

BC INSULATORS

HEAT AND FROST INSULATORS NEWSLETTER

APRIL, 2018



UPCOMING HOLIDAYS

Monday, May 21, 2018
VICTORIA DAY

Monday, July 2, 2018
CANADA DAY

Monday, August 6th, 2018
BC DAY

DATES FOR SPRING AREA MEETINGS

April 23rd, 2018 – Victoria at the Coast Victoria Hotel & Marina

April 26th, 2018 – Kelowna at the Coast Capri Hotel

May 2nd, 2018 - Prince George at the Coast Inn of the North

IN MEMORIAM

Gary Hart passed away Feb. 18, 2018

REGULAR GENERAL MEMBERSHIP MEETING

Next Meeting:

Tuesday, April 10th, 2018

Operating Engineers Hall

4333 Ledger Avenue, Burnaby, BC
7:00pm



WAGE INCREASE MAY 1ST, 2018

The last increase to the Collective Agreement is May 1, 2018. That increase is \$0.75 per hour to both Industrial and Commercial rates. The new rate which includes holiday pay and statutory holiday pay are as follows:

Industrial	\$38.58
Commercial / Institutional	\$32.01

PENSION PLAN 1.5% BONUS TO ALL ACTIVE MEMBERS AND RETIREES

The Trustees of the Heat & Frost Local Union 118 Pension Plan (the "Plan") are pleased to inform you that the Plan's Actuary has determined that there is going concern excess in the Plan which is available for distribution. The excess allows an increase in pension benefits accrued to December 31, 2017 while still leaving a cushion in the event that market conditions deteriorate. The Trustees have looked at the options available and have authorized a 1.5% increase to the pension benefits for all members of the pension plan effective January 1, 2018.





**ALWAYS REPORT
A WORKPLACE
INJURY** because
you don't know
when an injury is
going to turn out
to be more serious
than you thought.

WORKERS' COMPENSATION DO'S AND DON'TS

Let's take a look at some of the pitfalls in the WCB system along with some "do's and don'ts" that we hope will help you avoid some misery should you have an injury on the job.

Wage Rate

WCB will only pay you up to their maximum – currently \$82,700.

WCB pays 90% of the net amount of a worker's net income, which is your take home pay after deductions such as Income Tax, EI, CPP, etc. The net income may vary for workers depending on their personal situation. For example, a married person who is claiming deductions for a wife and his family will have a much higher net income than a single person with no dependants.

When You Don't Report an Injury

Unions try to get their members to report to the employer and the WCB whenever they are hurt. Many however, knowing that WCB benefits are very low, feel they

can't take the hit and will just opt for lighter work or they may take fewer shifts until they "get better".

The problem is: if you have been working fewer shifts or working at a lesser paying job while you are trying to recover, this could affect your wage rate on the claim.

Always report (even if you don't miss a day of work) because you don't know when an injury is going to turn out to be more serious than you thought.

Returning to Work

One very important rule for dealing with the WCB is to make sure they know that you are still having symptoms if you return to work.

When a WCB Case Manager asks you how you are, and you answer, "better" that will NOT be interpreted to mean "better than when I was first injured." It will be interpreted to mean, "BETTER, completely better! No problems at all".

If you still have back pain, or headaches, or any other symptoms, say so. Make sure you continue to see your doctor regularly. If you return to work and nine months later your back (or whatever) is so bad that you have to go off again, unless you have been creating a good paper trail with visits to the doctor and first aid, the WCB will tell you that your current problems

cannot possibly be related to your prior compensable injury. It's just a coincidence that you are now having back problems in the exact area where you had your accident nine months ago. It's amazing how many "coincidences" happen in workers' comp world.

Psychological Consequences

Many workers have a self-image as resilient, strong, and impervious to psychological injury. This outdated idea often keeps those who are suffering a psychological condition from seeking help. In the case of serious injury (either to yourself or observing others being hurt), there may well be long term effects such as post traumatic stress disorder. You don't usually know you have this condition until some time has passed. Again, see your doctor immediately if you suspect you are suffering psychological consequences! Tell your employer, and most importantly, seek treatment. The sooner you get help, the better your chances of recovery. It is not a reflection on you if you are having psychological problems after an incident.

Depression is another common consequence of injury. In cases where previously healthy individuals are now living with disability, and particularly chronic pain, it is normal to experience

depression. We have represented many injured workers over the years who were struggling with PTSD, anxiety, depression, phobias, etc. These are all normal consequences of injury and they should be covered by the WCB if they result from a work-related incident. They are NOT a reflection on you if you suffer from them and you should remember that.

Accommodation

The employer has an obligation to accommodate a worker with an injury whether it happened at work or not. The employer must accommodate you to the point of undue hardship.

Retirement Age

The law changed in Canada a few years back to abolish mandatory retirement at age 65. Workers can now work as long as they choose, and many are doing so.

Yet the Workers' Compensation Boards continue to terminate pensions at age 65 unless a worker can convince them that, in their individual case, the likelihood of working past age 65 is probable.

This is a very hard test to meet. The WCB has to be dragged kicking and screaming to grant a pension to a later age. We have been successful in many of our pension appeals at getting a later retirement date, but it's a long haul and you have to gather persuasive evidence to support your case.

There is something you can do now that could help you get a longer pension if you get injured: tell your employer, verbally and in writing that you intend to work to age 70 or 75 (or whatever date you plan to work to.) Tell your friends and co-workers. Make plans with your spouse.

All of this is good evidence that we can use to win a retirement age appeal. The WCB won't just take your word for it that you planned to work past age 65. You need to have evidence of your intent before you were injured. You can lay the groundwork for that now, just in case you need it.

Finally

When you are injured at work, always think in terms of where you may be down the road. Document, document,

document. Report, report, report. See your doctor. Think paper trail. And most importantly, if you feel a WCB decision is unfair, appeal it! Call us for Help!

WORK OUTLOOK

2018 has gotten off to a relatively slow start compared to previous years. Commercial contractors are very busy in all corners of the Province, but Industrial work is still flat. Work at Teck will be ramping up in the next month, this is a large project but the manpower required is not at the level that we might expect as the job is slow getting started.

We have members at the John Hart Dam, Victoria Shipyard, Northwood, Intercon. Other northern work will be coming on line shortly. Members in Vancouver area are at the shut downs at Parkland Refinery, and Canexus, as well as small crews at Ideal Welders and Vancouver Dry Dock.

Members should be aware that as our Industrial work is eroded that there are ample opportunities with commercial contractors who are on the lookout for experienced members to work commercially, particularly finishing work.

SUSTAINABILITY REPORT

Local 118 participated in the GLOBE 2018 Conference March 14th – 16th, 2018. Bob Barter manned the Trade Show Booth for this event. Globe brings together participants and decision makers from around the world. We invited contractors, Building Trades representatives and others to attend the Trade Show portion of this event.

A solid connection was made with the City of New Westminster's Energy Manager and we have been invited to assess several inefficient properties. This may lead to full Insulation Audits.

Outreach for additional audits are under way in conjunction with BCICA. Bill Tieleman is helping coordinate these efforts for both parties. It is refreshing to have a working relationship with the BCICA and we are looking forward to working with them in a partnership for the benefit of the industry.



The City of New Westminster's Energy Manager has invited us to assess several inefficient properties.

Heat & Frost Insulators and Allied Workers Union Local #118 Health & Wellness Plan

The Trustees actively review the benefit plan to ensure that it's meeting the needs of our Members and their families. There have been discussions centered around the requirement for prescription safety glasses. In many cases, employers provide coverage for these essential items but that's not the case for all employers. There have also been a number of inquiries as to why prescription sunglasses are not allowed under the Plan. Recognizing these items are important to the Active Membership, effective January 1, 2018, the Vision Care Benefit will now allow Active Members to claim not only prescription glasses and contact lenses but also prescription safety glasses and prescription sunglasses as part of their \$300 every 12 months entitlement.



MEMBERSHIP TYPES

Active

A member who is working, earning money and actively paying monthly dues.

Suspended

A member who hasn't paid dues within the last (3) months and will receive a \$50.00 suspension charge.

Retired

When a member formerly retires and does not plan on returning to work and receiving a pension. The cost of this membership is \$1.00 per year versus \$25.00 per month. Members can attend meetings but cannot vote.

Exemption Membership

Those members that have 10 years of service and are unable to work. The cost of this membership is \$1.00 per year versus \$25.00 per month. Those members can attend meetings with a voice and no vote.

Honorary Membership

A member who has achieved twenty-five (25) years with continuous membership with the International Association of Heat and Frost Insulators and Allied Workers. The cost of this membership is \$1.00 per year versus \$25.00 per month. Those members have a voice and no vote at membership meetings.

Withdrawal Cards

Those members not active in the industry should request a withdrawal card. This status provides you with a non-active membership for the cost of \$50.00 per year and you are unable to participate in union meetings and local union activities.

Lapsed

A member failing to pay dues within (4) consecutive months shall be subject to termination and/or lapsed.

Disability

Those members that have a disability that does not allow them to work should consider disability status. Disability provides members with continuous membership at no charge. This status does not allow for a voice or vote in union activities.

BM REPORT MARCH 2018

CRA Audit of TVE and CIMS have created some tax audits of Local 118 members.

The CRA has ruled that travel money (55¢ per KM) is taxable. That has seen some members assessed \$2000 and penalties applied. Travel money for expenses should not be taxed and has not in the past. We understand the problem is some members of other trades and been traveling as a group, being paid individually for costs and boasting about how much they make.

Local has sent this matter to our Auditors to seek assistance. Members need to track and document travel expenses. In the Tax World, if you receive money for something that is more than enough to cover expenses, then that additional money is taxable. It is important that you keep your receipts of travel costs. Have any employer you travel for issue you a T-2200 at year end. It is important that you keep your receipts of travel costs. Have any employer you travel for issue you a T-2200 at year end.

BCRCC 118 LRB mediation & CLC complaint

Mediation with the International Carpenters took place last week. Local 118 was forced to issue a letter to Owen Moore saying that Local 118 would not discipline him working in the shipyards for Safway under a carpenter agreement. This letter is in accordance with the law in BC. It was better to write the letter than to be found illegally acting under the Code & Law.

Local 118 has since filed a complaint to the CLC requesting their intervention in stopping the BCRCC of doing our work and colluding with employers to secure work away from Local 118's long tradition of shipyard jurisdiction.

Labour Code submission for deletion of Section 41(1)

The Government is reviewing the BC Labour Code. Local 118 is making a

submission to delete Section 41(1) of the Labour Code. That section of the Code requires mandatory participation of Building Trades Unions in the BCBCBTU and allows for voluntary participation in CLRA for the contractors. It is inequitable for 118 as other trades and other employers determine our direction and outcomes. Local 118 has made several applications in the past to leave the Bargaining Council and had the requests denied.

Local 118 wants to bargain with our contractors, bargain our concerns, agree to an agreement that works for us and our contractors.

Mesothelioma Conference (International & iMig)

The International hosted an International Symposium on Meso March 8th & 9th, 2018. Local 118 was invited due to our long term battle on asbestos. The real conclusion of the medical community is that while there is no cure for mesothelioma at this time the best way to move forward is early detection to manage the progression of the cancer as soon as possible.

The medical community acknowledges our organization as a true leader in fighting cancer now for over half a century.

The International Meso Interest Group (iMig) is meeting in Ottawa in May of this year and we have been organizing that conference to interact with the Canadian Building Trades Lobby week

Prelim discussion on a Local Union App for services

The union has been trying to build an Apprentice Log Book App for some time. We have had some difficulties getting interest and funding. Recently we have met with our Benefit Administrators to discuss members access to their benefit info by apps. We are investigating the development of an app that would provide a full service window to all membership services like a log book, union dues, address, pension, health & welfare coverage and hours. It will be discussed at the Trustees meetings and reported back.

