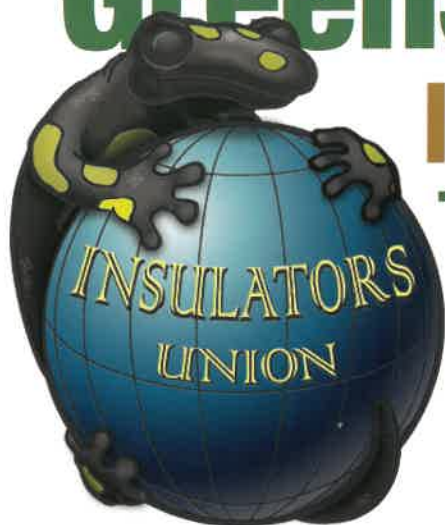


Green Jobs Great Jobs

Insulators Local 118

Summer 2009



New logo, new slogan—same ideals

As most members know Local 118 has been following green principles for decades. We have always worked green. Energy conservation is at the core of our craft. We have developed a new marketing plan for Local 118 which includes incorporating the green concept into our logo and the slogan Green Job Great Job.

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Local 118 office hours are Monday to Friday, 9:00 a.m. to 4:30 p.m., but closed from 12:30 to 1:30 p.m.

These hours should enable working members to contact the office on their lunch breaks.

Fresh approach to organizing

Local 118 is broadening its view and organizing approach. The old technique of asking someone to sign a union card and then waiting for the Labour Relations Board to award certification doesn't work in the 21st century. The labour laws just don't support the way it used to be done.

We want our local union to be the first stop for people who want to learn more about our craft. We want everything that our union does to truly reflect the concerns and interests of those who are successfully employed in this field and we want to reach out to all workers who are connected to our industry.

We have been providing energy efficient systems for the past 100 years—long before anyone gave any thought to carbon footprints and environmental sustainability. We want people to know what our history is and what we do for a living.

We have embarked on a marketing strategy not usually undertaken by unions. Our Green Jobs Great Jobs campaign is just one way to do that. Our work regarding the Olympic Village also fits with our new strategy (see page 3).

Work outlook

The economic downturn has lasted longer than we predicted, but we have maintained a good monthly average of hours in the commercial/institutional field throughout the province.

The industrial work has been steady and the work in this area will be increasing throughout the summer months and into the fall.

Minor shutdowns were experienced in Prince George and in the Northeast but was limited to members being dispatched off the list.

The Rio Tinto Alcan Project appears only to be available to us in the year 2010.

The LNG storage facility, south of Nanaimo, has been secured by Fuller Austin from Calgary. We expect that they will be looking for employees in mid to late September.

Our sister locals in Alberta and Saskatchewan have indicated that there is work coming up. Details will be posted on our web page as they become available. You can also visit the Alberta local union's web site (www.insulators110.com) and call our office if you want to know what's happening in Saskatchewan.

proud of the work we do



Announcements

Training certificates

Mechanic journeymen and apprentices—We can add training certificates to your union file for courses and training that apply to your trade (H2S Alive, WHIMIS, first aid, etc.). Please contact the office with expiry dates and photocopies.

5 banking options

There are now five ways to pay your membership dues: Interac, VISA, M/C, direct debit and online banking. We are currently testing the online banking and direct debit processes. All members will be sent information and the necessary forms. If you wish to use online banking or direct debit, just fill out the necessary form and return it to the union office.

Online Banking – Direct Debit



Your input on union bylaws

If you would like to see a change in the local union bylaws, please submit your remarks to the Bylaw Committee c/o Local 118 no later than August 31, 2009. If you want to send your comments by email, please put "Proposed Bylaw Change" in the subject line and email your message to insulators@insulators118.org. The committee will be meeting the first week of September to review the bylaws.

GreenJobsGreatJobs

Published by the International Association of Heat and Frost Insulators and Allied Workers Union Local 118.

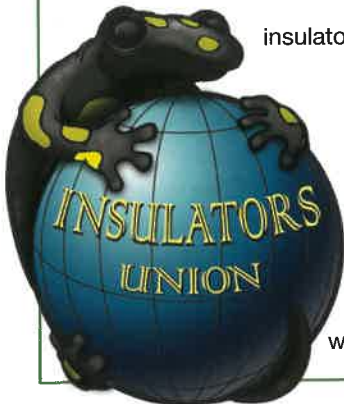
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Resist pressure not to report injuries

WCB claims remain a challenge for our members and your Local Union as we try to advocate on behalf of our members.

We have employers who are very good at making sure that their employees are taken care of if they are injured at work, no matter whether it is minor or major. We have employers who do the minimum that is required and want to hear no more about it. We also have employers who demand a zero injury rate in their workplaces. When a member does get hurt, they suggest that this type of worker should be employed elsewhere so that a pristine zero injury rate can be maintained.

This puts employers who care and the union in difficult positions. If the union complains, we are told the contractor will lose the contract. If we say nothing, then the worker who was unlucky enough to get hurt while performing a duty for the employer, could be laid off or transferred to different work.

For the record, it is illegal for an employee to be disciplined or discriminated against because he/she reports an injury that arose out of their employment.

Section 150 of the Workers Compensation Act is crystal clear about what is illegal following the reporting of an accident:

- (a) suspension, lay-off or dismissal,
- (b) demotion or loss of opportunity for promotion,
- (c) transfer of duties, change of location of workplace, reduction in wages or change in working hours,
- (d) coercion or intimidation,
- (e) imposition of any discipline, reprimand or other penalty, and
- (f) the discontinuation or elimination of the job of the worker.

All of these tactics come under the heading DISCRIMINATION.

Our employers need to find a way to resolve this before someone challenges them on it.

If you get hurt at work, report it. If you don't, no one will take care of you if you end up not being able to return to work because of it.

Don't think it won't happen to you. I personally know six members who didn't report on time and their claims were dismissed. They have all suffered physical injuries that changed their lives and haven't been compensated for those injuries.

WCB now allows for a claim to be filed over the telephone. It's called Teleclaim and a service rep can be reached at 1 888 WORKERS (1 888 967-5377), or #5377 for Telus, Rogers, and Bell mobility customers.

Olympic Village

The story behind the story



Most, if not all of you, have seen the news coverage that the Local Union has received concerning our awareness campaign regarding missing mechanical insulation at the Olympic Village in Vancouver. Over the last several decades we have seen our industry eroded to the point where we can no longer use our best practices or our skills when plying our craft.

The promotion of green construction and the introduction of LEED (Leading Environmental Engineering Design) standards coincides with what we have been doing for over a 100 years (energy control, thermal loss prevention and carbon reduction). However, this new emphasis is not reflected in what is actually happening in our workplaces. So we said enough is enough! To widely promote an energy efficient building but not enforce proper installation of mechanical insulation is wrong.

Local 118 undertook a campaign to start taking pictures of workplaces and shoddy practices related to the insulation industry, the Olympic Village being only one. We showed those pictures to the developer at a private meeting and explained the insulation system problems. We told them they should not be paying for something they are not getting. When developers and owners pay extra money to achieve a green designation, we believe the work we do is part of it.

Construction practices, that include low bid, shopping of tenders and the elimination of the bid depository, have put our contractors at the mercy of the mechanical contractors. They are forced into a bidding and undercutting war with other union and non-union insulation contractors. Nobody wins. The contractors can't provide the specified products, tradespeople can't apply their

skills and expertise and those who have paid for quality insulation are ripped off. Some contractors may be making extra money, but I expect it's hard to sleep at night.

We do have members employed on this site and we are proud to report that the work they have done is certainly acceptable and often beyond the specified standards and expectations. Some of those members felt that we were attacking them and their work, but that is far from the truth. The pictures we took of their work did not show improper practices nor inferior materials. In fact, we used pictures of another job done by this same company as an example of how the work should be done.

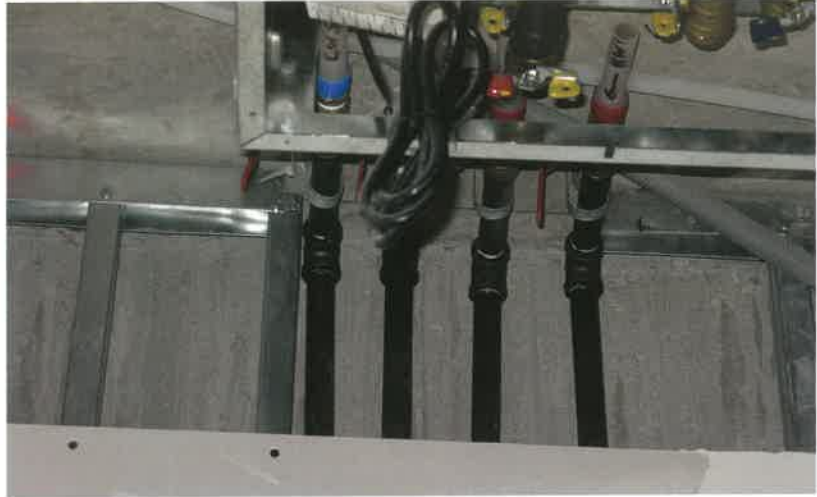
At no time did we give the developer the name of any company or person. That approach put the responsibility to investigate back on the developer to determine what was taking place and who was at fault. We made it clear that the fault didn't necessarily rest with the insulation contractor, but probably the people who contracted that insulation contract.

Several weeks after our initial contact, the representatives of the City of Vancouver and Millennium Development finally invited us to a meeting to review our photographic evidence. After a long and stressful meeting, they concluded that they would look at the locations we identified and correct all that needed to be fixed.

This is significant move in the right direction. The developer, the city and the contractors now understand that workers, the public and the buyers of construction products will not tolerate unscrupulous construction practices that cheat the end users and taxpayers.

See insulation photos sent to media on page 4.

Photos taken from the Olympic Village site



These are just a few of the deficiencies that we found on the Olympic Village site. After the story broke in the Province, the local union received many calls and additional photos from insulators (both union and non-union) pointing out additional problems at the site.

Market recovery program needs revision

The Market Recovery Plan was introduced in 1994 as a result of a province-wide secret ballot. The plan was introduced to:

- 1) develop a pool of money that could be used to supplement our union employers' wage costs when they had to bid against non-union employers
- 2) address the constant pressure to lower our wages in an attempt to beat the non-union sector (The idea was that if all members of the union, no matter where they worked, contributed to this fund, we could resist the pleas to lower our wages.)
- 3) allow us to monitor who was competing against our contractors, how many hours were being lost and how much our wages should be to remain competitive against non-union employers through the use of time sheets

When measured against these three principles, the program has proven to be successful. It is as important today as it was the day it was introduced.

As we move into another significant downturn in the construction industry, our employers are again demanding that we lower wages. Non-union companies are undercutting our signatory employers in their proposals to the mechanical contractors that we work for, and we have no

idea how many hours are being lost or to whom.

Some inequities have arisen since we introduced the Market Recovery Plan. Originally, every member provided 4% of his or her gross pay to the dues account, which would eventually rise to \$1.00 per hour. Tying contributions to a percentage did two things. It recognized the market recovery contribution as dues which meant it was eligible for a tax deduction. It also recognized different pay rates (i.e. apprentices contributed less than journeymen).

However, over time, adjustments were made and that is no longer the case. The formula needs to be reviewed.

Those employed in the commercial/institutional field are only funding the Market Recovery Plan at a 2% rate, those employed in some maintenance work and public sector work are not funding the plan at all.

I made a commitment at the All Officers meeting in June that we will correct these inequities and introduce changes during bargaining so that all members support this fund at the same level.

We depend on this program. Without it, we will see increasing pressure to make concessions. Once we are forced to accept lower wage rates in one section of our industry, the others will quickly fall to the same fate.

Local 118 Apprenticeship Program

Effective August 1, 2009, BCIT raised Level Training to \$460.38

The following apprentices are scheduled for school this fall:

Level 4 <i>Aug. 24 to Sept. 18/09</i>	Level 1 <i>Sept. 21 to Oct. 16/09</i>	Level 2 <i>Oct. 19 to Nov. 13/09</i>	Level 3 <i>Nov. 16 to Dec. 11/09</i>
Raymond Webb	Trevor Williams	Francisco Alvarez de Araya	Anthony Wild
Wayne Steinhauer	Christopher Bell	Benjamin Rooker	Carley Sinclair
Richard Gebor	Michael Johansen	Robert Pimentel	Tommy Szilagi
Jerry Banh	Michael Tebbs	Geoff Pion	August Weissig
Jeff Knippel	Dean Aubichon	Wayne McMillan	Judy Rose
Josee Poulin	Graeme Livingston	Isaac Weissig	Sunny Cadmus
Sean Sampson	Ken Fergusson	James Anutooshkin	John Moriarity
Richard Garbe	Gibson Lepine	Ron Olson	Gerrard Lemieux
Sean Poulsen	Mike Dovich	David Seiler	Jiri Brozek
Quinton Scott	Abdel Anzer	Aaron Crieth	Matt Horwood
Joel Smith	Jasbir Rai	Caroline Legros	Nick Oxley
	Dinika Caravetta	Jeff Kosar	Robert Sheck
	Jeremy Carlson	Carlos Ampie	Chris Sampson

Levels 1 & 2 **\$1,000 Apprenticeship Incentive Grant** (Federal Government) Effective January 1, 2007

This is a taxable cash grant available to registered apprentices. Once Level 1 & 2 apprentices have passed their training, they have until June 30th of the following year to apply for the \$1,000 Apprenticeship Incentive Grant (AIG).

Levels 3 & 4 **Tax Credit Program** (Provincial Government) Effective January 1, 2007

Level 3—Tax credit of \$2,000
Level 4—Tax credit of \$2,500

To claim the training tax credit for Level 3 & 4, you must complete a T1014 form and include it when filing your personal Income Tax Return.

WHATS NEW! **Apprenticeship Completion Grant (ACG)** (Federal Government) Effective Jan. 1, 2009

Registered apprentices are eligible for an Apprenticeship Completion Grant of up to \$2,000 after they successfully complete their apprenticeship training and obtain journey person certification in a designated Red Seal trade on or after Jan. 1, 2009. The ACG is taxable.

For information and application forms, see Service Canada on line at www.servicecanada.gc.ca

Clarifying matters regarding Aarc-West

The local union has filed a grievance against Aarc-West Mechanical Insulation Inc. alleging that it breached its collective agreement with the union when it reduced the hourly wage rate being paid to its employees.

Aarc-West has communicated with its employees regarding this outstanding grievance, titling its memo "Re: Union against Aarc-West." It went on to state that, "It is unfortunate that your union has chosen to fight with its so-called contractor partner instead of along side of us in trying to secure more work for you."

After reading Aarc-West's memo we were concerned that some of our members may have been left with the

impression that the union is against Aarc-West. We want to make it clear that we are not. We will continue to work with Aarc-West. However, this does not mean that we will not challenge the company if we believe they have failed to comply with their collective agreement obligations.

Aside from the grievance, Aarc-West has also sent out communications regarding the market recovery program. Aarc-West stated that the union was late in paying market recovery monies. We do not agree. Market recovery money is issued only on the receipt of time sheets sent to us by the company and that have been completed by our members who worked those hours. All monies have been paid out based on

the time sheets we received. Aarc-West wrote, "we will have no choice because of cash flow issues in having to short pay or delay some of the employees (your members') remittances."

The payment of any benefit or any earning is governed by a legal contract and all employers are required to make those payments or be subject to the grievance procedure.

We will continue to work with Aarc-West to ensure that it remains one of the leading employers of our membership. We will also, however, continue to ensure that all employers respect the contractual entitlements of our membership.



During the August long weekend, the office will be closed from Friday, July 31 to Monday, August 3.

When do you want to meet?

In this mailing you will receive a simple survey asking you what are the best times for you to attend your union meetings. They used to be held in the evenings during the week. Now they're held on Saturdays. Please mail back the completed survey or send us an email (insulators@insulators118.org) telling us what works best for you.

Building Trades make unity a priority

The BC Building Trades Council is focusing much of its effort on bringing back unions that have left the council to go it alone. The Carpenters, Pipefitters, Boilermakers, Painters, Elevator Constructors, Floorlayers, Refrigeration Workers and now the Painters have left for various reasons. Some I think I understand, but in many cases I can't say what they are looking for. When they left, they quit paying the required per capita and left the survival of the council to those left behind. However, all the construction trades work together at the same bargaining table. It is required by labour legislation.

Brother Wayne Peppard and the President Brother Gary Kroeker have been working hard to get everyone back in the council. Labour history shows repeatedly that unity always works better for everyone. I see a light at the end of the tunnel and applaud the council for making this renewal campaign a priority.

Financial statement for Insulators Local 118

This is a summary of Local 118's Financial Statements for the Local Union, Welfare Plan and Pension Plan. This summary was prepared and supplied by the Plan's and Local 118's Auditor, Meyers Norris Penny LLP. Complete financial statements of these funds are available to any member upon request and are on file at the Local Union Office for perusal.

	Local 118 2007	Local 118 2008	Welfare Plan 2007	Welfare Plan 2008	Pension Plan 2007	Pension Plan 2008
Total Assets	\$1,279,812	\$1,504,613	\$2,628,100	\$3,001,179	\$85,571,478	\$67,447,943
Total Liabilities	\$610,463	\$610,723	\$21,023	\$16,417	\$48,354	\$81,132
Fund Balances						
Invested in capital assets	\$65,564	\$77,469				
Education	\$40,611	\$57,410				
Health Hazard	-\$29,703	\$-				
Scholarship	\$5,734	\$6,469				
Employment						
Generation	\$554,742	\$783,352				
Unappropriated	\$32,401	-\$30,810	\$496,077	\$756,562		
Appropriated		-	\$2,111,000	\$2,228,200	\$85,523,124	\$67,366,811
Total Fund Balances	\$669,349	\$893,890	\$2,607,077	\$2,984,762	\$85,523,124	\$67,366,811
	\$1,279,812	\$1,504,613	\$2,628,100	\$3,001,179	\$85,571,478	\$67,447,943
Total Revenues	\$859,007	\$1,030,796	\$1,290,340	\$1,473,730	\$3,704,262	\$2,332,859
Total Expenses	-\$795,544	-\$806,255	-\$1,030,443	-\$1,096,045	-\$3,012,800	-\$20,489,172
Excess of Revenues over expenses (expenses over revenues)	\$63,463	\$224,541	\$259,897	\$377,685	\$691,462	-\$18,156,313
					Actual value of assets	
					1-Jan-12	\$78,196,000
					Actual accrued liabilities	
					1-Jan-12	-\$64,487,000
					Actual accrued surplus	\$13,709,000

Local 118 Nominations and Elections

Nominations

DATE: Saturday, September 19, 2009
TIME: 9 a.m.
PLACE: Sheraton Guildford Hotel
15269 104th Avenue
Surrey, B.C.

OFFICERS	NUMBER TO BE ELECTED	TERM
Recording Secretary	One (1)	2 year
Treasurer	One (1)	2 year
Executive Board	Five (5)	2 year
Union Trustees	Three (3)	2 year
Sgt-at Arms	One (1)	2 year
COMMITTEES		
Examining Board	Six (6)	1 year
By-Laws Committee	Six (6)	1 Year

Please be sure to attend this union meeting for nominations. Once the nominations are completed, a mailed ballot will be sent to all eligible members of Local 118.

Elections

DATE: Saturday, November 21, 2009
TIME: 9 a.m.
PLACE: Sheraton Guildford Hotel
15269 104th Avenue
Surrey, B.C.

The election results will be determined when the ballots are counted at the regular General Membership meeting on Saturday, November 21, 2009 at the Sheraton Guildford Hotel.

It's your voice
... your union

Nominations

Saturday, September 19
9 a.m.

Vote

Saturday, November 21
9 a.m.

