

DECEMBER
2015

BC Insulators

ON BEHALF OF THE OFFICERS, MEMBERS AND STAFF

**WE WISH YOU ALL A
VERY MERRY CHRISTMAS
AND A HAPPY AND SAFE NEW
YEAR TO YOU AND YOUR FAMILY.**

ENJOY THE HOLIDAYS

CHRISTMAS OFFICE HOURS

Thursday, Dec. 24	9 am - Noon	•	Thursday, Dec. 31	9 am - Noon
Friday, Dec. 25	Closed	•	Friday, Jan. 1, 2016	Closed
Monday, Dec. 28	Closed	•		



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There is no excuse for not showing up for your shifts.

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Random absenteeism is creating an excuse that will be used to **justify converting our work to non-union firms.**

CHANGES ARE COMING TO LOCAL 118'S BANKING PROCEDURES

Local 118 currently maintains ten different banking accounts at two separate banks. After holding discussions with our financial staff and advisors, the Executive Board decided to streamline the process by amalgamating all the accounts and the financial institutions into a single account at one institution. This decision will reduce the union's ongoing expenses for auditing, accounting and bookkeeping.

WORK OUTLOOK

Commercial work is booming!

The work outlook continues to be good, although the industrial work is not as busy as we would like. Commercial work is booming in the Okanagan, Victoria, Northern Vancouver Island and in Vancouver.

Members in the Okanagan are working at Oliver Prison, Kelowna Hospital, schools, and wineries. Kamloops Hospital is nearly ready to

go. We are just waiting for the roof to be installed.

The Victoria area is busy. Local 118 contractors have successfully bid on projects in the shipyard and commercial areas. The two new hospitals in Campbell River and Comox are under construction with vent and pipe on both projects and will be using Local 118 contractors.

Vancouver is active with both commercial and industrial work. Canexus, Deas dock, are providing industrial work; and the commercial market is full out, and getting busier all the time. 🌐

WORKPLACE ATTENDANCE

Absenteeism puts the union's reputation at risk

It is both interesting and disappointing that we have to report to you on attendance matters. The union office is continually receiving complaints about members not showing up for work every day. In town, out of town, commercial, industrial and shut downs all seem to be experiencing this trend.

It's not the union's role to interfere with workplace supervision or with the discipline that follows behavior that is unacceptable. Our role is to make sure that both parties follow the rules.

We are being pushed into this discussion because we have a work force that has limited numbers and employers who are desperate to get people on site to do the work.

They can't suspend or terminate those who are randomly coming in for



work because they need every hour of production time possible to get the job done. They have clients who are screaming at them for not having enough crew to get the work done, which in turn holds up the other trades.

Some of you might think that this is OK, but when the employment pendulum swings the other way, employers and foremen have very long memories. Don't be surprised to find yourself sitting on the unemployment list for a long, long time.

Our collective reputation is at risk here. Random absenteeism is creating an excuse that will be used to justify converting our work to non-union firms.

A ringer is 5 days a week. If you don't want to work, then phone your foreman and quit. The union will ultimately be forced to use the Code of Conduct for those who continue to randomly not show up for their shifts.

Don't force the union to act against you. We hate having to do this. 🌐



The term “Passive House” refers to a **rigorous design and building standard** that focuses on the building envelope and aims to achieve cost effective results.



GREEN CAMPAIGN

Conferences and educational sessions build skills and spread message

The Green Campaign has had some positive outcomes in the last month. We started at the **UBCM Conference in Vancouver**, where we met with politicians from across the Province and received great feedback.

Local 118 attended the **SustainaBuild Trade Show** with a booth and went to some of the seminars in October. This Trade show generated work for our contractors at the Hyatt Hotel and the Pacific Gateway Hotel in Richmond, where they are engaged in doing retrofit work.

Local 118 attended the **Passive House educational session at Vancouver City Hall**. The term “Passive House” refers to a rigorous design and building standard that focuses on the building envelope and aims to achieve cost effective results in terms of low energy hours with less complex heating and cooling systems. It was well attended by architects, engineers and builders.

The Energy Manager for **Providence and Coastal Health** made contact with

us to conduct insulation assessments of their various facilities, mainly St Paul’s Hospital and Women’s and Children’s Hospital. Members who have worked in these facilities will know there is substantial scope of work needing to be done such as covering exposed valves and repairing places where maintenance work has occurred.

Local 118 attended **Insulation Expo in Chicago** at the end of October. This is the first time that this show has been held in North America. We were excited to accompany the International “I Save team”.

We took the two-day **Insulation Assessment Program through the National Insulation Association (NIA)**. This comprehensive course covers the administration of the 3 E program and how to conduct proper insulation assessments and write reports. Bob Barter, Mark Guay and Neil Munro are now all NIA certified Insulation Assessors. ●

NEGOTIATIONS

Union in a good position for bargaining

Last year the parties cut a deal to commence negotiations for the new agreement a year in advance of April 30, 2016 – which is when the current agreement expires. Local 118 has been attempting to get these negotiations started. Others, not just employers and the Construction Labour Relations Association, are doing what they can to avoid honouring this agreement.

One challenge is that a new Chair has been appointed by the Labour Relations Board, a new subcommittee for bargaining structure has been established, and a draft protocol agreement developed.

That protocol agreement remains to be finalized by the various parties. It will lay out who gets to bargain, and when and how it takes place. It also outlines what happens if they run out of time.

Local 118 is in a good position for bargaining. We have done our homework and are ready to sit at the table.

Lee Loftus, the Business Manager for Local 118, says “I believe we will have an agreement prior to the expiry of this agreement. I look forward to sitting down and discussing our industry issues with the employers.” ●

HEALTH STUDY

Year 3 is underway. Some of the 118 members have been asked to come back to the Cancer Control Agency for follow-up CT Scans and lung function tests.



Dr. Lam, who is the lead investigator of the study said "We discovered treatable, lung cancer in one of the participants, which might not have been detected otherwise."

Local 118 is an essential contributor of participants to this study. There are currently 160 people involved of whom about 100 are 118 members. The study is still looking for more volunteers. We continue to support this study by fundraising study dollars and providing funds to those members who need to travel to Vancouver to participate.

We appreciate our Retirees!

The retirees Christmas Lunch is again taking place at the Hilton Vancouver Metrotown on December 2, 2015 at 11:30 am. RSVP the Union Hall.



ELECTION RESULTS

Meet the officers and trustees

The mail ballot count took place at the November 10 Regular General Membership meeting, and the following people were either elected or acclaimed to office:

Executive Positions

Recording Secretary	Bob Barter
Treasurer	Allen Carpenter
Sgt-at-Arms	Greg Hatch
Union Trustees	Sean Bain, Stuart Carpenter, Lyndon Johnson

Executive Board

Sean Bain
Bob Barter
Darryl Huber
Lyndon Johnson
Allen Carpenter

By-Laws Committee

Sean Bain
Stuart Carpenter
Chris Sampson
Dave Seiler
Allen Carpenter

Local 118 would like to recognize all those Officers and members who served on our behalf. Brothers **Carey Bleiker** and **Earl Bleiker** did not seek re-election to their previous positions. Both Brothers served lengthy times as elected officials and we would like to thank them for their input, guidance and commitment to Local 118. We also want to thank Brother **Mark Guay** for his service as an Executive Board Member and look forward to his continued involvement.

APPRENTICES WINTER 2015 - 2016

LEVEL 2

Nov 23 – Dec 18, 2015

Mike Hixson
Curtis Laramie
Jose Popoca
Roland Albert
Jacob Halliday
Steve Flack, Jr
Brian Gladue
Ashley Duncan

LEVEL 1

Jan. 4 – 29, 2016

David Coatsworth
William Colbeck
Justin Gould
Stephen Johnston
Sheldon Klit
Justin Koechl
Dillon MacDonald
Matt Mowbray
Aaron Preik
Steve Ste. Croix
Dale Stephenson
Colin Traquair

LEVEL 2

Feb. 1 – 26, 2016

Augusto Bellantoni
James Brooks
Kurtis Bussmann
Jared Ehrenholz
Justin Gould
James Kobe
Dillon Leinster
Matthew Love
Miguel Montalvo
Steve Morrison
Ross Nicol
Joy Panuncialman
Robbie Pelley

LEVEL 3

Feb. 29 – March 25, 2016

Shayne Anderson
Chase Beuk
Cesar Casso
Ashley Duncan
Richard (Frank) Egan
John Ho
Adam Leblanc
Dallas Mathews
Michael Pengelly
Ken Shaw
Frank Sheeler
Tyler Thorne
Matthew Warwick