



BC Insulators

Heat and Frost Insulators Local 118

FALL 2011

NEGOTIATIONS

Doing our best in a tough situation

UNION NEGOTIATES WAGE HIKES BUT WILL CHALLENGE FLAWED PROCESS

The Negotiating Committee met on August 25th with the Construction Labour Relations Association (CLRA) and our insulation employers. A proposed agreement was reached.

As the talks started to bog down on issues, the employers broke from the discussions and elected to come back with a package offer.

After a long discussion, the committee came to the conclusion that there would not be a better deal that included wage increases like this in the future.

Their approach virtually stopped all the discussion on the table. The committee was forced to seriously consider the money that was in front of them. The committee made one last attempt to address important collective agreement issues that had been tabled, but the employer had presented a once-only offer that needed to be accepted in a tight time-line or would vanish.

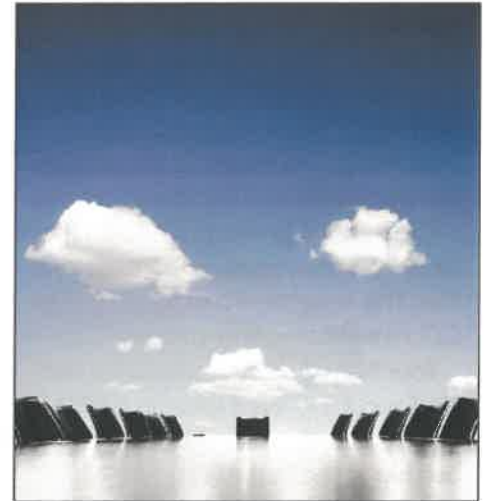
After a long discussion, the committee came to the conclusion that a better deal included with wage increases would not be forthcoming in the future. We certainly didn't solve all the problems that we wanted, but the money was a driving force in the decision. The entire Committee concluded that the membership would be

disappointed if we turned down a 7.25 % increase (without retro) effective this September and a 4% on May 1, 2012 and another increase of 4% on May 1, 2013.

This offer came with the same increases to LOA, Turn-Around, and mileage. Due to the structure of the BCBCBTU, we will also experience the same loses as the other trades such as: the Stat holiday issue on a compressed work week, the reduction of the constituted shift requirement from 3 days to 2 days, the loss of a part of our reservation clause, the re-design of industry payments of funds, and drug & alcohol policy and benefit restructure.

We also achieved some changes to Clause 9, Hours of Work. It was rewritten so that it was understandable. We hope this is an improvement. We were able to add an additional 10 cents to the apprenticeship fund.

All in all the increases were:



Industrial

Date of enablement: \$2.50 for wage package + \$0.05¢ BCYT funds = \$0.10¢
Apprenticeship = \$2.65
May 01, 2012: \$1.50 for wage package
May 01, 2013: \$1.50 for wage package

Commercial/Institutional

Date of enablement: \$1.00 for wage package + \$0.05¢ BCYT funds = \$0.10¢
Apprenticeship = \$1.15
May 01, 2012: \$1.25 for wage package
May 01, 2013: \$1.25 for wage package

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Negotiations

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"Trade Memorandum of Agreement" dated and signed September 12, 2011 circulated talks to the breakdown of the 1st year of the wage package. 10 cents to apprenticeship, 5 cents to the BCYT and 5 cents to the Labour Management Cooperative Trust Fund. This leaves \$2.45 to be applied to wages and Vacation/Stat pay.

The new wage rate for Industrial will be \$32.58 on wages and 12% on Vac/Stat. The new wage rate for C/I will be \$27.70 on wages and 10% on Vac/Stat

Your Negotiations Committee and the Executive Board have recommended acceptance and the membership at the Regular Membership Meeting of September 13 supported that recommendation. The agreement has been enabled to take place effective September 18th 2011. Wages and increases will flow from that date forward.

Negotiations have changed on how these enabled agreements are approved. The last round of bargaining and this round of bargaining see us receiving monies before the agreement is approved. This approach works in favour of our employers and was started by the other trades at the last round. Local 118 is compelled to follow this format or not be part of increases until all the trades have settled. We will be challenging this on the conclusion of this round of bargaining.

Proper ratification will be by a province wide vote once the other trades have settled, but we doubt that anyone will vote against a wage increase knowing they will have to give it back and then go on strike. ■

WORK OUTLOOK

Insulators in demand across BC

MORE PROJECTS AND JOBS BOOST THE WORKFORCE

The work outlook continues to be strong. We currently have members dispatched all over the province. Work continues at Northwood Pulp and Paper (Prince George), Teck Cominco (Trail), Celgar (Castlegar), Harmac (Nanaimo), Crofton (Ladysmith), Port Alice (North Island), Catalyst (Powell River), and Mackenzie Pulp and Paper.

There continues to be work underway at Domtar and the New Gold Mine in Kamloops. Currently there is a shutdown underway at Chevron Refinery with a large crew on site. Burrard Thermal continues to provide steady employment for a crew on site. There are a series of ferries arriving at Deas Dock for refit work over the next few months. There are also members working in Victoria at the shipyards and we are excited at the prospect of the ship building contracts awarded to Seaspan both in Victoria and in North Vancouver. This will provide significant work for Local 118.

Rio Tinto Alcan Aluminum Smelter modernization is underway and we will have members on site shortly. The LNG Storage Project appears to be going ahead and we expect to have up to 350 members on site sometime in 2013.

There is also work up coming at the Endako Mine in Fraser Lake. The Dawson Creek Processing Facility will start

work this month and we are expecting the call to ramp up to having up to 50 insulators on site.

This project is the first time in recent memory that any Building Trades have been on site at a Spectra Energy Project. A strong performance by our members dispatched to this project will stand us in good stead when attempting to secure additional work in the North East sector of the Province, particularly in the Horne River valley where there are 3 large Gas Plants under construction.

Commercial work outlook is solid all over the Province, particularly in the Okanagan. Our signatory contractors have also secured significant work on large projects in the Lower Mainland, Victoria, Kelowna, Nelson, Prince George, and even in the Yukon at

Dawson City Hospital.

We are pleased to be able to increase the size of our union work force by bringing on board a number of new potential members and dispatching members that have been on withdrawal status. Work has been strong enough that almost all of our members on Travel Cards have returned for work in BC. For the first time in years we have Travelers in the Local from all across the country. We are thankful to Sheetmetal Workers

Union Locals 280, 276 and 8 for the support that they provided with manpower at Northwood in Prince George.

No matter where you live in BC, the work outlook is strong into next year and beyond. We are looking forward to bringing new potential members on board and encourage those members on withdrawal status to re-evaluate their circumstances and renew their commitment to Local 118. Qualified Insulators are in high demand and we are confident that we can provide opportunity for new and existing members for years into the future. ■



CAMPAIGNS

Green initiative thrives; shoddy contractors targeted

Local 118 has had a busy year in organizing. While our ongoing "Getting to Green" Campaign has been very successful in increasing Local 118's profile in the industry, we felt it was necessary to combine this campaign with a push to re-affiliate contractors that had worked with Local 118 in the past and had for various reasons stopped employing our membership.

We also saw value in trying to strip away employees from contractors that were low balling high profile LEED (Leadership in Energy and Environmental Design) projects and using unspecified materials. These companies have been around for a number of years, using an inferior pipe covering product from China.

The pricing of this product and its cost is one of the reasons that this company can be competitive in the marketplace, along with paying sub-standard wages and benefits.

This is particularly apparent when bidding on LEED Projects where most of the competition is pricing the material with specified North American products at significantly higher costs. These companies are particularly adept at value engineering and cutting corners.

We are currently building a campaign around Contractors who perform fire stopping, spray insulation, and pipe covering. We are locating their projects and trying to build a data base of all their employees. This campaign is in the early stages and we are hoping to have concrete results in the near future. ■



Our Powerpoint presentation has generated much interest at municipal conferences.

CAMPAIGNS

Spreading the word about our "1% Solution"

The Communication Campaign launched in January has been gathering momentum, starting at the trade show level where we introduced the 1% solution to all industry stakeholders. Throughout the year this message has been met with great success.

Let me explain the 1% solution. Say the total project costs for this building are \$10 million. Within that \$10 million budget, the mechanical portion – including power plant and all other aspects would be 10% – or \$1 million. Now for the 1% solution – within the overall \$1 million mechanical budget, the mechanical insulation part that we've been talking about is just 10% of the \$1 million.

Mechanical Insulation means the pipes and ducts carrying steam, liquid gas, refrigerants, domestic hot and cold water and sanitary lines are all properly insulated to save energy. That means on the total project budget of \$10 million, the mechanical insulation portion is only 1% of the building construction costs – just \$100,000.

Municipality's reaction to our Presentation on the 1% solution arrived with a

big YES vote at this year's BC's Union of Municipalities held at the Vancouver convention center in September.

The Officers of Local 118 have been very active in the political arena driving the Great Jobs Green Jobs Campaign ahead. Local 118 was successful in having our Resolution 136 adopted at the UBCM Convention. Resolution 136 reads:

WHEREAS the proper application of mechanical insulation, including the material used, thickness, and installation techniques, has been shown to improve the energy efficiency, reduce the greenhouse gas emissions, and provide other benefits for both new and retrofitted building,

AND WHEREAS, given possible Code changes in the near future, it is a timely opportunity to advocate to the Provincial Government to consider including additional information and requirements regarding mechanical insulation in any Code updates.

THEREFORE BE IT RESOLVED that the Union of BC Municipalities request that any future updates or amendments to the BC Building

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UNION RIGHTS AND RESPONSIBILITIES

Our union is only as strong as our members

The Officers of Local 118 continue to be disappointed with attendance at Membership Meetings and the ongoing issue of Apprentices failing to attend school as scheduled.

We would like to remind all members in the Lower Mainland that they are required by the bylaws of this Local to attend at least 1 meeting a year. The meetings are every 2nd Tuesday of the month (except July & August) at 7 p.m. at the IUOE hall 4333 Ledger Ave, Burnaby. Local 118 is working hard to represent every member of this Union, but members must get involved to ensure that the Local is moving in a direction they want it to go.

It is the incumbent on members to be in school as scheduled, as Local 118 has to pay for the seats that we are allotted. In the future Apprentices that do not attend school as scheduled will not be entitled to work for the period that they should be in school. Absence from school will also put your membership in jeopardy. Medical and fam-



ily issues will be the only basis to be excused from classes.

The Executive Board, the Youth Coordinator, and the leadership of this Union put in countless hours to secure a future for you and your family and it would be nice to see at least cursory interest in the issues and business that need to be championed to ensure the continued success of Local 118.

Attending a meeting is a great way to start and you will find that when members take ownership of this process, everyone will benefit. You will also end up running into members that you haven't seen in a while, trading stories and feeling a sense of belonging and ownership of Local 118. This is the only way that the Local 118 can grow progressively and truly represent its membership. We look forward to your participation. ■

PENSIONS

What you need to know

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 and 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.

D.A. Townley & Associates
#101 - 4190 Lougheed Highway
Burnaby, BC V5C 6A8 ■

Our "1% solution"

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Code include specific, up-to-date requirements on mechanical insulation, including the reproduction of any specifications, such as thickness tables, that maybe referenced from other sources, and also include reference to mechanical insulation best practice standards.

Local 118 would like to thank all of the members, contractors and municipal councils that supported our Resolution. They worked behind the scenes and attended Municipal Council

meetings across the Province supporting the industry. The Resolution, along with our White Paper, are our tools that outline the need for changes to the building code in BC. We have met with decision-makers in Victoria and they support our position.

Local 118 has also met with the Power Smart directors at BC Hydro and they are supportive of our initiatives and are considering a type of rebate/incentive program for both new construction and retrofit work. In the near future we hope to meet with staff at Fortis BC to promote similar programs.

Visit energyconservationspecialists.org for more information. ■

APPRENTICESHIPS

Another great crew of newcomers

Our industry is thriving and, as a result, new apprentices are joining us all the time. Here's the latest list of newcomers and apprentices moving through all stages of training.

First Year

LEED 101 10-19-11
Green 10-21-11
Bayne, Christopher
Brown, Trevor
Burden, Benny
Callewaert, Steven
Chen, Ken R
MacLaren, Taylor
Newton, Terry
Nicol, Jason
Pachon, Robert
Shaw, Ken

Second Year

LEED 101 10-31-11
Green 11-02-11
Brodman, Chris
Brown, Trevor
DeWolf, Harley
Heffernan, Scott
Hoppe, Brant M
MacDonald, Jake
MacLaren, Parker
McCullagh, Tim
Miller, Ricky
Mitchell, Mark W
Radcliffe, Michael B

Third Year

LEED 101 11-28-11
Green 11-30-11
Angel, Charles
Attamohammad,
Touryalai
Fergusson, Ken
Guindon, Murray
Heudes, Boyde
Rai, Jasbir
Seiler, Andrew
Weissig, Isaac
Parker, Scott
Schenk, John
Moncur, Dave

Fourth Year

LEED 101 09-09-11
Green 23-09-11
Bell, Chris
Legros, Caroline
Livingston, Graeme
Lemieux, Martin
Marsh, Gary
Olson, Ron
Pachon, Ray
Alvarez de Araya,
Edwardo
Pimental, Rob
Seiler, David
Weissig, August

Apprenticeship
schedule for 2012
will be available on
our website
www.insulators118.org

Spring Classes will be held

Level 1
Jan. 4 – Jan. 27, 2012 /
\$509.54

Level 2
Jan. 30 – Feb. 24, 2012
/ \$539.54

Level 3
Feb. 27 – March 23,
2012 / \$539.54

No Spring class for Level 4

*\$30 increases for
mandatory bus pass*

IN MEMORIAM

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

Alfred Thoms December 3, 2010

Thomas Tessman February 2011

William Webb February 18, 2011

Peter Partaik February 23, 2011

Manfred Schmidt April 8, 2011

Darmel Shaffer May 25, 2011

Raymond Koenders July 2, 2011

Jim Hoskins June 22, 2011

Roland Couture Oct, 2011

Douglas Hemrich Nov 18, 2011

Our sincere condolences are sent to
their families.



*Wishing you a frosty
cool Yule and a
hot New Year!*

from all of us at
BC Insulators Local 118

NEWS ROUNDUP

UNION STAFF

Alberta's Bill Spring retiring

Business Manager Bill Spring of Local 110 Alberta recently announced his upcoming retirement at the end of his term in December 2011. Brother Spring has been involved as a E board member or Business Manager with Local 110 since 1979.

With over 30 years of service his commitment to Insulators across Canada should truly be admired. We understand Brother Spring will continue on with Local 110 as the Director of the PITT fund and help with the transition to a new Business Manager.

We look forward to continuing our relationship with Bill and the new Officers of Local 110.

IN THE COMMUNITY

Golf tourney raises \$36,000 for mesothelioma

Local 118 is pleased to congratulate BCICA on their excellent 4th Annual Mesothelioma Golf Tournament. A total of 125 golfers attended and help raise over \$36 000 for Mesothelioma research.

The tournament was held at the beautiful Northview G & CC. Unfortunately, the caliber of play was not up to that of the past PGA tournaments held at the same course but a good time was had by all.

Special thanks to all who helped plan, volunteer, and host the event, and to all of the sponsors big and small who helped make this fundraiser an outstanding success. We look forward to participating again next year.

CONFERENCES

Catching up on Heat & Frost across Canada

Local 118 sent a delegation to the Canadian Conference held in Winnipeg Manitoba in August. We would like to extend thanks Local 99 membership and BM Paul Horishney for their wonderful hospitality.

This was an excellent opportunity to catch up on what has been taking place across the country this past year.

The work outlook through out Canada is strong in all markets. From major projects in Newfoundland, oil rigs in Nova Scotia, shipbuilding in New Brunswick, strong commercial and industrial markets in Ontario and Quebec, potash, oil refinery, and cogen work in Saskatchewan, full employment in Manitoba, and steady work in Alberta continues.

In short there is an excellent opportunity to travel across the country and work at the same time. If the work in BC continues to be strong we will be inviting members from across the country to help complete our projects.

YOUNG WORKERS

Under 30? Get involved!

Brother Jeremy Carlson, our youth coordinator, is still representing our union at monthly meetings with the BC Federation of Labour and The Vancouver and District Labour Council, when Brother Carlson is not working out of town.

The BCFED's OH&S high school "Alive After 5" program has started. This is where young workers go to high school students and teach OH&S and their working rights. If any members under the age of thirty would like to get involved in the union movement, please don't hesitate to contact jcarlson@insulators118.org.

ON THE ROAD

Provincial tours

This year's provincial wide membership tours have been completed. Once again negotiations and the memorandum of understanding surrounding the new wage increases was the biggest topic of discussion along with work outlook. Most members were glad we are getting around the province.

The next tour is scheduled for the spring of 2012 . The locations will be similar but not necessarily the same. Notices of locations, dates and times will be sent to those living in the areas to be visited.

INSULATORS ONLINE

New website set to launch in new year

We are changing the look of our web site in the new year. Please stop by and take a look.

RETIREES

Let's have lunch

We are looking forward to the retirees luncheon.

Wednesday November 30, 2011

Time: 11:30 a.m.

Hilton Vancouver Metrotown Hotel

6083 Mckay Avenue

Burnaby, British Columbia

For more information call 604 877 0909

or Toll Free 1 800 663 2738

<http://www.insulators118.org/>

NOMINATIONS AND ELECTIONS

25 good people needed to work as officers and on committees

Democracy and participation are at the foundation of our union. There are a number of ways for members to get involved and standing for elected union office is one of them. We have 25 different positions to be filled for officers and committee members. See the list below. Consider running for one of these jobs.

Our nominating meeting will be held on Tuesday, December 13 at 7pm. See you at the IUOE Hall, 4333 Ledger Avenue in Burnaby!

OFFICERS	NUMBER TO BE ELECTED	TERM
President	one (1)	3 year
Vice President	one (1)	3 year
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	NUMBER TO BE ELECTED	TERM
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 will be held Tuesday, January 10, 2012 at 7 p.m. at the IUOE Hall, 4333 Ledger Ave, Burnaby.

The election results will be determined when the ballots are counted at the regular General Membership meeting on Tuesday, January 10, 2012 at IUOE Hall 4333 Ledger Ave, Burnaby. ■

UNION STAFF

Welcomes and get-well wishes

As you are aware, we have had a staffing issue this past year. Theresa Davidson suffered a relapse but is hoping to return to work soon. Connie Gordon, who has been off for an indefinite period of time, will not be returning to work.

We would like to welcome Sue Kabera. She will be handling our apprenticeship coordination and other office duties. Also we would like to welcome Merridith Porter, who has been helping us part time with office duties. ■

Insulators Local 118

233 East 11th Avenue
Vancouver, BC
V5T 2C4

Phone: 604-877-0909
BC Toll Free: 1-800-663-2738
Fax: 604-877-0926

www.insulators118.org
insulators@insulators118.org

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

Business Manager Lee Loftus
Member Coordinator Lyndon Johnson

Insulators Local 118 Officers

Business Manager Lee Loftus
Financial & Corresponding Secretary
Lee Loftus
President Ken Jakobsson
Vice President Neil Munro
Recording Secretary Bob Barter

Executive Board

Sean Bain
Bob Barter
Darryl Huber
Lyndon Johnson
Trent Steves

International Vice President for Western Canada Vince Engel

UNION FINANCES

Local 118 is in the black

WELFARE AND PENSION FUNDS HOLDING THEIR OWN

	Local 118 2010	Local 118 2009	Welfare Plan 2010	Welfare Plan 2009	Pension Plan 2010	Pension Plan 2009
<i>Total Assets</i>	1,62,1089	1,442,963	3,332,875	3,119,445	85,461,105	77,090,117
Total Liabilities	445,521	293,043	29,942	28,066	115,530	57,222
Fund Balances						
Invested in Capital assets	124,148	93,122				
Public Relations	35,896	13,403				
Education	54,253	46,425				
Health Hazard	21,215	9,204				
Scholarship	7,890	6,697				
Employment Generation	731,412	1,040,002				
Unappropriated	200,754	-58,933	951,033	691,979		
Appropriated	-----	-----	2,351,900	2,399,400	85,345,575	77,032,895
Total Fund Balances	1,175,568	1,149,920	3,302,933	3,091,379	85,345,575	77,032,895
	1,621,089	1,442,963	3,332,875	3,119,445	85,461,105	77,090,117
Total Revenues	983,591	906,070	1,344,010	1,297,840	11,554,077	13,237,495
Total Expenses	-957,943	-650,040	-1,132,456	-1,191,223	-3,241,397	-3,571,411
Excess of Revenues over expenses (Expenses over revenues)	25,648	256,030	211,554	106,617	8,312,680	9,666,084
			Actuarial value of assets	31 Dec-07		78,196,000
			Actuarial accrued liabilities	31 Dec-07		64,487,000
			Actuarial accrued surplus	31 dec-01		13,709,000

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 — MNP 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.