

NOVEMBER  
2016

# BC Insulators



## Merry Christmas & Happy Holidays.

Christmas Season is fast approaching. This newsletter is the last for 2016 and the Officers and Staff want to take the opportunity to send out festive greetings to all our members and their families.

We hope that all find the time to enjoy family, friends and community. Remember that there are those that are not as fortunate as us and this is the time of the year we all should reach out and help where we can.

### Holiday Office hours

<b>Friday Dec. 23</b>	9 am - 12 noon
<b>Monday Dec. 26</b>	Closed – in lieu of Christmas Day
<b>Tuesday Dec. 27</b>	Closed – in lieu of Boxing Day
<b>Wednesday Dec. 28</b>	9 am – 4:30 pm
<b>Thursday Dec. 29</b>	9 am – 4:30 pm
<b>Friday Dec. 30</b>	9 am - 12 noon
<b>Monday Jan. 2, 2017</b>	Closed – in lieu of New Years Day
<b>Tuesday Jan. 3, 2017</b>	9 am – 4:30 pm

## Building Trades agree to unite

The Building Trades have not seen full participation from all Building Trade Unions for some 25 years ago when the Carpenters went out on their own. Over the years the Boilermaker, Painter, Operating Engineers and the Electricians have come and gone and returned.

That has left us in some dysfunction

and candidly has seen us less than effective in representing the construction industry

There appears to be an agreement for all of the Building Trade unions to once again come together under the BC Building Trades banner.

With the assistance of the Canadian Department of the Nation Building

Trades help, we have crafted a protocol agreement that will see the UA, Boilermaker, Millwright & Carpenter join the BC Building Trades for January 1, 2017.

Great news for unionized construction in BC. We have much in front of us from elections to a lower carbon economy. For our industry to be successful it will take all of us pulling in the same direction. ●



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Pension surplus is welcome news.

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Benefits a few, but hurts union, employers and other members.

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Cuts to services for seniors is a concern for workers of all ages.

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The Trustees have authorized a three percent bonus pension for all retirees and active pension plan members, effective January 1, 2017.

## ELECTION RESULTS

Nominations for Pension, Health & Wellness and the By-Laws Committee were held in September. The Election Committee has determined that all the positions have been filled by acclimation.

### PENSION

Bob Barter  
Al Carpenter  
Darryl Huber  
Neil Munro

### HEALTH & WELLNESS

Sean Bain  
Mark Guay  
Stu Carpenter

### BY-LAW COMMITTEE

Al Carpenter  
Stu Carpenter  
Mark Guay

Local 118 would like to recognize all those Officers and members who served on our behalf. Brothers Carey Bleiker, Earl Bleiker and Ken Jakobsson did not seek re-election to their previous positions.

These Brothers served lengthy times as elected officials and we would like to thank them for their input, guidance and commitment to Local 118.

## NEWS BRIEFS



### LOCAL UNION 118 BY-LAW CHANGES

There has been some changes to the Local Union By-Laws around the Election Process. The changes are being incorporated into the document now and will be

distributed with the next membership mailing. The election process has been expanded to allow for all elected positions except for delegates to be voted with a province wide ballot and that all elected positions require a majority of meeting attendance for eligibility.

### APPRENTICESHIP SCHOOL 2017

**School will be starting January 3, 2017.**

Letters will be going out in the mail advising the apprentices for class schedules by end of November 2016.

### REGULAR GENERAL MEMBERSHIP MEETINGS

**Tuesday December 13, 2016**

**Operating Engineers Hall**

**4333 Ledger Avenue, Burnaby, BC**

**7:00 PM**

### ADDRESS REMINDER

Please ensure your Contact information is current at ALL times with the Union Office. This will help with mailing of tax receipts for year-end 2016 as well dispatching purposes.

### NEW STAFF MEMBER

Please welcome to our office our new staff member, **Vivian DeSousa**.

### RETIREES SAVE THE DATE!

The retirees Christmas Lunch is again taking place at the **Hilton Vancouver Metrotown** on **December 7, 2016**. Looking forward to seeing you all together again!

## Pension review underway

The move to re-classify our pension plan from a Defined Benefit Plan to a Target Benefit Plan has allowed the Trustees to look at some surplus distribution.

That does not mean we will have the ability to issue 10% bonus pensions as we still are required to maintain a substantial surplus or cushion for future benefits.

We have determined that there is surplus that can be distributed and the Board of Trustees have reviewed all options that allow maintaining a

cushion should market conditions change.

Therefore the Trustees have authorized a three percent (3%) bonus pension for all retirees and active pension plan members. The increase will be effective January 1st 2017.

This increase has been a long time coming and with the legislative changes and ability to redefine our plan we hope that this flexibility continue to be available to us into the future. 🌐



“The next time you think about soliciting a job or when you get a call from your buddy, remember there are rules against this practice.”

## SCHOLARSHIP DRAW

Congratulations to our successful scholarship winners for 2016.

SCHOLARSHIP	WINNER	RUNNER UP
Alyce Hodgkins	Travis Repka	Owen Munro
Ed Russell	Natalie Galitzky	Jennifer Loftus
Steve Duzek	Leah Barter	Ashley Carpenter
Tony Ceraldi	Samantha Carpenter	Shayne Tyndall

To all winners, please provide us with your school enrollment papers so that we can send you your cheque in the amount of \$500.

## Job solicitation hurts the union

### EMPLOYERS RELUCTANT TO INVEST IN WORKERS WHO WILL SOON LEAVE FOR OTHER JOBS

The ability to solicit work with other employers, crews and friends is not new to our industry. Those who are successful in getting jobs with their friends will always say there is nothing wrong with the practice.

Those who are not friends with those who are hiring and therefore sit unemployed are the ones who are impacted.

Many of those who don't solicit are the ones standing up for the union, safety, collective agreement provisions and often not willing to get on bended knee to the supervisor. They find themselves outside of the clique.

There are other issues as well. The voids left behind when members drag up and move to these new jobs and new crews leaves a hole. Often it's a big hole.

Those leaving are usually part of the long term man-hour plans and future projects. This is especially difficult

when the union's membership is all working and there are no replacements available.

The employers continue to address this issue with the union and often at the bargaining table. They don't want to hire apprentices or provide safety training as their investment becomes the benefit to those who poach their employees.

The moment a job with some hours happen the moccasin telegraph sparks to life and members mysteriously appear on the list only to be name requested an hour later.

Employers regularly remind the union that they won't forget who bailed on them and often say those who left will never work for them again.

The next time you think about soliciting a job or when you get a call from your buddy, remember there are rules against this practice and the union will enforce those rules. It's a violation of the collective agreement (Art 13.02), the Union By-Laws (Art XI sec 2 (c)) and a violation of the International Professional Code of Conduct. ●

## Work outlook healthy for fall and beyond

The work and the work outlook continue to be very strong. We are extremely busy and have minimal unemployment.

Northern BC is busy with work at Pine River, Ft St James Biomass, Quesnel OSB plant, mills in the Prince George area. We have been very busy in northern BC all year in spite of this being the off year for shut down at Spectra Gas Plants. The outlook for next year is good.

The Okanagan has been very strong also, with Hospitals, Oliver Prison, Kelowna Health Centre, and the Biomass plant in Merritt. We have had full employment in this area all year and have added a number of new members.

The Island has also had an excellent year. Our contractors are wrapping up, Comox and Campbell River Hospitals, there has been work at Harmac and Crofton Mills and at Powell River. Victoria has been very busy this year even as the shipyard has been slower than the last few years. The commercial work is very strong and we are expecting another busy year in 2017.

The Vancouver and lower mainland area has also had a banner year. Commercial work is extremely busy and ramping up to another busy year next year, work at Fortis LNG is ongoing and providing work for about 35 members. Seaspan shipyard is also employing about 12 members. ●



# Summary of Financial Information

International Association of Heat & Frost, Insulators and Allied Workers, 2014 - 2015

	Local 118		Welfare Plan		Pension Plan	
	2015	2014	2015	2014	2015	2014
<b>Total assets</b>	1,967,213	1,701,337	4,149,438	4,310,497	108,991,110	108,607,671
<b>Total liabilities</b>	823,555	357,631	229,117	75,382	148,593	55,655
<b>Fund balances</b>						
Invested in capital assets	168,490	175,383				
Public Relations	85,017	77,012				
Education	243,232	214,609				
Health Hazard	46,828	40,114				
Scholarship	11,719	9,392				
Employment Generation	515,076	666,915				
Unappropriated	73,296	160,281	-251,079	433,115		
Appropriated	4,171,400	3,802,000	108,842,517	108,552,016		
<b>Total Fund balances</b>	<b>1,143,658</b>	<b>1,343,706</b>	<b>3,920,321</b>	<b>4,235,115</b>	<b>108,842,517</b>	<b>108,552,016</b>
<b>Total revenues</b>	<b>1,364,738</b>	<b>1,339,598</b>	<b>1,923,167</b>	<b>2,053,935</b>	<b>5,165,586</b>	<b>14,426,269</b>
<b>Total expenses</b>	<b>-1,564,786</b>	<b>-1,246,057</b>	<b>-2,237,961</b>	<b>-1,939,727</b>	<b>-4,875,085</b>	<b>-5,115,325</b>
<b>Excess of revenue over expenses</b>	<b>-200,048</b>	<b>93,541</b>	<b>-314,794</b>	<b>114,208</b>	<b>290,501</b>	<b>9,310,944</b>

Actuarial value of assets  
 31-Dec-13 93,526,000  
 Actuarial value of liabilities  
 31-Dec-13 77,263,000  
 Actuarial accrued surplus  
 31-Dec-13 16,263,000

## Services for seniors being chipped away

by Greg Hatch

I attended the two-day conference Aging Well: A Quest for all Generations in Richmond Sept 25-26. It was very informative.

Over 29 speakers touched on Aging Well in BC, Affordable Housing, Seniors & Homelessness, Life after Driving, Volunteerism in Transportation, Pedestrian

Safety, Moving Around in Accessible Communities, Care and Support of Seniors, Technology for Aging Well, National Seniors Health Strategy, and Community Health Innovation

The conference showed how fragile the system is for all kinds of services that seniors are going to depend on as they age. The government keeps making cuts to services that most people don't know about until they need them.

I would recommend everyone over 50 years old join the BC FORUM as a good way to be informed of what is happening out there that will affect you when you retire. Visit [www.bcforum.ca](http://www.bcforum.ca) for more information.

All in all, the conference was very informative and scary about what's happening to our system of health care and seniors' care. ●