

MARCH  
2017

# BC Insulators



## Absenteeism a growing problem

We need to show we are the most dependable and productive workforce

Recently, we the union, have been pulled into 3 different venues to discuss workplace absenteeism with our employers. Currently industrial, commercial/institutional and marine projects are experiencing over 25% absenteeism on a daily basis.

Though it is not the responsibility of the union to be the workplace time keeper, our employers are struggling to do this by themselves. Time keeping is an employee and employer responsibility, but we are compelled to identify this problem.

We want to help our members understand that it's up to us if we want to remain attractive to clients and employers. Our members need to ensure they perform in a responsible way and ensure those who work with us perform in a responsible way.

We need to come to work every day; we need to produce with the view of 8 hours work for 8 hours pay; we need to show that there is no other workforce as productive or dependable as us.

If we don't do this, we will find ourselves sitting on the other side of the fence watching someone else doing our work blaming the union because they did nothing! ☺

## COMMERCIAL CONTRACTOR CONFERENCE

### Industry looking for ways to train qualified workers

The union and commercial employers met on January 16 to discuss concerns and find solutions. The industry has been looking for qualified insulators of the C/I market for four years and been unable to fill the vacancies.

Our attempts to start new people have been a challenge as well. The employers need experience, there is none? The ones we recruit don't meet the expectations.

Interestingly, we had the non-union employers and they were defending us as they are having the same problems.

The employers want to set up a pre-employment session for anyone coming to the industry. We are looking to see how that would work and how they will guarantee employment for those we train.

It is a very good undertaking and we're glad we can have these types of discussion with our employers. ☺



## INSIDE THIS ISSUE

### CLC SUCCESSES

Retirement age and asbestos two key issues.

**PAGE 4**

### PRE-EMPLOYMENT TESTING

Think about the results before you agree to take the test.

**PAGE 3**

*Vote on May 9*



### CALL FOR NOMINATIONS

Want to be a convention delegate? Come to the April 11 General Meeting.

**PAGE 4**

We urge all BC Insulators Union members to check the BC Liberal Party record in power and what the BC New Democratic Party opposition says on our key issues.

## BC ELECTION MAY 9, 2017

### Some key issues for BC Insulators members to consider before voting

British Columbia votes on Tuesday, May 9 – we urge all BC Insulators Union members to check the BC Liberal Party record in power and what the BC New Democratic Party opposition says on our key issues.

Health and safety – especially asbestos – is critical; our Union and employers need to keep finding work; and we want better apprenticeship training to build our trades – not exploit us.

How you vote is up to you. But here is part of the record of the Christy Clark/BC Liberal government since 2001 that negatively impacted the BC Insulators union.

- Putting workers lives at risk by not creating licensing for BC asbestos removal companies, despite repeated WorkSafeBC health and safety laws violations;
- Leaving Building Trades unions out of major government construction projects through the low bid process and other means;
- Dismantling apprenticeship training programs as wanted by the anti-union Independent Contractors and Builders Association [ICBA];



And here are some of the BC New Democrats and leader John Horgan's positions in response:

- License asbestos removal companies so violations of WorkSafeBC laws mean a business can be shut down;
- Use Project Labour Agreements on big government construction projects – so Building Trades unions and employers can compete fairly for work;
- Create a fair and balanced BC Labour Relations Code and Labour Board;
- Restore our apprenticeship training system.

Please consider these and other issues before you vote on May 9 – and contact your union if you need more information. Thanks. 🌐

## NEWS BRIEFS

### MEMBERSHIP DUES

Reminder – All members must pay \$25.00 dues per month. It is your responsibility to stay current. The hall will send a reminder via email when you are 3 months in arrears. Please help us to save time, take initiative and pay dues on time.

Methods of Payment Options available to you are as follows: Internet Banking, Cheque, Cash, Debit cards (in person only) Credit Cards (including Visa and MasterCard debit cards) and Direct Debit.

### UPCOMING HOLIDAYS

- Friday, April 14 : **Good Friday**
- Monday, April 17 : **Easter Monday**
- Monday, May 22 : **Victoria Day**
- Monday, July 3 : **Canada Day**

### TENTATIVE DATES FOR SPRING AREA MEETINGS

- June 5th, 2017, Kelowna
- June 6th, 2017, Prince George
- June 8th, 2017, Victoria

### NEWLY SIGNED COMPANIES

Please welcome Vancouver Thermal Services, Adam & Tony Angelillo

**The Western Canadian Master Apprentice Competition will be held May 26 – 28, 2017 in Vancouver, BC.**

We welcome the Apprentices from Local 110 and 119.





Please don't help the employer accumulate stats that will work against the union and its membership in the future.

## PRE-EMPLOYMENT TESTING

### If you can't pass, don't take the call

Another interesting challenge for our union. Pre-employment testing is about what you may or may not do on a Friday evening after work. It's not part of our collective agreement nor a discussion between your employer and the union.

Pre-Employment testing is mandated by the clients our employers secure work. That work includes us and therefore should we wish to do the work, then we comply with the clients requirements.

The union is not going to argue with clients about this requirement, because the response has always been "Then, Don't Come on Our Sites". They don't care if it is legal or not.

So ... we dispatch members to these projects advising them that pre-employment is required. One project here in BC that has seen over 25+ members accept the dispatch and fail

the pre-employment testing.

Why would any members accept a dispatch with this requirement and not ensure they can pass a drug test?

If you get a call from us for one of these jobs and you are not willing to be absolutely clean, please don't accept the call. Those who do and fail, only reinforce those who want to see this in place for all workplaces.

It's pretty hard to counter and argue with the employers calling for drug & alcohol testing at the bargaining table when they pull up these stats.

It's also hard to tell employers to pay for the testing and they say we paid for 25+ people that failed and that should be the responsibility of the union.

Please don't help the employer accumulate stats that will work against the union and its membership in the future. 🗣️

## IN MEMORIAM

The following members passed away recently.

**Andrew Reimneitz**  
December 30, 2016

**Brad Knippel**  
January 25, 2017

**Ivan Zalinko**  
January 24, 2017

## WORK OUTLOOK

### Insulators strongest among building trades

Local 118 continues to have amongst the strongest employment rates in the Building Trades. We are looking forward to another very busy year ahead on Industrial, Shipyard, and Commercial/Institutional projects in all corners of the Province.

Prince George and northern work continues to be solid with outages, ongoing projects, and maintenance, at a number of different locations. The Okanagan/Kootenays remain busy with commercial/institutional work, along with a significant upcoming project in Summerland.

Vancouver Island work is picking up with strong commercial work and scheduled shipyard refits. Vancouver and lower mainland work remains very busy. However, Members should be reminded that construction is cyclical and we are nearing the peak of a construction cycle. 🗣️

## BCIT APPRENTICESHIP SCHOOL

Apprentice school is in progress. We have a full set of classes for Levels 1, 2, 3 & 4 that are currently underway. All apprentices have done very well in class. Good luck to future classes

If Level 1 & 2 apprentices have received their marks and progression letter from ITA then they can apply for a grant.

The website for the grant is [www.servicecanada.gc.ca](http://www.servicecanada.gc.ca)

There is a deadline to apply for a grant which is June 30th of the calendar year following the date you completed the level.

In case apprentices are receiving letters from ITA, all the hours have been updated with ITA. 🗣️

## APPRENTICESHIP FUNDING FROM LNG

The BC Construction Ass'n (BCCA) has once again secured LNG Canada money for apprentices attending class. It has changed. The union or the IIAB can no longer make application. It must be the employer you're employed by.

That's a challenge, as many will fall between the cracks and not be eligible. The whole first class missed it because it was after they were in school and most of the second year because of the late announcement.

## SUSTAINABILITY REPORT ENERGY AUDITS PROVE VALUE

In late February and early March we headed back to Vancouver Island to conduct further energy audits for Vancouver Island Health Authority.

This has given us a broad range of case studies to present to government, municipalities and all those who are stakeholders. These case studies make our case undeniable that missing or damaged insulation results in higher energy costs and GHG (greenhouse gas) production.

These audits have opened the eyes of the stakeholders. When we include the information on the low bid system and value engineering that has caused the problem they come away with full understanding of how they need to change the way they conduct business. ●

### Pablo's Mission Statement

"Nothing is given to us. Success demands hard work, perseverance and honesty!"

## CANADIAN LABOUR CONGRESS

# Progress on asbestos issue and rollback of retirement age

The CLC has recently been successful in two areas important to Insulators.

Those getting close to retirement should know that the changes to their retirement age by the previous Federal Government have been undone! Normal retirement for CCP and OAS is back to 65 from 67.

Additionally, there has been an increase to the Guaranteed Income Supplement by 14.5% - lifting thousands of seniors out of poverty.

The second area is their support on asbestos and the national call for it to be banned outright. The Insulators, Building Trades and the CLC have finally seen success in securing a federal government announcement they would ban the import and export of asbestos, expanding coverage under the labour code and create a government building registry.

The next step will be to create a national registry for workers that have been exposed to asbestos. The

campaign video can be viewed here: [www.fairnessworks.ca/safe-jobs](http://www.fairnessworks.ca/safe-jobs)

There are other campaigns recently launched such as a National Pharmacare program and a National Equity Pay program.

One final campaign underway that is important to note is the CLC's opposition to Bill C-27 (which gives the federal government and crown corporations the legislative authority to move to targeted benefit plans without negotiating with the effected unions).

Target Benefit Plans are very attractive to Building Trade Unions or those plans that are funded by multi employers like Local 118.

Our movement from a Defined Benefit Plan to a Target Benefit Plan has allowed to once again share the fruits of our investments by distributing the surplus. The previous structure did not allow that to happen.

Those on pension saw a 3% increase on their benefit January 1 this year and all active members will see a 3% bonus pension added to their Pension statements come this June. ●

## Call for Nominations

Tuesday, April 11, 2017, Regular General Membership Meeting

### Two Elections:

- 1) Quinquennial Convention
- 2) Health and Wellness Trustee

Convention delegates will be nominated and elected from the floor of the Regular General membership

Health & Wellness Trustee will be nominated from the floor of the Regular General Membership Meeting, but elected by a province wide mail ballot.

➤ **Nominations close  
April 11, 2017**

➤ **Election / Count  
Ballots June 13, 2017**

Those considering running to be a Convention Delegate be mindful that you will need to travel into the United States.

**Your union matters! Get involved and help shape the future of Local 118!**