



# GreenJobsGreatJobs

## Insulators Union Local 118

### Inside

Announcements.....	2
Camp Jubilee.....	2
Getting To Green Campaign Update.....	3
Local 118 Apprenticeship Program .....	4
Heat & Frost Local 118 Organizing Report.5	
Local 118 Using Existing Scientific Research to Challenge WCB .....	6
Health & Wellness.....	6
Drug Testing .....	6
Health & Safety.....	6
Pension Statements.....	6
Financial Statements 2009 .....	7
Winners of Ed Russell and Alyce Hodgkins Scholarship Draw .....	8
Work Outlook.....	8
Dispatch No-Show Problems .....	8
On-the-Road: Provincial Tour(s).....	8
In Memoriam .....	8

Local 118 office hours are  
Monday to Friday, 9:00am to 4:30 pm,  
Closed from 12:30 to 1:30 pm for lunch.

Office closures for BC Day and  
Labour Day

The Union office will be closed the  
following days:

Friday before BC Day  
July 30, 2010

Monday, BC Day  
August 2, 2010

Friday before Labour Day  
September 3, 2010

Monday, Labour Day  
September 6, 2010

### Negotiations – Update

Contract negotiations are underway. Poor response to our request for proposals from the membership suggests members don't think much change is possible or perhaps they believe that the BC economy will never allow us to return to what was once available.

**Your Negotiations Committee (All Officers) thinks otherwise.**

All elected Officers are involved in negotiations. Proposals have been reviewed by them and the policy to prioritize proposals in order of importance was developed by them. Two sub-committees have been developed by this group:

1. The Wage & Policy Sub-Committee (Lee Loftus, Ken Jakobsson, Neil Munro and Bob Barter)
  - Responsible for meeting with all trades and developing the Key (Main Table) Issues that will be common to all trades and all contractors.
2. The Negotiation Sub-Committee (Lee Loftus, Ken Jakobsson):
  - Responsible for sitting with the Construction Labour Relations members and our employers to discuss and settle all trade related matters and report back to the Wage and Policy Sub-Committee, the over-all Negotiations Committee and the General Membership.

### The Process

- Any changes to the collective agreement will be ratified by the membership via mail ballots.
- No meetings will take place without the involvement of the two-man negotiation sub-committee.
- No recommendation will be made to the membership without approval of the full Negotiations Committee.

### The Key (Main Table) Issues are as follows:

1. Three-year agreement
2. Increase in Living-Out Allowance
3. Increase in Room & Board Option
4. Review of Turn-Around Provisions
5. Re-negotiate Travel Time for Initial and Terminal Travel
6. Increase to BC Construction Industry Rehabilitation Plan
7. Negotiate 1¢ per hour for Canadian Building Trades
8. BC Building Trades Funding to be determined at Main Table and not Trade Level
9. Full Retroactivity to collective agreement expiry date
10. Increase coffee breaks to 15 minutes
11. Negotiate coverage by the employer for all Drug and Alcohol Testing costs.
12. Negotiate Bereavement Leave and Pay
13. Increase Weekend Checkout
14. Establish and fund a Public Relations Clause

Negotiations continued on page 2.



# ANNOUNCEMENTS

## Bylaw change submissions

If you would like to see a change in the local union bylaws, please submit your remarks to the Bylaw Committee – Local 118 no later than August 31, 2010. If you want to send your comments by email please forward them to the Union office or [www.insulators118.org](http://www.insulators118.org).

## Nominations in September

Nominations will be held at the September 15th General Membership Meeting for the following positions.

Health & Welfare Trustees	4
Pension Trustees	4
By-laws Committee	6

## Regular General Membership Meetings

Reminder: **NO** meetings in July and August. The next meeting is September 15, 2010.

## Enclosures

Please find enclosed stickers with Local 118's new logo as well as our international logo.

Dues Receipts

*Negotiations continued from page 1.*

The following are the main issues to be discussed with our employers at the Trade Level:

1. Dispatch
2. Wages
3. Pension
4. Pro-Rate of apprentice benefits and conditions
5. Tool & Clothing Allowance
6. Hours of Work
7. Travel Zones & Daily Travel Time/Expenses
8. Tool Lists
9. Apprenticeship Funding
10. Contractor Association(s) Funds collections
11. Labour Management Cooperative Trust Clause
12. Commercial/ Institutional Addendum
13. Public Relations and Trade Advancement

The above lists are the topics for discussion. They are not exhaustive and we caution members that we may not be successful on all points. Some items may be altered or increased, other items will be negotiable and some may require job action to be changed.

Local 118 has been generous to our employers in the past and eliminated many items from our agreement, at their request, to make us more competitive in the workplace. We have taken this approach for a full 10 years and we want the employers to report back to us on how they have managed with this flexibility and reduction.

At this round of bargaining, we expect our employers to come to the negotiating table with some vision for the future and not complaints about how they cannot make it in today's market. Further reports will be communicated as the talks get underway. Special Negotiations Meetings will be scheduled.

## Camp Jubilee – Camper Sponsorship

Once again, Local 118 has sponsored an under privileged child to attend summer camp. Camp Jubilee was established in the middle of the depression of the 1930's in response to the lack of opportunities for low-income working families to send their children to camp.

Camp Jubilee Retreat and Conference Centre is owned by the Children's Jubilee Summer Camp Association and is managed by Indian Arm Recreational Services Ltd. The Association is comprised of representatives from union and labour-friendly organizations.

Labour unions, service clubs, businesses, government and individuals support Camp Jubilee through the Camp Jubilee Campership Fund which enables children from low-income families to attend camp.



## GreenJobsGreatJobs

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

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# Getting to Green campaign update

## Saving the Environment: it's what we do

Heat & Frost is the original green trade, and as such, we have taken a leadership role in the community with our Getting to Green campaign: to this end we have made it our leading campaign for 2010.

This grew out of the Olympic Village (Green Jobs Great Jobs) Campaign which showed shoddy mechanical insulation at the 2010 Olympic Village site. The campaign was a great success, and led us to launching the Getting to Green campaign.

It will focus on consumers who have decided to add value to their projects, and in turn will help us target building green, Climate Action Charter, LEED (Leadership in Energy and Environmental Design) and other environmental issues.

The campaign is about more than reducing our carbon footprint. It is also about jobs and ensuring that expectations are met for clients who want to take an environmentally sound approach to building construction or renovation, or who want to cut energy requirements and the associated costs.

It's important for you, as members, to know what this campaign is about so you can help us spread the message about the importance of proper mechanical insulation in residential, institutional and commercial construction.

We've updated the web site so members and clients can find information quickly. Go to [www.insulators118.org](http://www.insulators118.org) for more information.

## So, what has happened so far?

- We have taken our public awareness campaign to politicians, engineers, environmentalists, LEED experts, employers and other Insulator local unions.
- We are talking to project managers working on projects that are announced as 'green' buildings or built-to-LEED standards.
- In January 2010 we began researching and building a data base listing who has signed on to the Climate Action Charter. Seeking out allies will help us bring together a winning network of political and industry partners.
- This fall we will be discussing partnering opportunities around this issue specifically with municipalities that have signed onto the Climate Action Charter.
- We will be developing brochures and other materials aimed at targeting our message to specific groups.

It is our intention to expand awareness by educating federal, provincial and municipal politicians about the need to ensure consumers receive value when they commit to building energy efficiencies into their projects and to protect them against the pitfalls of 'valued engineering' and the 'low-bid' process.

We will also be speaking to industry, community leaders and MLAs about the need for changes to the Building Code and the importance of Inspections. Today's Green Issues cannot be achieved without enforcement.

In meetings with the City of Burnaby, we were told about the difficulties of having to work within the provincial building

code which regulates all communities in the province, with the exception of Vancouver. Burnaby is interested in seeing our position paper (see below) so that problems experienced at the Olympic Village last summer can be avoided.

The problem with the building code is that it does not specify mechanical insulation standards. Ambiguous language has led to standards based on "generally accepted practices" which can be appalling. We have identified industry professionals such as Architects and Engineers who will be able to write the language needed.

## Position paper under development

H&F #118 recently contracted HB Lanarc, a leading planning and design firm which specializes in environmentally sound and sustainable construction projects, to prepare a proposal for a position paper that combines our concerns about climate change, barriers to green construction and potential solutions.

We met with representatives from HB Lanarc and explained to them the problems resulting from "generally accepted practices" related to mechanical insulation. We showed them photos of recent construction projects that clearly show bad construction practices around mechanical insulation that will lead to energy inefficiencies and potential health hazards.

## You can help with photos



We're still collecting photographic evidence and we want to know what you're hearing and seeing out in the field. We are looking for good and poor construction practices around mechanical insulation. Please send your photographs to [ljohnson@insulators118.org](mailto:ljohnson@insulators118.org) with

information on where, when the photo was taken and what it is a picture of.

Call Lyndon Johnson at 604-877-0909 if you'd like to know more about the campaign. If you want to know what's happening up-to-the-minute, or provide your own comments and suggestions, attend your union meetings.

## High profile project

This position paper could become the basis of discussion with industry reps, municipalities, developers and building owners. It might even be picked up in other jurisdictions across Canada.

Our international union is talking about this important issue to industry and government at the national levels in Canada and the U.S.

## The Green Trade

Remember that we are the original green trade. We always have and we will continue to, reduce carbon footprints with every hour we work on construction job sites. You live it, now go and preach it.

# Local 118 Apprenticeship Program

**The following apprentices are assigned to attend classes at BCIT in 2010:**

<b>Level 4</b> <i>Aug 23 to Sep 17, 2010</i>	<b>Level 1</b> <i>Sep 20 to Oct 15, 2010</i>	<b>Level 2</b> <i>Oct 18 to Nov 12, 2010</i>	<b>Level 3</b> <i>Nov 15 to Dec 10, 2010</i>
Anthony Wild	Brant Hoppe	Touryalai Attamohammad	Benjamin Rooker
Deborah Sinclair	Brian Poole	Christopher Bell	David Seiler
Tommy Szilagi	Chris Brodman	Graeme Livingston	Geoff Pion
Lisa Harry	Glenn Barnes	Ken Fergusson	Mike Groom
Judy Rose	Jake MacDonald	Abdel Anzer	James Anutooshkin
Sunny Cadmus	John Ho	Jasbir Rai	Caroline Legros
John Moriarity	Mark Mitchell	Mike Dovich	Martin Lemieux
Jiri Brozek	Michael Johansen	Leon Vandermark	Ron Olson
Nick Oxley	Randy Nielsen	Trevor Williams	Lucas Page
Robert Sheck	Ricky Miller	Laurie Riedel	August Weissig
Colin Howard	Scott Heffernan	Boyd Heudes	Michael Tebbs
Chris Hollingsworth	Scott Parker	Wes Mitchell	Gary Marsh
		Charles Angel	Robert Pimentel

All Apprentices have an obligation to attend their scheduled technical training. School fees are to be paid to this office ten weeks prior to your scheduled start date in order to secure your seat at BCIT. Apprentices should be preparing well in advance for their individual financial requirements while attending school.

The Insulation Industry Apprenticeship Board will only excuse apprentices scheduled for their technical training who have legitimate medical excuses or emergency family matters. Any request for rescheduling will require a BCIT medical withdrawal form completed by a Physician. Last minute withdrawals are not acceptable and apprentices will jeopardize their apprenticeship and working privileges should they decide to not attend.

It is the responsibility of every member, and apprentice member to ensure their contact information is current with the Local Union office. Moving and correspondence not received is not acceptable. Keep in touch!

## **Level 1 & Level 2 Apprenticeship Incentive Grant (AIG)**

The Apprenticeship Incentive Grant (AIG) is a \$1000 taxable cash grant available to registered apprentices once they have successfully completed their first or second year/level of an apprenticeship program in one of the Red Seal trades.

Service Canada must receive your application on or before June 30th of the calendar year following the date you completed and passed Level 1 or Level 2.

## **Level 3 & Level 4 Training Tax Credit**

The Training Tax Credit of \$2000 for Level 3 and \$2500 for Level 4 is claimed on your personal Income Tax.

## Apprenticeship Completion Grant (ACG) – Level 4's that have passed their IP

The Apprenticeship Completion Grant (ACG) is a \$2,000 taxable cash grant designed to encourage apprentices registered in a designated Red Seal trade to complete their apprenticeship program and receive their certification.

Deadline to apply is by June 30th of the year after you complete your apprenticeship. For those apprentices that will complete their apprenticeship in 2010, you must apply for the ACG by June 30, 2011.

The completion grant will be offered to apprentices who complete their training, become certified journeymen in a designated Red Seal trade and who obtain either the Red Seal endorsement or a provincial or territorial Certificate of Qualification.

## Interprovincial Examination (Red Seal) Rewrites/Challenges

Our Vice President and BCIT Instructor Ken Jakobsson will conduct a study session for the Interprovincial Examination (Red Seal) for those apprentices that are required to rewrite or members wishing to challenge the IP (challengers must provide proof of 8,880 required hours).

These study session classes are limited to one per year. The Insulation Industry Apprenticeship Board, its employers, and the union require Trades people to re-write and/or challenge the Interprovincial (Red Seal) Examination to secure their trades qualifications. Failure to do so will restrict our ability to dispatch or assign you to customer / clients work places governed by "qualified trades" requirements. Please contact the union office to have your name added for the next scheduled study session.

## Upgrading

Members interested in upgrading in any of the following areas, please contact Heat & Frost Local 118 with day or evening preference. Classes will be dependent on membership interest and commitment.

1. Metal Layout and Finishing
2. Commercial Insulation and Finishing
3. Effective Supervision for Foreman
4. Asbestos Removal
5. H2S Alive

# HEAT & FROST LOCAL 118 ORGANIZING REPORT APRIL 2010

Organizing in a recession is extremely difficult.

No non-union workers are approaching us, nor are they willing to talk to us. We have done several things in an attempt to make Local 118 more attractive. We have lowered our monthly dues and our initiation fees. However, the significant lack of work in BC is what the non-union workers want to talk about and they want us to guarantee them employment. We can't make that guarantee nor can we offer them work with signatory employers.

We have been able to start some open discussion with non-union contractors. We have met with the non-union contractors at the (BCICA) British Columbian Insulation Contractors Association, and now, more than ever, these potential industry partners are taking a closer look at what Local 118 is doing to boost industry confidence. We believe that, as the industry picks up later this year, we will be in a better position to sign on more employers and workers.

We remain committed to our plan, set out in January 2010, to approach past contractors to seek re-affiliation. We will continue this Top-Down approach in coordination with our marketing plan "2010 Getting to Green Campaigns and Strategies."

We believe that through this kind of positive industry planning, we will become even more attractive to potential signatory employers and new members.

## Aarc West Pay

The outcome of the Aarc West de certification campaign was not in our favor, and the time line worked against us, but under the circumstances our campaign team did extremely well.

In February of 2010 our cooling off period was over with Aarc West. We said we would give it six months and we did. In February we began to reintroduce ourselves to the employees only to find there had been numerous layoffs and wage reductions. The Aarc West employees were told they would all be back to work after the Olympics but now eight months have passed and they have seen their work force reduced to 21 with further wage cuts to its top employees.

Now that the Pay Decrease grievance is settled (\$.50 cents on the dollar) the tension between Aarc West and the Union is beginning to diminish. We have had several conversations with Aarc West, and we believe this is the first step in rekindling our relationship.

## Getting to Green Campaign

Local 118 has been talking about our Getting to Green public awareness campaign to politicians, engineers, environmentalists, LEED experts, employers and other Insulator local unions.

We are talking to Project Managers of projects that are announced as green buildings or to be built to LEED standards. In the fall, we will be meeting with municipalities that have signed onto the Climate Action Charter to explore opportunities to partner with them about this issue.

We will be developing campaigns and strategies including attending public meetings in communities where they have decided to build energy efficient projects.

By the end of 2010 we should have shown to our political and industry partners that British Columbia's Insulators have a huge role to play in building a portfolio of Green Jobs that anticipate and satisfy industry and political stakeholders. Meeting with LEEDs professionals, contractors associations, property developers and political partners, with this kind of a marketing strategy that raises our environmental profile, can only increase our market density and maximize returns while showing we are responsible trades people who make a difference.



# Local 118 using existing scientific research to challenge WCB Old asbestos exposure catching up to members

Local 118 has seen a recent increase in asbestos related WCB claims. A number of our members are starting to feel the effects from their exposure to asbestos products they used or were exposed to at earlier stages of their working history.

## Watch for symptoms

We encourage you to pay attention to changes in your health – symptoms can show up 20 years or more after exposure. It may not be that you are getting older or are out-of- shape. It may be you are experiencing negative health effects from those exposures.

## Claim deadline

An important note for WCB claim acceptance is that you must file a WCB claim within a year of knowing that your condition could be caused by your work history. We have members who file claims once they retire or can no longer work due to their condition.

Two problems with this approach:

1. You will receive no lost wage benefits if you retire and then file for a claim. You will only receive medical care and/or death benefits.
2. If you file a claim after the one-year time requirement, you will have to appeal and provide a good reason why you missed the timeline. 'Because you were still working' is not considered a

good excuse.

Please file a claim with the WCB when you are first aware that any condition or injury may be work related.

## Submission on cancer and asbestos.

Local 118 recently made submissions to the WCB concerning lung cancer and asbestos exposure. There is considerable scientific evidence that asbestos exposure is a direct cause of lung cancer, not just of mesothelioma.

Currently, the WCB rules are that you need to have asbestosis (x-ray proof of lung scarring) and thickening of the lining of your lungs to have your lung cancer considered to be work related. They will also look to your cigarette smoking history in assessing workplace fault.

The science no longer supports this position. The science clearly states that if you worked with, or were exposed to, asbestos at work and you develop lung cancer, that cancer is most likely caused by the asbestos and you should be compensated accordingly.

We have made that submission and wait to see how the WCB will address this review.

## Health & Safety

The Executive Officers raised the question of the union having a Standing Health & Safety Committee. Every employer and every worksite should have a safety committee and any members who attend these meetings should be provided with the education and training to fulfill their duties.

If you are interested in participating in a Standing Health & Safety Committee please forward your name to the union office or [www.insulators118.org](http://www.insulators118.org). We are looking for representation from around the province and across our industries.

## DRUG TESTING

Canexus Chemical Plant has a pre-employment drug policy in place that was adopted by the Building Trades in its last round of bargaining. Members accepting employment to this job location are required to spend 8 hours at safety orientation and provide a mouth swab for analysis.

Our recent experience in dispatching to this site has been anything but smooth. Details on how long this will take, who pays for waiting time and exactly what the drug screening is looking for, all were unknown. We can expect continued problems with clients and general contractors until an agreed set of protocols are properly established. We will continue to keep you advised of these issues as they develop.

## Pension Statements

### Check your hours

The Pension Plan Statements were recently mailed to all members and vested non-members. Be sure that you review the reported hours and report any hours missing. Should you fail to report discrepancies, we will be restricted in terms of what can be done in the future to claim for missing hours or pension plan contributions.

### Top-up pension plan

A self-pay notice has also been sent to you. This report advises you of the allowable room to top up your pension plan contributions. Unless you have a "Defined Benefit Plan" you will likely benefit from taking advantage of this retirement funding opportunity. If you have questions, contact a financial adviser for some direction.

## Health & Wellness

Members need to update your address with D.A. Townley. Members must complete a new enrollment card if you need to make changes to your beneficiary or dependents.

# 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 2009	Local 118 2008	Welfare Plan 2009	Welfare Plan 2008	Pension Plan 2009	Pension Plan 2008
<b>Total Assets</b>	\$1,442,963	\$1,504,613	\$1,119,445	\$3,001,179	\$77,090,117	\$67,447,943
<b>Total Liabilities</b>	\$293,043	\$610,723	\$28,066	\$16,417	\$57,222	\$81,132
<b>Fund Balances</b>						
Invested in capital assets	\$93,122	\$77,469				
Public Relations	\$13,403	—				
Education	\$46,425	\$57,410				
Health Hazard	\$9,204	—				
Scholarship	\$6,697	\$6,469				
Employment Generation	\$1,040,002	\$783,352				
Unappropriated	-\$58,933	-\$30,810	\$691,979	\$756,562		
Appropriated			\$2,399,400	\$2,228,200	\$77,032,895	\$67,366,811
<b>Total Fund Balances</b>	\$1,149,920	\$893,890	\$3,091,379	\$2,984,762	\$77,032,895	\$67,366,811
	\$1,442,963	\$1,504,613	\$3,119,445	\$3,001,179	\$77,090,117	\$67,447,943
<b>Total Revenues</b>	\$906,070	\$1,030,796	\$1,297,840	\$1,473,730	\$13,237,495	\$2,332,859
<b>Total Expenses</b>	-\$650,040	-\$806,255	-\$1,191,223	-\$1,096,045	-\$3,571,411	-\$20,489,172
<b>Excess of Revenues over expenses (expenses over revenues)</b>	\$256,030	\$224,541	\$106,617	\$377,685	\$9,666,084	-\$18,156,313

## Investors Group

The Investors Group has approached the Local Union and offered to conduct group financial planning sessions with members. Depending on the response from the membership, they are open to conducting sessions wherever the members are. Dates and locations would be up to us, so if you are interested please contact the union office. If there is sufficient interest, we will start to schedule sessions in the locations requested.

## Actual value of assets

31-Dec-07 \$78,196,000

## Actual accrued liabilities

31 Dec-07 **-\$64,487,000**

## Actual accrued surplus

31 Dec-07 \$13,709,000

## WORK OUTLOOK

The work outlook for the summer is fairly positive on the industrial side.

- Shutdown and outages were ongoing at the beginning of July.
- Prince George had both mills in shut down
- Taylor was down for an outage
- Chetwynd was manning up for an outage
- Aluma Systems started a crew in Celgar to strip and replace the bottom half of the boiler
- Chevron in Burnaby was increasing its crew
- 20 members were working at Hooker Chemical
- A decent crew was working in the shipyards
- Vancouver Island had shipyard work
- The LNG facility had Fuller Austin crew back up to finish the storage tank

The commercial institutional side of the industry remains extremely quiet. There are few projects underway in BC.

- Victoria has a large shopping centre underway
- Two hospitals are under construction in the Okanagan
- Two larger towers in Vancouver are under construction
- The rest of the C/I work is small in nature and has less than two insulators there full time.

Out-of-province work has been attractive to many members.

- Saskatchewan has been very good to Local 118 members
- Alberta continues to have hundreds of jobs available for those who can travel.

## Winners of the Scholarship Draws

We are pleased to announce this year that the recipients of the draws are:

**Ed Russell Scholarship:** "Richard Bryant", son of Brother Keith Bryant

**Alyce Hodgkins Scholarship:** "Ashely Zarbatany"

daughter of Sister Donna Allison.



## Dispatch No-Show Problems

It's hard to believe that members are once again accepting dispatches and then not showing up to the jobs - without even taking the time to call the employer or the union to advise us they can't take the job or provide a reason.

Below is an excerpt from the Local Union By-Laws. We have already used these provisions and hope that this will help stop this behaviour.

### ARTICLE XI - WORKING RULES

#### Section 2: DISPATCH RULES

- (a) A member may refuse a dispatch to any job. However, a record of refusals will be kept and after three (3) consecutive refusals, his name may be moved to the bottom of the list.
- (b) After accepting a dispatch, if the member then fails to show up for work on the day designated on the clearance slip, he/she must give notice to Union or Employer. Failure to do so will result in a \$75.00 fine.
- (c) Each member, upon dispatch to Employers, will be issued a Union clearance slip. All members, when they are being dispatched and/or starting work for any Employer must have in his/her possession a valid work slip from the Union office and must deposit same with the Job Steward, Mechanic or Foreperson in that order and, in the case of being the first employee on the job site, then the Employer.

## On-the-Road: Provincial Tour(s)

The first of two province-wide membership tours has been completed.

During April we were able to visit members in Victoria, Prince George, Ft. St. John, Ft. Nelson, Castlegar and Kelowna, along with our regular Vancouver meeting. Negotiations were the biggest topic of discussion. Most members were glad we were getting around to sites around the province.

The next tour is scheduled for November 1st to the 5th. The locations will be similar, but not necessarily the same. Notices of locations, dates & times will be sent to those living in the areas to be visited.

## Ed Russell

It is with great sadness that we report the loss of such a good friend to Local 118, Ed Russell. He was an extraordinary man who challenged those around him to be better people. His intelligence, positive attitude and generosity created opportunities for others. He continued to share his extensive knowledge until the end. Ed quietly passed away February 13, 2010.

## In Memoriam

It is with great sadness that we report the passing of the following Brothers:

Charlie Nicol	January 20, 2010
Ray Dunlop	February 13, 2010
Fred Gilkes	February 22, 2010
Jose De Sousa	May 28, 2010
Lawrence Thom	June 12, 2010

Our sincere condolences are sent to their families