



HEAT & FROST

LOCAL #118

NEWSLETTER

Business Manager: Lee Loftus

SPRING ISSUE 2009

LEE LOFTUS RETURNS AS BUSINESS MANAGER

It has been several months since my return to the office. I would first like to express my thanks to those of you that called and asked me to consider returning to this position. A further thanks to all of you that have called to congratulate my return.

Much has changed since my departure and so many things remain the same. A new dispatch and employer referral system, collective agreement changes to reflect industries and employers, organizing efforts and directions, division in the Building Trades Unions and many new faces.

What has not changed is the seasonal unemployment, employers and members supporting each other, and the fretting about our future, through the moccasin telegraph (rumours, rumours, rumours).

At the All Officers meeting held in January a map was laid out of some of the issues we will be following for the first six months of 2009. Following are some of the highlights:

1. Collective Bargaining Strategy for 2010.
2. CBA expiry and discussion on the distribution of the wage increase of \$1.50 per hour May, 2009.
3. Standardization of CBA's for BC's regions
4. Review of Organizing Strategies and a revitalization in our organizing commitment
5. Membership Surveys, (meetings, collective bargaining, web services)
6. E-banking, Interac visa/mastercard and debit card services
7. Promotion and education of clients, architects and building inspectors

As we progress we will be keeping in touch with our web site and newsletters.

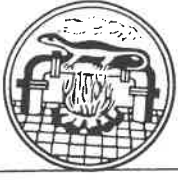
WAGE INCREASE MAY 1, 2009

Please find enclosed the wage increase ratified by the members at the March 21, 2009 Union Meeting.

Thank you Brothers Laxton and Hawkins

Brother Wayne Laxton and Brother Peter Hawkins have both moved into retirement as of December 31, 2008. These brothers have spent most of their active years in Local 118 as officers in one position or another. They have bargained collective agreements, organized non members, sat in hundreds of meetings, listened to members into the night and championed your causes for decades.

The Officers and Members of Local 118 wish to acknowledge their years of service and wish them well in their retirement years.



Negotiations

Negotiations with Tim Locke (Locke Insulation Systems) has been concluded. The Locke collective agreement is in effect from January, 1st 2009 to April 30th 2010. It will expire with the Standard Construction Agreement and the Aarc-West collective agreement.

The Locke agreement is a combination of both the agreements currently being used in our industry. The Locke agreement does not have a provision for a commercial worker, employees are either an apprentice or a journeyman insulator. Full provisions of our Health & Welfare Plan are available to all employees after the receipt of 250 hours and the pension provisions for apprentices are a little more balanced and richer.

This agreement will also enjoy an increase of wages beyond the Aarc-West agreement come this May 1st of a \$1.50 per hour. This will be a template for our next round of bargaining with both the CLRA (Construction Labour Relations of BC) and Aarc-West Mechanical Insulation.

Northern BC has a number of challenges that make our Standard Agreement uncompetitive. In the last number of years we have attempted to do different things with Letters of Understandings and Project Agreements in an attempt to secure work for our members and our employers. Negotiations continue to be underway with these employers.

Omineca has made some inroads to the oil fields as a result. We have agreed to meet with Omineca to review the collective agreements and find a way to standardize and develop a "Northern Agreement" that could be used by all contractors signatory to Local 118. This could open up work to us traditionally not available. As this develops, further reports will be available.

Organizing

Local 118 and the International Organizing Department undertook a campaign to organize the employees of **Locke Insulation Systems**. Brother Lyndon Johnson worked closely with Brothers Vince Engel and Jamie Andre, International Organizers, and several of our members in a card signing and salting program that led to a successful union certification.

After 8 long weeks through November and December a vote was conducted and Local 118 had 6 of the 9 employees vote in favour of the union. Our 1st successful card signing organizing campaign in a number of years.

We immediately sent notice to commence collective bargaining and concluded a collective agreement on January 6th, 2009. A number of unfair labour practice complaints were filed with the Labour Relations Board and are yet to be withdrawn. Once all of the negotiated items are fully in place, we will then advise the Labour Relations Board that the employer has complied with the Labour Code.

Job well done by Brothers Johnson, Engel, Andre and Munro.

Organizing has to be everyone's responsibility!

Increase to Per Capita from International being absorbed

There are a number of increases that have come into effect as of January 1, 2009. At this time a review of the dues structure is underway and no increases are being expected. We can and will absorb the per capita increases in our existing \$30 per month basic dues.

ENCLOSURES

- ALL OFFICERS LIST
- WAGE INCREASE
- DUES RECEIPTS
- HEALTH & SAFETY SCHEDULE
- SCHOLARSHIP DRAWS

*Alyce Hodgkins/Ed Russell
Florence Bernard/Alta Miller*



WEB Site News

www.insulators118.org

The Web site has been in development stages over the last year. Check out the updates with the new colours and the new Member's Corner. Your log on information is:

username: local118
Password: members

Payment of Union Dues

Heat and Frost has emerged into the twenty-first century. Our members can now pay Union dues by Interac, MasterCard and Visa. We are in the process of setting up computer on line payments as well as Direct Debit. Once this portion has been completed we will be updating our members with this information posted on our Web site. Stay tuned!!

Health & Safety Report

Safety Committee Training

All those who participate as Job Stewards and Safety Committee Rep's there is 8 hours of annual training provided and paid for by your employer. Enclosed with this newsletter is the current schedule of classes sponsored by Worksafe BC and delivered by the BC Federation of Labour's Education Centre.

Those who attend these sessions rave about content and understandability.

Wages and enrollment are required by law found in Section 135 of the *Workers Compensation Act*.

Local 118 will sponsor the enrollment cost for the attached classes for any member wishing to get involved in workplace health and safety or safety committee.

In Memoriam

It is with heartfelt sorrow that I report to you the passing of the following brothers:

Brother Al Screpnek	March 29, 2009
Brother Gerry Egan	March 22, 2009
Brother Len Olsen	August 5, 2008
Brother Tim Pattison	June 27, 2008

Work Outlook

Déjà-vu.....we have been here before. Traditionally in the past, the months of December through to April have always been quiet, with the industrial sector leading the way from April to December.

This year with the existing downturn in the economy we see the commercial institutional field carry the weight of hours and with luck will bridge our employment opportunities into the call for industrial work scheduled later this year.

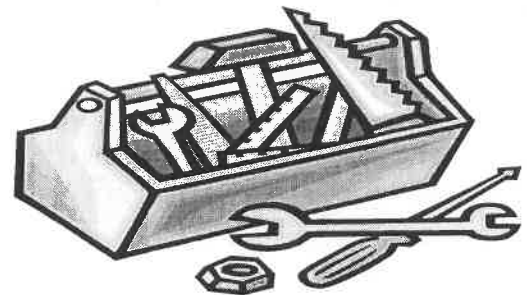
The north east sector in the oil and gas fields appear to be promising as work is being tendered and we are awaiting awards.

The PG Central region remains quiet, but, minor short term shutdowns should be announced shortly.

Vancouver Island will see a LNG storage facility providing opportunities in early summer.

The Rio Tinto—Alcan—Kitimat development will not provide employment for our members until next year.

Employers in the lower mainland are already talking to us about potential projects and man power requirements in the hydro, petro chemical and marine sectors. Details will be posted on our web page when they become available.





MEETING LOCATION CHANGE



May 23, 2009 GENERAL MEMBERSHIP MEETING

The Sheraton Guildford Hotel cannot accommodate our General Membership meeting for **Saturday May 23rd**. Therefore it has been changed to the following location:

The Best Western Hotel
5978 Glover Road
Langley, BC V3A 4H9

9:00 am



Holiday Office Closure

**Closed May 18, 2009
Victoria Day**

Wishing everyone a great
May long weekend!!

LOCAL 118 OFFICE HOURS

**Monday to Friday
9:00 am to 4:30 p.m.
Closed for lunch
12:30 to 1:30 p.m.**

The office closes at 12:30 p.m. to give working members the opportunity to contact the office on their lunch break.

Apprenticeship Report

One of the 1st tasks coming into the office was to meet with BCIT (British Columbia Institute of Technology) and review the class frequencies and instructor requirements. BCIT is the training facility that ITA (Industry Training Authority) supports as the school that hosts Heat & Frost Insulation. The ITA and Apprentices are the ones responsible to fund apprenticeship training.

In our case, the apprenticeship plan is now responsible for doing the work responsible by the old Provincial Apprenticeship Board. Though we only fund out of pocket expenses, we actually schedule and fill the classes, contact all apprentices and manage their training files and needs. We also track and communicate the hours worked to the ITA and employers. Training certificates and wage increases are made possible as a result.

Our meetings with BCIT resulted in an increase of classes. We will move from 4 classes per year to a maximum of 7 classes per year. To maintain these numbers, we will have to maintain over 100 apprentices in the system. We think we can do this as we currently have 115 apprentices now and expect those numbers not to change as long as we can continue with our market share. At this time, six classes are being scheduled.

Todd Lewis has been helping Ken Jakobsson with both instruction and curriculum development for most of last year and part of this year. BCIT would not support our request for additional instructor funding and as a result we have had to lay off Brother Lewis until we find another source to support his wages.

Brother Jakobsson has held a few Inter Provincial (IP) study sessions last year and this year we have scheduled the next one for April 30th and May 1, 2009. If you are a journeyman without an IP designation and wish to challenge the IP test, contact Connie at the Union office for more details.

We have also asked BCIT to assist us in providing Journey Person Upgrading sessions for asbestos abatement, firestop, sheet metal lay-out and commercial work. Once we have a schedule we will post it to our website and the next newsletter.

Those apprentices that have successfully completed their Level 1 or Level 2, January to December 2008, please be advised that you have until June 30th to apply for the \$1000.00 taxable cash grant.

For more information you may contact the Union office or go to the Service Canada web site to download application forms:

http://www1.servicecanada.gc.ca/eforms/forms/emp5391e_p1.html

STATUTORY HOLIDAYS 2009

HEAT & FROST INSULATORS UNION LOCAL #118

THURSDAY	JANUARY 1, 2009	NEW YEARS DAY
MONDAY	FEBRUARY 16, 2009	HERITAGE DAY
	<i>** on commercial/institutional projects the day may be floated for another**</i>	
FRIDAY	APRIL 10, 2009	EASTER FRIDAY
MONDAY	APRIL 13, 2009	EASTER MONDAY
MONDAY	MAY 18, 2009	VICTORIA DAY
WEDNESDAY	JULY 1, 2009	CANADA DAY
FRIDAY	JULY 31, 2009	BEFORE B.C. DAY
MONDAY	AUGUST 3, 2009	B.C. DAY
FRIDAY	SEPTEMBER 4, 2009	BEFORE LABOUR DAY
	<i>** on commercial/institutional projects the day may be floated for another**</i>	
MONDAY	SEPTEMBER 7, 2009	LABOUR DAY
MONDAY	OCTOBER 12, 2009	THANKSGIVING DAY
WEDNESDAY	NOVEMBER 11, 2009	REMEMBRANCE DAY
FRIDAY	DECEMBER 25, 2009	CHRISTMAS DAY
MONDAY	DECEMBER 28, 2009	BOXING DAY
	(in lieu of Saturday Boxing Day)	

UNION OFFICE 604-877-0909
FAX 604-877-0926

2009

TOLL FREE 1-800-663-2738
E-MAIL Insulators@insulators118.org
Web: www.insulators118.org

OFFICERS OF LOCAL #118

PRESIDENT..... KEN JAKOBSSON.....464-6241
VICE PRESIDENT..... NEIL MUNRO.....728-8015
BUSINESS MANAGER..... LEE LOFTUS.....877-0909
FINANCIAL SECRETARY..... LEE LOFTUS.....877-0909
CORRESPONDING SECRETARY..... LEE LOFTUS.....877-0909
BUSINESS AGENT..... Position Suspended.....877-0909
RECORDING SECRETARY..... SEAN BAIN.....942-4442
TREASURER..... CAREY BLEIKER.....581-6474
SGT-AT-ARMS..... LEONARD PALMER.....716-4897
UNION TRUSTEES..... BOB BARTER.....778- 552-9019
..... CAREY BLEIKER.....581-6474
..... TRENT STEVES.....607-0345
INTERNATIONAL VICE PRESIDENT..... TONY CERALDI.....988-5860

EXECUTIVE BOARD

SEAN BAIN..... 942-4442
BOB BARTER.....778 -552-9019
DARRYL HUBER.....1604- 826-9933
DAVE KERMODE..... 604-823-6429
TRENT STEVES.....607-0345

BY LAWS COMMITTEE

GORD BELADO215-7475
CAREY BLEIKER.....581-6474
EARL BLEIKER.....581-6474
KEITH JAKOBSSON464-6241
GERRY MORIARTY255-0322
TOM TOOKEY778- 773-1657

HEALTH & WELFARE TRUSTEES

SEAN BAIN.....942-4442
CAREY BLEIKER.....581-6474
KEN JAKOBSSON.....464-6241
LEE LOFTUS877-0909
TODD LEWIS.....898-9046

EXAMINING BOARD

CAREY BLEIKER.....581-6474
LOU FRASER.....524-8731
DAL LABOUCANE.....525-6268
LEONARD PALMER.....716-4897
KEN JAKOBSSON.....464-6241
TOM TOOKEY778 -773-1657

PENSION TRUSTEES

BOB BARTER.....778- 552-9019
EARL BLEIKER.....581-6474
PETER HAWKINS.....535-0070
LEE LOFTUS877-0909
DAVE THORNE.....880-5567

**ALLIED HYDRO COUNCIL &
PACIFIC REGIONAL MAINTENANCE COUNCIL**

LEE LOFTUS877-0909
TONY CERALDI.....988-5860

VANCOUVER METAL TRADES

LEE LOFTUS877-0909

**VANCOUVER / NEW WESTMINSTER
BUILDING TRADES COUNCIL**

LEE LOFTUS877-0909