitment is key to ensuring we have enough manpower to fill the dispatch requests. Many of our members have referred potential members to the union which is much appreciated. I would ask all members to help build our union by talking with unrepresented pipe trades workers about the benefits of being part of our union and have them contact the union office for an opportunity to join. The larger we grow the stronger we become.

The fall/winter work picture continues to be strong. We must continue working hard to maintain our market share and work on building new relationships. We have three new signatory contractors, Strategic Mechanical, Callaway Plumbing and BFI Constructors. These are exciting times and we look forward to continuing to build our unionized contractor base. After keeping a watchful eye on the McLaughlin Point Waste Water Treatment Project, it has now been secured. We also hope to secure related infrastructure projects connected to this project. The condo sector continues to be very busy with approx. 20% of our active members employed on these projects. At this time we have secured over 1500 condo units. The commercial/institutional sector is also steady with senior care facilities, college/university and retail projects. The industrial sector has been relatively slow. There will be a 10 day Crofton Pulp mill shutdown starting November 19th.

Ratification of our Commercial/Institutional Collective Agreement was held the last week of September. The members voted in favour of accepting the MOA which took effect October 1st. Some of the changes included a wage increase of \$2.96 over 3 years and a new Foreman rate schedule. Part of the wage increase included a \$0.30 reallocated from H&W. The new agreement will be posted on our website by the end of October. I want to thank the JCB negotiating committee for their hard work and all 324 members who came out to vote.

Community Benefit Agreement (CBA) A CBA is an agreement that sets out hiring provisions on publically funded projects, such as schools and hospitals. These agreements include the hiring of qualified local workers, indigenous people, apprentices, and women in trades. Union wages are a part of CBA agreements. For more information visit www.letsbuildbc.ca

Current Secured Projects - Customs House Condo, Operations Bldg McLaughlin Point, Victoria Airport Expansion, Harbour Towers, Esquimalt Town Center, Colwood Corners, Langford Towers, Mclure Terrance Condo, Selwyn Townhouses, 989 Johnston Street Condos, Comox Wing 19, Nanaimo Marriott Hotel, Capital Park Phase 3.

Victoria Shipyard

We currently have a total of 127 pipe fitters working at Victoria Shipyard. We continue work on the first OSFV vessel which is set to be completed by the end of 2018. The HMCS Winnipeg has arrived back for another 2-3 months of work & the HMCS Vancouver arrives late Jan/Feb. The second New Zealand frigate Te Mana will arrive in March (1 year project). This project will require a crew of 20 P/F's and will progressively grow. The Emerald Princess is set to arrive in March for 10 days. The second OSFV should arrive sometime around early spring. The VISSC submarine program is currently employing 40 members with a possible increase in 2019.

Fraternally yours,

Jim Noon

Jim Noon
Business Manager / Financial Secretary



JOINT TRAINING COMMITTEE REPORT

Fall 2018 has been very busy for the JTC. We are currently running a NAUSC Foreman Course led by Brother Dave Small that will be completed November 17, 2018. The Steamfitter IP preparation course commences November 14, 2018, led by an assemble of Brothers: Al Paterson, Darren Vaux, Landon Martin, and Larry Nohr (Local 516) will cover the refrigeration. In September, Brothers Rod Lidstone and Jack Lindboe successfully completed the NAUSC /CSA P.I.P.E.S. Rigger Train the Trainer course in Ontario at Local 401. We are in the planning stages for both an introductory Rigging course as well as our first CSA course. Brother Alasdair Reid is preparing a Blueprint Reading course that we hope to run early 2019.

While the Building Act states the Plumbing Code 2018 will come into effect December 18, 2018 there are no paper copies of the code book yet available. Once the code books are available VIPIJTC will schedule the dates for this upcoming course. If you are interested in this or other courses, please sign up on the website or call the Union office.

JTC has recently acquired \$90,000 in training equipment obtained through the Government of Canada 2017 Union Training & Innovation Program (UTIP) Grant. We hope to start using this equipment soon in upcoming training courses. We have also submitted at proposal for \$385,000 to the 2018 UTIP.

Jamie McPherson
Director of Training
UA Local 324

UNION REPRESENTATIVE REPORT

Last November I was hired to help with interviewing & initiating new members. I didn't realize at the time that we would grow from 880 members to currently 1014. Our Contractors are confidently bidding work and we are supplying them with qualified tradesman and apprentices.

Please remember when you are laid off members living in Victoria are required to come to the union hall to sign the unemployed register. If you live up island, you may call in your layoff. Please also remember to update changes to addresses and phone numbers. Members who would prefer to receive newsletters and mail out information via email, please send confirmation of your email address to stefan@ualocal324.com and I will start to set up a group email list.

Health and Safety on the jobsite is extremely important for all of our members. I would like to remind everyone that if you are injured on the job you must report the injury immediately to your foreman and/or safety officer. If you are injured and will be off work please inform the union office. Members can contact the union hall and request a work safe information Q&A handout which will help explain the process when injured on the job.

I am moving into my 30th year in Local 324 and I am proud to see what a skilled workforce we have. Our future work picture looks very strong and it is a great time to be a Local 324 Member.

Stefan Plusa
Union Representative
UA Local 324

LOCAL 324 BYLAWS

Local 324 By Laws ~ Recommendations for amendments, deletions or additions to the Local Union By Laws shall be submitted in writing at the November 2018 general Union meetings and discussed at the December general meetings. Voting if applicable will take place at the January 2019 Union Meetings.

~ IN MEMORY 2018 ~

PAUL BANNISTER

DUANE THOMAS

DAVID JOHNSON

UA LOCAL 324 ELECTION OF UNION OFFICERS

Nominations will take place during the November Union Meetings

Victoria	Tuesday, November 13 at 6:00 pm 919 Esquimalt Road
Nanaimo	Wednesday, November 14 at 6:00 pm 477 Wallace Street Suite 306
Courtenay	Thursday, November 15 at 6:00 pm Best Western Hotel

The Election / Voting of Officers will take place at December Special Called Meetings

Victoria	Tuesday, December 11 at 6:00 pm 919 Esquimalt Road
Nanaimo	Wednesday, December 12 at 6:00 pm 477 Wallace Street Suite 306
Courtenay	Thursday, December 13 at 6:00 pm Best Western Hotel

Nominations will be for the following Positions

One	President
One	Vice President
One	Recording Secretary
One	Business Manager / Financial Secretary
One	Treasurer
One	Inside guard
Five	Executive Board Members <i>(one of whom shall be the Vice President)</i>
Three	Finance Committee members
Five	Joint Conference Board Members <i>(one of whom shall be the Business Manager)</i>
Four	Western Pipe Trades Delegates / BC Pipe Trades
Two	Metal Trades Delegates
Two	Dockyard Trades & Labour Council Delegates

***Ballots will be counted on Friday, December 14, 2018 - Results will be posted on the Local 324 website
In the case of a tie vote and a runoff is necessary, the date, time and place of the runoff shall be stated***

U.A. CONSTITUTION ELIGIBILITY & ELECTION OF LOCAL UNION OFFICERS

LOCAL UNION OFFICERS AND THEIR DUTIES EC. 100. (a) *Each Local Union shall elect* 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 for filling vacancies.

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.

ELIGIBILITY FOR OFFICE 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 election shall not be eligible to be nominated for office in any Local Union.

ELIGIBILITY TO VOTE AT LOCAL UNION ELECTIONS 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 or the Financial Secretary of a Local Union furnish an eligibility list indicating those members eligible to vote and seek office in Local Union elections.

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 Association and, as learners, they will be entitled to attend meetings of such Local Unions. After successful completion of the third apprenticeship year, apprentices shall be entitled to voice and vote at Local Union meetings and in Local Union elections. Prior to successful completion of the third apprenticeship year, apprentices will have no voice and vote except where this is necessary to comply with federal, state or provincial laws. Apprentices will not be entitled to hold office in any Local Union or in the United Association, and they will not be entitled to serve as delegates to the United Association Convention, until successful completion of their apprentice training and their achievement of journeyman status.

ENTERTAINMENT & SOCIAL ACTIVITIES

We started the summer off with our annual Local 324 Pedder Bay Fishing Derby and donated \$500.00 to the Sooke Salmon Enhancement Society. The *Show us your Metal* car show Aug 28th had a low turnout due to the poor weather. Proceeds from the car show went to support the Children's Hospital. Our annual charity golf tournament was held on Sept 29th with a total of 76 members & friends in attendance. Everyone had a great time and we raised \$500 towards Christmas Food Hampers for local Victoria families in need. This year our Children's Christmas party will feature Magician Murry Hatfield and we will be adding gingerbread decorating and a colouring station.



ANNUAL CHILDRENS CHRISTMAS PARTY

Sunday, December 16, 2018 12:00 TO 4:00 PM
at the Da Vinci Hall 195 Bay Street

Please Register children 10 years of age and under at the Union Hall
250-382-0415 Toll Free for Up Island Residents 1-888-382-0415

Registration Deadline ~ Friday December 7, 2018

We will be accepting Donations at the door for Families in Need

We wish to recognize and thank

Ken Beswick for 48 years

of dedication and volunteering as our Local 324 Santa



Retiring Members of 2017

Brian Chalmers	Lloyd Davis	Joe Devetten
Ralph Eckford	Ian Evans	Jim Gray
Paul Keller	Pete Machek	Dan Paquette
Charles Pike	Dan Quaife	Doug Sebastiano
Jim Tarbuck		

Retiring Members of 2018

Brian Berrigan	Frith Burke	Kevin Dean
Gerry Egeland	T. Flewelling	Dennis Laughren
Jill Livesey	Lewis Marriott	Jack Maxwell
Al Motiuk	Ron Mounsey	Brian Nairn
Rob Nicholishen	Brian Oakley	Bill Phillip
Earl Sandwith	Robert Smith	Brian Thompson

Upcoming 2018 & 2019 Holidays

Remembrance Day ~ Monday November 12, 2018
Christmas Day ~ Tuesday, December 25, 2018
Boxing Day ~ Wednesday, December 26, 2018
New Years Day ~ Tuesday, January 1st, 2019
Family Day ~ Monday, February 18, 2019
Good Friday ~ Friday, April 19, 2019
Easter Monday ~ Monday, April 22, 2019
Victoria Day ~ Monday, May 20, 2019
Canada Day ~ Monday, July 1, 2019

Health & Welfare

MSP Reimbursements are currently underway. Premiums being reimbursed are to the end of September 2018. Maximum reimbursement is 12 months. Proof of paid premiums may be emailed to Jan directly, faxed or dropped off at the hall.

PLEASE NOTE: The deadline for submission of 2018 extended health benefits receipts to D.A. Townley is June 30, 2019. Booklets & claim forms are available at the union office or the Local 324 website. ualocal324.com

Union Office Contact Information

Jim Noon, Business Manager
Jamie McPherson, Training Director
Jan Lageri, Office Manager
Haylee Downey, Apprenticeship Training
Stefan Plusa, Union Representative

jim@ualocal324.com
jamie@ualocal324.com
jan@ualocal324.com
haylee@ualocal324.com
stefan@ualocal324.com

919 Esquimalt Road, Victoria BC V9A 3M7 ~ Phone: 250-382-0415 Fax: 250-380-1713
Website: ualocal324.com Facebook: [ualocal324](https://www.facebook.com/ualocal324)

CHRISTMAS OFFICE HOURS

The union office will be closed from noon on Monday December 24 through Tuesday, January 1, 2019
We will re open Wednesday, January 2, 2019