

BUSINESS MANAGER **Bill Spring** “CURRENT” UPDATE

I hope you will find the below “Updates” interesting and of some value. For ease of review, I have underlined and put into italics the topic I am referring to (and or yellow highlighted it), and assigned a number to it for reference if you want to call me and refer to it, or discuss it with someone else. I am going to add Updates from time to time, always putting the more recent one at the start of the document here, and leaving the past ones in place further along in the document. If there is any specific information you as a member/insulator/associate would like to input on this site, please call me to discuss it. I invite you to from time to time check this UPDATE section out to see any further ones that are done - *Bill*

* Local 110 journeymen members who have applied for and received Blackberry phones that our union provide at no cost to the member for the phone or monthly service (except for calls they make to land lines or non Telus cell phone over and above what is allowed for in the package) will be sent many or most of these Updates in a “blast email” they will get. Those blast emails will often have more details that it may not be appropriate to upload onto our publicly seen Local 110 website.

- A reminder that, members can click on “Edit” at the top of their screen, and then on “find”, key in a word that will take them to each place in the below Updates which reflects that word, and see past Updates that relate to a given subject. For example, search for the word RSAP and find any Update that has anything to do with RSAP.

July 29, 2010 Thursday

Prescription Drug Coverage for People Over 65 – Representatives from the Building Trades (John Tackaberry, Jack Hubler, Warren Fraleigh and Gerry Donnelly) met with an Assistant Deputy Minister of Health in May 2010 to raise concerns about proposed changes to prescription drug coverage for people over 65 years. Those changes would include an income based premium depending on income.

Changes under review are on hold for now and they promised to include us as stakeholders in future discussions. We intend to pursue this matter further as any changes to the current Alberta plan would have serious consequences for Union plans that exist for members 65 years and older. Those proposed changes would also have impact on coverage for Union members that don't have an over 65 drug plan.

Currently Albertans over 65 pay 30% of the cost of each prescription up to a maximum of 25 dollars. The maximum amount payable for prescription drugs per year per person is 25,000 dollars with certain exceptions. If you have any concerns regarding this review of the prescription drug plan it is imperative that you raise them with your MLA. To find out who your MLA is go to http://www.assembly.ab.ca/net/index.aspx?p=mla_home

If you wish to obtain information on your coverage you can go to <http://www.ab.bluecross.ca> and you can also go to <http://www.health.alberta.ca> for regular information on the Alberta Health and Wellness web site.

July 13, 2010 Tuesday

1. Re: Bill Harrington Recovering Update – You may recall that long time semi-retired Local 110 journeyman and Vice President of our union, Bill Harrington, was seriously injured in a car accident on April 25, 2010 when he was driving up the Fort McMurray highway to return to the remote project he was employed on at the time. He has been transferred from the Edmonton hospital he was in to the Leduc hospital where he is in long term care in a full body cast that he will have to wear for at least the next 3 to 5 weeks I am given to understand. The prognosis is better than was initially anticipated. There is apparently a good chance he will not require the surgery it was thought he might have to incur after the body cast comes off. We wish him a speedy recovery.

Going on close to three months now recovering, it is starting to wear on him. Any of the rank and file members who have a few minutes or more to spare on a day off who can drop in to say hello and give him a hard time about anything and everything would likely bring a smile to his face and make these weeks ahead of him a bit more bearable. There is only the one hospital in Leduc and it is not hard to find. For those of you who don't know, he is one who would be doing the visiting if someone else was in his plight. I encourage as many of the membership to visit him as possible. I know it will be much appreciated.

July 12, 2010 Monday

1. Re: Pierre Gagnon Hospitalized for Surgery/Recovery – Long time Local 110 member, retired some time ago, Leon Pierre Gagnon, is in the Fort Saskatchewan hospital recovering from cancer surgery last week a family member informed us. Visitors are welcome. Any co-workers / Local 110 members who are in that area might drop in for a few minutes and pass on our best wishes to him.

2. Re: Colin Walker Critical Illness – Family for long time Local 110 member Colin Walker called our union and advised that he experienced a brain aneurysm on July 2nd and then a couple of days later had a minor stroke and then yesterday another stroke. He is in ICU (Intensive Care Unit) in the Foothills hospital in Calgary. Visitors are limited right now.

July 8, 2010 Thursday

1. Re: ENMAX Project Labour Agreement for Power Plant in Calgary Signed by Local 110

– For some time now the ABTC (Alberta Building Trades Council) have been facilitating talks between the affiliated unions and ENMAX respecting construction of an 800 meg energy Power Plant within the city limits of Calgary. Earlier this week, there was a meeting of several of the unions with the client and employer representatives to discuss a proposed Project Labour Agreement that was proposed for the unions to agree to respecting terms and conditions of employment for that construction work. It was a relatively short meeting. A client representative answered questions about the project and the proposed PLA after a CLR representative (Bargaining Agent for some of the affiliated unions' employers) gave an overview of the PLA.

The project itself has yet to get final approval to go ahead, waiting for environmental and other permits, etc. Final approval is expected by September 1, 2010, with a possible construction start between October and December, 2010. The client indicated there is a possibility the construction will be delayed until early next year if management decide not to do the work over the winter months.

The project will have two 400 meg gas fired turbines to be insulated on site, with the usual associated piping and equipment requiring insulating also. Peak manpower for construction is projected to be between 500 and 600 tradespeople. A significant number of them will be insulators, making this a much larger Industrial Project in the southern area of the Province than we've seen in a long time.

The project will be built in phases over the next three to five years, depending how ENMAX wants to likewise phase in operations. A pre-job will be scheduled to decide which Trades will be assigned what work once the final go ahead is presumably announced. The insulation will be subcontracted out to insulating companies as usual.

Drug and alcohol testing, using the Canadian Model will be a condition of employment. R.S.A.P. (Rapid Site Access Program) testing in lieu of pre-access testing will be acceptable.

The union scope of work looks about 80% all trades (with the exception of ground work), but could be more because the union contractors can bid on the non-union portion also. Our union's signatory contractors, to their credit and to our membership's benefit have fared well on other projects in this respect.

Local 110 is pleased with the client's commitment to use our membership's services to this extent and signed the PLA. It has a "no strike – no lockout provision" in it.

Terms and conditions of employment in the existing Construction Agreement we have will apply unless we ratify a new Agreement in upcoming negotiations which would then apply forthwith.

The job will have peak union craft manpower from fall of 2011 to 2013. Insulators will as usual be peaking later than most crafts.

The work schedule is 4 tens and overtime will be for critical path work only.

July 6, 2010 Tuesday

1. Re: Refining Bitumen in Alberta or outside of Canada – A Coalition group of many different organizations including the ABTC (Alberta Building Trades Council) are launching a “REFINE IT WHERE WE MINE IT” campaign that will begin Wednesday, July 7th. Some of these organizations have little in common and are even much at odds with each other respecting most things. This campaign brings us all together respecting a critical issue. One construction project after another of the proposed refineries announced over the past few years have been cancelled or put on indefinite hold until there are now none scheduled to go ahead. In the interim, there are pipelines have been and are being built to move mined bitumen product out of Alberta to refine in the US and reportedly elsewhere. This contradicts our Provincial Government’s commitment to bring about significant refining of those products within Alberta. Business Managers within the ABTC have over time voiced much concern about all of this to our Premier, and more recently have asked for a meeting with him to discuss ways to get construction of some or these refinery projects progressing. The stakes are high for our memberships. Areas targeted for these Alberta refineries are close to Edmonton and its surrounding communities where a majority of our ABTC members reside and depend on such projects, both in respect to construction and maintenance of them. To be fair, the Government does not control the situation, but have ways to influence it considerably.

The Coalition of groups referred to above will be raising the profile of this issue with all Albertans, making them aware of the repercussions to our local economy if these projects are constructed elsewhere. The Building Trades of Alberta will also be adding its own media blitz together with the Canadian Office of the Building Trades. The Building Trades campaign will include a full page ad in the Edmonton Sun and the Calgary Sun on July 7th, 2010 for our memberships and all Albertans to see.

I have asked the ABTC to provide more information to be forwarded to our Local 110 office in order that we can post it on our website, bulletin boards, etc. It will be posted after the July 7th ad blitz kicks off.

In addition to the newspaper ads, air time has been purchased with the radio stations listed below for July 8th – 16th, 2010. We will receive the recorded radio script and it will be broadcast on our own website also.

Edmonton Stations July 8th – 16th
BEAR, SONIC, CHED, CISN, EZ Rock, K97

Fort McMurray Stations July 8th – 16th
CJOK FM, CKYX FM, CFVR FM, CHFT FM

This is not a time for apathy. I cannot emphasize enough the need for all ABTC members and all Albertans from every walk of life to participate and help with this lobby movement in any way they can. Your future and your kids' future depends on it. Travelers from across Canada who frequently rely on work here and their families and their communities also have much to lose if these projects are built outside of Canada. I encourage them to add their voices to this protest initiative.

June 30, 2010 Wednesday

1. Local 110 Apprentice Jeff Archer Wins Master Apprentice Competition – Local 110 member, Jeff Archer, a third year apprentice has won the International Association of Heat and Frost Insulators and Allied Workers' Master Apprentice Competition (MAC) for 2010. The competition was held in Cincinnati, Ohio from June 21 to June 25 and consisted in roughing in and finishing a pipe rack and taking an exam that was worth 25% of the overall mark. The rack had some ductwork, tees, valves, a 45 lateral, a sweep, 90 ell, valves, and some copper tube. Insulation used was fibreglass, urethane, styrospan and extruded foam plastic.

There were 10 competitors representing the United States and Canadian conferences and independent Local 17 from Chicago. This is the first time a Canadian competitor has won the MAC. He and all the competitors will receive a 4 year scholarship to the National Labor College in Silver Springs, Maryland, to take the Instructor Training Enhancement courses delivered in a one week block each August.

Through our union's Training Trust Fund of Alberta, Jeff thanks his instructors at NAIT for his training and his employer Thermo Design and Local 110 for the opportunity to compete in this competition. Our Local 110 union is very proud of his achievements. He is truly a valuable asset to our organization.

June 28, 2010 Monday

1. Local 110 Hockey Team Players Sought – I reported in a previous Update that one of our Local 110 members proposed to start up a Local 110 sponsored hockey team which the membership passed a motion at our last union meeting to do. Dwayne Perreault has contacted me late Friday and asked me to send out a blast email and a notification in my BM updates, for anybody interested in playing hockey this winter to email him at 110hockey@gmail.com. The team is open to all skill levels as well as male or female players.

He advises he has recruited a few players so far. When he has gotten most of the team spots filled, he'll be contacting the union to order the jerseys it agreed to pay for. I will blast email this Update out tomorrow to our members who have Blackberry phones we provide them.

2. Shell Scotford Buses for July 2 Friday for Construction Insulators – At the Shell Scotford site, client representatives experienced last year a poor turnout of construction workers overall there for the day following the Canada Day holiday and decided this year to provide a four day weekend off for the work force on this holiday weekend. The holiday falls on Thursday July 1, 2010 this year. They were going to shut down the job on Friday July 2, 2010.

A number of insulators who get TAPP subsistence monies that are paid out on a per day worked basis, noted to our Job Stewards that they would not only lose wages they were expecting to get for July 2 but also that day's allowance to pay for their temporary residence expenses. One of our Stewards took it up with me and I had some discussions with the general contractor and client representatives who committed to keeping the job open for all insulators to work that day in everyone's best interests. They are providing for buses to go to the major pick up spots where Travelers will be staying, and taking them to and from work that date. Local insulators, who normally take the buses, questioned why they would not get the same bus privileges. I took that up with management and they agreed to supplement the five buses originally scheduled for Travelers to be added to with another five buses, to go to those same pick up spots for locals to ride on also. I am advised that management polled all of the insulating companies on site and ascertained how many locals are seeking those rides and will be there, and scheduled those number of buses needed to accommodate everyone. For obvious reasons, the many more buses that would pick up in numerous other locations on any other work day will not be running those routes on July 2.

There are insulator Travelers and other insulators eligible for TAPP monies in the operating side of the plant who will not be scheduled to work and therefore not be taking buses to work there on July 2. The companies they are doing work for have shut down for that day. Management for the client/contractors were trying to find a way to transfer those insulators who want to work that day to do construction work, but it was pointed out that they would have to take orientation for that area of the plant, requiring four hours to do that, and it would not be practical for management to do that. So, the maintenance workers will not be working that Friday July 2, subject to someone coming up with a way between today and then to make that happen.

Following is the bus schedule that I was sent for the July 2 work day for insulators:

Scotford Shell

5 Bus Routes INSULATOR ONLY

EFFECTIVE: July 2, 2010 ONLY

Diversified Not Responsible for Parking

"ALL PASSENGERS ARE REMINDED TO BUCKLE UP"

Dispatch No. 780 - 449 - 7119 Ext. 222

IF BUS IS LATE (20 MINUTES) CALL 780-997-7400

| |
|------------------------------------|
| Travelodge South (104 St & 45 Ave) |
| West Park Blvd (Husky) |
| SAAN Store O/L |

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|---------------------------|
| 156 St. & 92 Ave. |
| 156 St. & 98 Ave. |
| 156 St. & Stony Plain Rd. |
| SAAN Store |

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|-----------------------|
| Ramada Inn (Kingsway) |
| 118 & 35 St. O/L |

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| 118 Ave. & 50 St. |
| 118 Ave. & 40 St. |
| 118 Ave. & 35 St. |

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|----------------------------|
| 132 Ave. & 95A St. |
| 132 Ave. & 90 St. |
| 132 Ave. & 83 St. |
| 132 Ave. & 79 St. |
| 132 Ave. & 66 St. |
| West Park Blvd (Husky) O/L |
| SAAN Store O/L |

**** DENOTE: RUN WILL BE DELETED IF RIDERSHIP IS NOT THERE****

June 24, 2010 Thursday

1. CSTS Training Costs for Canadian and United States Travelers – I got a call from one of our Job Stewards yesterday advising that a number of insulator Travelers from the United States working on the Shell project he is on have requested the company there to

reimburse them for the money they paid for CSTS training they had to take before they could commence working there. They had submitted receipts to the insulating company who told them it was the union that reimburses them for those costs.

In fact, it is not Local 110 that reimburses such costs. It is the Insulators' Training Trust Fund of Alberta that reimburses the monies paid for that training. Those Travelers should get their receipts back from the employer and submit them to the Insulators Training Trust Fund for that reimbursement. That applies to any insulator Traveler, whether they are from within Canada or the United States.

The Training Trust Fund has computers in the Local 110 offices for insulators to use to do the interactive computer programmed training when they arrive there, and there is no fee charged for them doing it there. However, when there are as many Travelers come here as have been coming the last while, there are not enough computers to accommodate all of them and they are sent elsewhere to third party providers who charge for the training. The CSTS training is about to be or is being provided on line (internet) now for people to pay for and take before they come here. Contact the ACSA offices or go their website to get details in that respect.

CSTS is an acronym used to describe the 'Construction Safety Training System' – that course covers who is responsible for Safety; WHMIS; Site Hazards; Personal Protective Equipment; Colour codes for Staging; House Cleaning; and Work Procedures. It was a course developed many years ago by the ACSA (Alberta Construction Safety Association) that I had input into along with a number of other Business Managers and employers of the day, designed for construction/maintenance workers to have to get a 100 percent pass mark to receive a completion certificate. Workers are expected to take the course on their own time the same as our Local 110 membership have done and do. It involves a few hours of their time in most cases and sometimes longer for those who take a more leisurely approach using the interactive computer system that allows for the instruction video footage and tests to be presented again and again as many times as necessary for the participant to sooner or later pass. It is an understatement to say that the course has been responsible for many workers avoiding incidents in the work place that would have in many cases caused serious injuries and fatalities.

2. Syncrude Five Year Construction Budget – I attended a meeting at Syncrude's Edmonton offices today, along with representatives of other ABTC (Alberta Building Trades Council) unions to hear a report from a Syncrude Contracts Manager about five years of construction work that will be done on that Project as a part of optimizing operations. They will do approximately 15 billion dollars worth of that work over that period of time and showed us a breakdown of the manpower they anticipate employing there from the ABTC to do it. The schedule reflected a consistent number of insulators per year going to be needed to do that work over the full range of time, most of it in the 300 to 400 range. They emphasized that those numbers could vary up or down. They noted that unlike other clients we have, this work is "must do" work in order to continue operating the facilities already constructed. It is not work that can be shelved like some projects have been/will be depending on the price of oil, recessions, etcetera. They

reiterated their previous commitment to employ ABTC tradesmen to do it, and engaged the union representatives in attendance in discussions about how we can help to ensure that the work is done productively and safely. They shared a mostly good news story about the low rate of accidents and injuries for the work done in more recent times to date, and emphasized their commitment to continue that trend.

3. Syncrude SERP Success Story – When I attended a meeting this morning with other ABTC union representatives with Syncrude, along with the general contractor doing construction work at the Syncrude Emissions Reduction Project (SERP), the Project Manager updated everyone on the progress of work done there. It was an all good news update with a few minor problems referred to and discussed. From the start of the meeting until it ended there was a constant safety theme associated with all of the discussion that took place about productivity, both of which have been good on that site.

Syncrude is investing much money into this project to address environmental concerns and the project is looking like it will be completed successfully, with much of that success due to the good performance from the work force, all Trades. Syncrude management and the general contractor were very complimentary about how innovative the workers on site have been developing better and better ways to complete long time work practices in a safer way. House keeping was touted to be the best they've seen relative to other projects. They cautioned that all of that good news can be offset tomorrow if people become less diligent. The meeting ended on a very positive note.

Our Local 110 union and the ABTC have for many years seen Syncrude as a preferred client, one that has worked through many problems with us to meet its and our interests so as to provide for “win win” scenarios. This meeting reinforced that today.

June 22, 2010 Tuesday

1. Albian Sands Traffic Congestion Prompts Special Needs Agreement to be Implemented – At the Shell Albian MRM Flare Upgrade Project up in the Fort McMurray area, there has been a lot of traffic congestion at the end of each work day on the site due to the volume of traffic trying to leave it all at the same time. The problem was greatly increased when turnaround work commenced. The client proposed to the ABTC unions affected there and its signatory contractors, to modify the construction work breaks scheduled on that site starting June 18, 2010 while that turnaround work will be done, so that the additional traffic can be accommodated with minimal lost time by workers waiting to leave at the end of their work shifts. That causes more frustration and a problem for workers than it does for the client, but the client is nevertheless empathetic about it.

There is a provision within Local 110's Construction Agreement, in a Letter of Understanding that addresses “Special Project Needs” which allows for circumstances like these to bring about amendments to the Agreement that will benefit the client/contractors and union workers business relationship and at the same time satisfy each party's interests. There is similar such clause language in the other ABTC unions'

Construction Agreements. As Local 110's Business Manager, in accordance with our union's International Constitution and Bylaws, I verbally agreed last week and signed a Letter of Agreement today amending terms and conditions in our Construction Agreement to make such amendments.

In this case, the three parties (Shell client / ABTC signatory contractors / ABTC unions affected) unanimously agreed to change the breaks so that there will be two instead of three for those workers there doing construction work. They will both be "paid for breaks" and last 30 minutes each. There will be 9 hours of work on the tools plus one hour of paid break time, for a total of 10 hours on the jobsite; instead of 9 ½ hours of work on the tools plus ½ hour of unpaid break time and ½ hour of paid break times, for a total of 10 ½ hours on the jobsite. On an overtime day, the breaks will be paid for at the applicable overtime rate of pay. Buses will be equipped with swipe card readers. That will amount to much of the traffic leaving the site a half hour earlier than otherwise which will ease the traffic congestion considerably. I agreed to the same thing out at the Shell Scotford project under similar circumstances to address the same problem and it seemed to work out well, meeting with most workers' approval that I've heard from or about. It is expressly stated in the Letter of Agreement I signed that "The Parties agree that this is a temporary change to schedules to accommodate increased turnaround traffic and creates no precedent for any Party affected by this Agreement" which affects eleven Trades.

The amended work schedule for construction insulators on this Albian Sand work site is as follows:

| | |
|------------|--------------------------|
| 7:30 a.m. | Scheduled start of shift |
| 10:30 a.m. | Scheduled start of break |
| 11:00 a.m. | Scheduled return to work |
| 2:00 p.m. | Scheduled start of break |
| 2:30 p.m. | Scheduled return to work |
| 5:30 p.m. | Scheduled quitting time. |

2. Shell Scotford Construction Insulator Manpower Ramp-up – As of tomorrow morning, there will be 1,119 insulators working through our union at the Shell Scotford project, a handful of them dispatched there today. Most all of them are doing construction work. I had a meeting on site today with the Shell Project Manager and a team of upper management people who gave a report to me and union representatives from other Trades, updating us on the progress of construction there to date and what target dates they have for completion of what work in what areas. The remaining large scale work to be done will involve insulators insulating and as we go/after we go a lot of scaffold dismantling by carpenters.

These Shell site client/general contractor representatives were very complimentary and impressed respecting our union's ability to dispatch the numbers of competent insulators we have provided in short order along with a good compliment of helpers that are combined displaying a good work ethic and attitude on the job for the most part. They are a seasoned group of management people that have run jobs all around the world who

made comments like “we’ve never seen any labour provider get so many quality trades people from so many corners of the map on such short notice performing like these are doing” and “the jungle drums are working well”. They anticipate needing about another 300 insulators in total which I am confident we will provide a good part of through our Travel Card network. Locally, we continue to attract workers with less experience/no experience to be helpers and compliment those numbers. Clearly, we’ve started out in a positive way on this job at its completion stage. I am confident we will continue to meet the client/contractors expectations in the next couple of months plus while this project continues at peak numbers for insulators.

Management reported that there is absenteeism, but much less than they were projecting based on previous projects some other trades workers on this project. They noted that whatever it is Local 110 is doing to bring all of this about we should continue to do. The credit of course for bringing about this positive feedback goes to each Local 110 member / Traveler / Permit Worker on the job who contributes in the ways they do.

The client also noted that there are some incentives being offered to the remaining work force for good performance, being awarded to people spontaneously as they excel. It involves things like theatre tickets and such. We didn’t get into much in the way of details about any of that. It is at the discretion of the client, with no recourse if someone is not happy with the process or what is provided.

Of note at the meeting today, all of the other Trades representatives there reassured the client and contractors representatives that the numbers of members of their unions remaining on the jobsite after substantial shortage of work layoffs, will be staying for the duration of work left, because there is not sufficient work available in the months ahead for a significant number of them to soon go to. There is a message in those comments for us insulators. If the Pipe-fitter union doesn’t have enough work to keep a good percentage of its membership working as this job is ending, there will soon enough be a same shortage of work for insulators. As I urged in an Update last week, make the most out of this next couple of months / “make hay while the sun shines”.

With all of the shortage of work layoffs for other Trades, I was told today that the numbers of client supplied buses and pick up spots will be reduced more and more over the weeks to come. I have asked management to give as much notice to the insulator work force as they can about how many buses will be going to what pick up spots so that hopefully everyone who has a permanent residence outside of the Edmonton area can ensure that they are paying for temporary residence near a pick up spot and can continue to get a bus to and from work.

3. Local 110 Edmonton Union Office Renovations Commenced – I did a walk through today in the lower floor area of our building at the start and end of the day to assess the work done. There are two large metal garbage / refuse containers out back were dropped off this morning and filled mostly with what was gutted out of that area. The contractor, Lexon, have set up a trailer office and sea-can tool storage unit and temporary washroom facilities out back, taking up half of the parking lot there for the six months expected to

complete the downstairs and upstairs renovation work. I and other staff are working with the designers respecting details about some of the work that was a conceptually agreed to in the pre-construction meetings we had. I expect that will continue and keep us busy over viewing that work as it gets done.

June 18, 2010 Friday

1. Re: United States Insulator Travelers / Citizens Contributing to Local 110

Canadian Group RRSP – Recently, I had a call about the RRSP (Registered Retired Savings Plan) deductions required by our Collective Agreements in respect to United States Travelers working in our area. I was asked if our signatory contractors should refrain from making that deduction for those Travelers, asking me if it is legal for such monies to be registered in Canada for United States citizens. The short answer is that the RRSP deductions in question should be done and the monies remitted to Servus Credit Union for those workers to then decide whether they want to leave them there or not.

I made some enquiries and got the following response from management at Servus Credit union where our insulator union's Group RRSP is administered for us:

Generally speaking, residents of the United States can contribute to a Canadian group RRSP while working in Canada **providing that they have contribution room**. In essence, they would have built up RRSP contribution room with past employment in Canada and completion of a Canadian income tax return. In situations such as this, professional tax advice is recommended.

The contribution limit for each individual is 18% of the previous years earned income, to a maximum of \$22,000 for 2010. If applicable, this amount is reduced by the amount their pension adjustment.

A member's specific contribution room can be obtained on a past Notice of Assessment or by contacting the Canada Revenue Agency on-line at www.cra.gc.ca or by phone at 1-800-959-8281.

It is the responsibility of each member to seek independent US tax advice as contributions are considered an employment benefit and may be taxable in the United States. They will also be required to complete a US income tax return. For complete details, the Internal Revenue Service can be contacted at 1-800-829-1040. They can also review the IRS Publication 54, "2009 Tax Guide for U.S. Citizens and Resident Aliens".

Due to the U.S.-Canada Tax Treaty, each member may be able to claim Foreign Tax Credits on either the U.S. or Canada tax return. Professional tax advice is strongly recommended.

There are a number of United States Travelers who have worked here in a past year(s) who have had RRSP deductions from the gross wages remitted to our Local 110 group RRSP.

Any United States Traveler / citizen who has a specific question regarding the group RRSP program or available investment options, can contact Servus Credit Union with them at 1-877-496-2151.

2. Re: Insufficient Specifics in Written Warning(s) for Progressive Discipline – In an Update earlier this week, I urged our members who are in supervisory positions to be specific about culpable behavior by workers when they give them written warnings intended to prompt them to modify their behavior at work. That Update referred to a termination of employment on one of the work sites employing our members that relied on written warnings to support it that were neither timely nor specific enough.

I got a call later this week from a Job Steward on another project for another company, advising me that supervision there are providing timely written warnings for the most part, but often the warnings do not have specific details about the infraction or what specifically is expected by the employer. That will be problematic for employers if they then later try to hold out the written warning(s) to support a termination of employment. When a warning only indicates “needed to much supervision” and there is no detail about what prompted that warning, or when that happened, or what the employer expectations were, and the worker is later fired for not heeding that warning and continuing that same behavior; it will be hard to prove that the worker was in fact given opportunity to modify his or her behavior. It is in the union’s and the employer’s and all workers’ best interests for supervision to provide this detail in question on such written warnings.

3. Canada Day Holiday Weekend Scheduled Work for Insulator Travelers – A couple of nights ago, I received a call from one of our members noting to me that at Shell Scotford, the client is reportedly going to provide a four day weekend of time off work commencing Canada Day Thursday July 1, 2010 through to and including Friday, Saturday and Sunday for all Trades workers on that site. Although many may want all four days off, there are many who don’t who reside far enough away from the project to make it impractical for them to go home and return during that time. Those workers generally qualify for and get TAPP monies that include a subsistence allowance for each day worked. If they don’t work, they obviously get no wages for that day and no subsistence either. I was asked to make some enquiries and see if I can’t find a remedy to the problem. The TAPP monies are not required by Collective Agreement and are paid out solely at the discretion of the client. Hence there is no mechanism for Local 110 to dispute any of this legally seeking a remedy.

I nevertheless had a meeting with a Shell representative and general contractor representative yesterday and discussed the matter looking for a voluntary resolve. They are to this point in time pleased with the overall performance on the job by insulators and Local 110’s efforts to man the job up like we have and are continuing to do in a timely way. They understand the concerns that were expressed to me and in addition to that, for their own reasons, assured me those insulators who want to work Friday July 2 will be allowed to, so as to be able to get both their wages and subsistence monies that day. If they there are enough of them commit to do so, there may be buses arranged for also to

transport them to and from the job. If there are insufficient numbers of them going to work, that may not be practical and will not be done. If anyone is given to understand differently on that jobsite, they should call the Edmonton union office to specify who is saying that and I will follow up.

4. Shell Scotford Construction and Vacations for Insulators – Client representatives at Shell Scotford are under a lot of pressure to get the massive construction phase there done in the time they planned for. There were a number of unforeseen delays in releasing piping and equipment to insulation contractors to insulate in time to meet that deadline. For the client that was a major negative, something they are trying to overcome. For our Local 110 union, I see it as a potential positive in that it is an opportunity to show how much value there is in using union insulators. Providing enough competent manpower to meet the challenge and coordinating all of the work in a productive and safe way on this mega project in the short window of time the client is seeking to have it insulated is a daunting and complicated undertaking. There are many other clients and general contractors watching to see how our workforce and signatory insulation contractors fare.

In a meeting I had with on site Shell representatives yesterday, they expressed appreciation about the efforts by our union and its members and Travelers and Permit Workers in respect to the manning up of the job and coordination of work done to date.

While spring and summer weather allows for better productivity than in winter months for the obvious reasons, they expect there will be a number of workers inclined to take summer vacations that will offset some of the progress they are making towards their deadline and are hopeful that it will not have too much negative impact on the completion date.

There are some members of our union who have more compelling reasons than others to take a vacation sooner than later and it is understandable that they will request and want that time allowed them to do so. Given the above, I am hopeful that the numbers of them will not be significant enough to cause a delay to the completion of the project. I would remind everyone that once this project is completed, there appears to be a marked decrease in work that will be available for insulators until some larger projects are readied for insulating. In other words, make hay while the sun shines those of you who can. There will be time later this summer/fall to take time off work for those who want it.

June 16, 2010 Wednesday

1. Local 110 Ball Team and Hockey Team – Many years ago, Local 110 had both a softball team and hockey team that it sponsored, playing in Edmonton for a number of seasons. Both teams were very competitive and successful, with mostly Local 110 insulators playing for them. The ball team played in a City league, starting out in a lower Division, winning it and being moved into a higher Division that it excelled in again, prompting a move into one of the top Divisions where it continued to do well. For a number of reasons, not the least of which was most of the work in our Trade was being

done on remote far away projects, it became difficult to get enough players for the teams to continue and they stopped operating.

At the last Saturday June 12th general membership meeting, correspondence we have from a Local 110 member was read out reflecting that he and some other insulators in our union are interested in trying to organize a hockey team for Local 110 members to play on in a league in Edmonton. They are prepared to pay for their own ice time and registration fees and asked if the union would consider paying for jerseys with our logo on them if they get the team going. A motion was passed for our union to provide jerseys to them and possibly sponsor them in other ways if there are enough of them to start up that team. They are interested in trying to get other ABTC (Alberta Building Trades Council) interested in doing likewise to have inter-local games between them.

That motion sparked a discussion about a group of insulators who have already recently started up a slow pitch ball team that is playing in a league in Edmonton. A motion was passed for the union to provide jerseys to them also, with our logo on it. Subsequently, yesterday, I got a call from one of them (Sandy Hollinger) Monday this week who came in to go through a catalogue to choose a jersey that would suit them. The jerseys we wanted cannot be ordered and received soon enough before the season would be near ended, but we can get a less elaborate one within a week that we ordered today.

This ball team called “The Edge” are playing in the “Petro Can league” here in Edmonton, with games scheduled once a week on a Monday/Tuesday/Wednesday/Thursday at Petro Can Park out in Sherwood Park. The next game is scheduled for Thursday June 24th at 7:00 p.m. Anyone interested can go out and root them on.

There is no address for the Petro Can Park as it is located on private land, but I have been given directions to find it. Follow Broadmoor from highway 16 south until you see the Petro-can Training centreturn right down the private road and drive 1 kilometer until you get to it in Sherwood Park.

League schedule for “The Edge” is as follows:

Thursday June 24 7:00 P.M. West diamond - The Edge vs Sixpacks
Monday June 28 7:00 P.M. East diamond - The Edge vs DDDs

Tuesday July 06 7:00 P.M. East diamond - The Edge vs 40 Pounders
Wednesday July 14 7:00 P.M. West diamond -The Edge vs 720 Ironheads
Wednesday July 21 7:00 P.M. West diamond -The Edge vs Hawks
Tuesday July 27 7:00 P.M. East diamond -The Edge vs Enviro-mentals

Tuesday August 10 7:00 P.M. West diamond - The Edge vs The Ward
Tuesday August 17 7:00 P.M. West diamond -The Edge vs The Headspaces
Wednesday August 23 7:00 P.M. West diamond -The Edge vsEnviro-mentals

SEASON FINAL TOURNAMENT HELD ON SEPTEMBER 11&12

With a little prodding, perhaps I can interest the old Local 110 ball team from years ago to dust off their ball gloves and challenge these up and comers on a warm summer day? Perhaps we can arrange a family barbeque outing to coincide with it. Are there any volunteers to help make that happen?

2. Local 110 Edmonton Office Building Main Floor Break Lease Agreement – Local 110 has concluded its negotiations with our tenant in our Edmonton office building downstairs to break the lease we have with them. That office space has been vacant for the past year after they leased another larger office complex nearby to supplement their needs and we then had a recession which decreased their need of space. They have been a good tenant, continuing to pay their rent and share of operations costs in accordance with the lease Agreement we had, and both parties are satisfied with the final terms and conditions for ending the lease. We negotiated 9 months of lump sum rent from them to break the lease and they paid a lump sum share of operational costs expected over that upcoming 9 month time period.

We will now commence doing renovation work on the ground floor they occupied so that the space is designed for our Training Trust Fund to work out of starting we expect in October 2010. I met with the renovation contractor yesterday afternoon and went over some budget adjustments and addressed some exterior finishes that were offered. They will commence doing the work starting Monday next week that I described in a previous BM Update earlier this week.

3. Shell Scotford Project Manpower Rising – I asked Local 110 staff today to do what our union refers to as a ‘ratio count’ this morning to determine how many insulators we now have working out on the Fort Saskatchewan Shell Scotford site doing both construction and maintenance insulating work. As of the end of the day yesterday, there were 1024 insulators there with a slightly higher ratio of journeymen versus apprentices/helpers. That tells me that we have about as many apprentices/helpers there as can be used in a productive way and our supervision is likely being hard pressed to maintain and optimize the overall good performance on the job with that ratio of them. There are open calls in our hall for another 220 journeymen and 30 apprentices/helpers.

Our signatory contractors continue to call through a list of United States journeymen insulators that have registered with our International union seeking work here. There is a continuing flow of them coming through our office being dispatched to this Shell site.

4. Successful Liver Transplant for Local 110 Member Brian Ginther – Long time Local 110 member Brian Ginther called me today to advise he returned home from the Edmonton University of Alberta hospital on Sunday June 14, 2010 after undergoing a successful liver transplant. He asked me to pass along to the membership a big hello and to note the following and that he is getting stronger every day and expects to be back to work in approximately 3 months his Doctors tell him.

He had an MRI on May 8, 2010 when Doctors found evidence reflecting that he might have early signs of liver cancer in his liver that was already failing. Because of that concern, they expedited a transplant when a suitable liver was found and that surgery took place on May 18. There were no serious complications and the Doctors were pleased with how well his body adapted to the new liver. He was put on anti-rejection drugs that he will have to take for the rest of his life. Overall, he is very pleased with the outcome so far. On a serious note, he asked me to pass along to the Local 110 membership that they should take precautions in respect to their livers and protecting them. He looks forward to attending our September 2010 union meeting and sharing some thoughts about that with them.

June 14, 2010 Monday

1. Local 110 Absenteeism Program Implementation Procedures Approved by Executive Board – At this last Saturday June 12th Local 110 Executive Board meeting, they reviewed a draft of what and how Local 110 might proceed with a process of first identifying and then addressing any insulator working through the union who has missed a given amount of time. They established some cut off numbers for time missed from work that will prompt letters to be sent to those members missing that much time or more, indicating to them that they should provide an explanation to the Executive Board at their next meeting on September 11, 2011 about why they missed working it.

I cannot emphasize enough that *the letter requesting an explanation is not intended to reflect that the insulator getting it has demonstrated “excessive absenteeism” that there will be consequences for.* It will only reflect that the computer program designed to track time lost at work has identified them as missing that amount of time to warrant a review by the Executive Board. Some employers, when remitting the data about who missed what time, indicated what absenteeism was approved or not by the company. Other employers did not do that. Staff for Local 110 and Business Agents did not and will not attempt to use their discretion to assess and decide whether any of the time missed from work is justified or not. That will be the job of the Executive Board who will do so each month as data comes in each month ongoing from the contractors and they review those insulators who reach a given percentage of absenteeism.

Anyone getting a letter asking for an explanation about why they missed as much time from work as they did, can provide a written explanation to the union in time for the Executive Board to get when they do their review; or the insulator can attend in person at the meeting where the review will take place and provide an explanation there, along with any documentation they have that they feel supports justified absenteeism. If there is no explanation given/presented to the Executive Board by someone who was asked to provide one, the Executive Board will proceed with their review in any event. If it is quite obvious to the Executive Board that there was good and just cause for that person to have missed the time they did at work, they will use their discretion to declare that and no repercussions will result. If the Executive Board deem that there has been enough time missed from work with no acceptable reason for missing it, they will declare that and the

President of our union will decide what repercussions there might be depending on the severity of the absenteeism and any other compelling circumstances.

In respect to data that the union received for April and will receive for May and June hours missed at work for every insulator dispatched out of our union, there will not be any monetary penalties assessed to those who are deemed on that basis by the Executive Board to have been excessively absent. Instead, there will be written warnings provided to them about fines likely to result if that poor performance continues or resumes in the future. The reasons for doing that are that the Executive Board wants to have sufficient time reported for so that it has a good picture of any pattern of excessive absenteeism that it can rely upon when doing these reviews. It also wants to give members ample time to hear about repercussions likely to result from excessive absenteeism, so that they might modify their behavior in that respect. Through this Update on Local 110's website; blast emails it is sending out with this text; it posting this text on its Edmonton and Calgary offices' bulletin boards; and presumably through word of mouth that results from all of this.... all Local 110 members/Travelers/Permit Workers should all soon be aware that poor attendance performance identified through employer reported absenteeism will result in these repercussions.

For many months now, there have been union charges preferred against Local 110 members who have had their employment terminated for excessive absenteeism by our signatory contractors. That will continue to occur each time our union is notified of a termination of employment because of excessive absenteeism. At our last Executive Board meeting, there were 10 members found guilty of excessive absenteeism and given monetary fines for it after their employment was terminated and there were no grounds for a grievance to successfully challenge it. There was one case that was laid over until the September meeting after the member asked for more time to gather documentation to support his contention that most of the time he missed from work was due to compelling reasons.

Incidentally, there were 5 members found guilty at the last Executive Board meeting for "failure to report to work after being dispatched" and they were likewise given monetary fines for violating that Local 110 Bylaw which makes that a violation. For those who remember, failure to report to work used to be a huge problem for our union years ago. When you look at the large number of people we dispatch in a given month now, to see only five members charged for failing to report after that dispatching, is clear indication that our internal addressing of that in the way we have has been very effective. I expect we will have the same result with this approach for excessive absenteeism.

Following is what the Local 110 Executive Board specifically approved at their meeting in respect to the above:

1. Local 110 has received from most all of its signatory contractors written reports reflecting the total number of hours each insulator working through our union has missed working during the month of April 2010. It is the first month we

have received such data from enough of them to get an accurate picture of one month's attendance for most all of the membership.

2. The reports reflect which days anyone was late arriving to work or left early from work or missed working. The contractor reports also reflect how many hours each of those insulators worked during the month of April 2010.
3. For each month hereafter, we will receive those written reports. They are sent to the union on or about the 15th of the next month by each contractor as required by our Collective Agreement.
4. Local 110 staff has inputted the information / statistics for April 2010 into a computer program designed to then reflect what the rate of absenteeism is for each insulator. The rate of absenteeism ranges from 0% lost time to 86% in one case. There were sufficient numbers of insulators missed enough time to support that the internal union program designed to address it as a problem was much warranted.
5. Absenteeism is caused by a number of circumstances, some of which are out of the control of the worker. Examples are occurrences of short term and long term illnesses, sites being shut down because of inclement weather or for other reasons; trade school training that has to be taken, etcetera.
6. There are times when employers approve leaves of absence that are reported as time missed from work. There are approved vacations taken, funerals attended, etcetera.
7. Given the above, clearly 0% absenteeism would be an unrealistic expectation by the contractors/clients/union, but the data we received reflects the rate of absenteeism in our Trade is much more than it should be when our membership are vying to be seen as the workforce of choice.
8. Although clients that our signatory contractors do work for empathize with some of the reasons for some of the absenteeism, it doesn't change the fact that absenteeism causes additional costs to get the job done and sometimes delays in completing a project on time.
9. If a journeyman shows up to work and there is no apprentice/helper shows up that was assigned to work with him, the journeyman is doing tasks that the helper can do which makes it more costly to complete the job.
10. If an apprentice shows up and the journeyman they were scheduled to work with does not show up, it impacts the productivity in a similar or worse way.
11. If the journeyman and apprentice/helper show up, but their foreman doesn't show up, for obvious reasons the job is not going to be as organized that day and there are further costs.
12. The more workers that are absent, the more the cost.
13. In order to maximize the productivity on a job site, the industry knows that the rate of absenteeism is a critical component of making it happen. Local 110 have committed to its signatory contractors and the clients we do work for that the union will internally address any excessive absenteeism to reduce it to an acceptable level.
14. Local 110 passed a union bylaw which makes it an offense of the bylaws for a member to miss time from work excessively in an unwarranted way. Table Officers of Local 110 have developed a process to identify excessive

absenteeism and pursue union charges against Local 110 members to determine that.

15. Local 110 members, if found guilty by the Local 110 Trial Board / Executive Board respecting those union charges, may be given a warning and or monetary fine at the discretion of the Local 110 President. Those fines if there are successive charges will increase considerably, likely doubling each time a member is found guilty of such an offense depending on whether or not there are mitigating circumstances.
16. Travelers / Journeymen insulators from other insulator unions affiliated with Local 110 that have poor attendance at work will have inter-local union charges preferred against them for that. Those charges will be heard and decided by the International union's Executive Board, and such a Traveler found guilty of that may be given a warning and or monetary fine or even be lapsed from his union at the discretion of the President of the International union. Local 110 will request that such fines be similar to what Local 110 members are given for such an infraction.
17. Permit Workers who have been identified as having a poor attendance record will have that record reviewed by the Local 110 Executive Board and be subject to a similar monetary fine by the Local 110 President if it is deemed to have been excessive. They will not be dispatched again until they have paid that fine. They might not be dispatched again in the interim before the Executive Board reviews their case, to be decided at the discretion of the Business Manager.
18. Local 110's Executive Board have decided to start out "setting the bar low" initially to identify only the worst offenders for absenteeism based on April 2010 hours of work missed by Local 110 members, Travelers and Permit Workers. For the month of April 2010, only those who have missed 20% or more of the time they could have worked will be singled out for follow up.
19. Any of those who missed 20% or more of the time they could have worked in April 2010, who missed at least 30 hours of time during that month that they could have worked, will have letters sent to them by the union advising them that will be reviewed by the Executive Board to determine at their sole discretion whether or not it is excessive absenteeism. They will be sent a letter and asked to explain to the Local 110 Executive Board why they were absent for each hour in question. They can give this explanation at the Executive Board's September 11, 2010 meeting (there is not enough time to give proper written notice to the insulator for them to be likely to attend the Executive Board's June 12, 2010 meeting and the Board does not meet in the months of July and August). Alternatively, they can correspond to the Executive Board in advance of that September 11, 2010 meeting and give their explanation in writing. They can opt to give no explanation if they choose not to or if they feel the employer reports reflect clearly enough already that the time they missed was for compelling and acceptable reasons. Each letter sent by the union to each individual will include a breakdown of the hours of work missed from work by that individual.

20. Any Local 110 member or Traveler or Permit Worker who is deemed by the Local 110 Executive Board to have had unjustified excessive absenteeism during the month of April 2010 after the Executive Board has reviewed their explanation, will be sent a second letter advising them that continued such absenteeism may ultimately incur union charges and a monetary fine (and possible refusal to dispatch Permit Workers indefinitely). There will be no monetary fine for anyone alleged to have missed time from work excessively in April 2010 in respect to this Local 110 Bylaw.
21. Local 110 expect there will be cases where an insulator(s) will convince the Executive Board at their September 11, 2010 meeting that most or all of the absenteeism they had for April was beyond their control or was appropriately approved Leaves of Absence from work by the employer(s).
22. The employers will be reporting May 2010's hours worked and missed at work for all insulators on or about June 15, 2010. Local 110 will again input all of that information into its computer program and single out those with excessive absenteeism in May, using the same process referred to above which will repeat itself, with the Executive Board reviewing those cases also at their September 11, 2010 meeting. The Executive Board's review will take into consideration each singled out insulator's attendance at work during the preceding month of April 2010 when they are reviewing hours missed in May 2010. There will be no monetary fine for anyone alleged to have missed time from work excessively in May 2010 or the time leading up to that month in respect to this Local 110 Bylaw.
23. That process will repeat itself again in respect to June 2010's employer reported hours. The Executive Board's review will take into consideration each singled out insulator's attendance at work during the preceding months of May and April 2010. There will be no monetary fine for anyone alleged to have missed time from work excessively in June 2010 or the time leading up to that month in respect to this Local 110 Bylaw.
24. That process will repeat itself again in respect to July 2010's employer reported hours; except that in the letter preferring charges, in addition to asking for an explanation of why an insulator missed the hours of work in question in July 2010 and time leading up to that month, it will advise the insulator that a monetary fine may result if the Executive Board deem at their sole discretion that the absenteeism was excessive and unacceptable. The Executive Board feel that reported hours for April, May, June and July 2010 will give them enough information to see clearly a pattern of excessive absenteeism if there is one which in turn warrants repercussions. They will also have satisfied themselves that all members performing poorly in respect to attendance will have had fair notice to change their behavior knowing what the consequences would be if they didn't.
25. The Business Manager will have done a BM Update reflecting all of this in June 2010 and send it out also then in blast emails on the Blackberry phones that all of our journeymen membership have been offered/provided. Notice of this will also have been posted on the union's bulletin boards at the Edmonton and

Calgary union offices and it will be reported on at the June union meetings and through word of mouth on jobsites.

26. At the September 2010 Executive Board meeting, the Executive Board will review the information provided by employers for the month of July 2010, and if there is the attendance at work improvement they are hoping there will be relative to what it is today, they will “set the bar higher” and request that for the month of October 2010, union charges be preferred against those who miss even less than 20% of the time they could have worked in August 2010. They will try to pick a number that realistically allows for justified absence from work before it is considered to be “excessive absenteeism”. Each month thereafter, the Executive Board will continue to assess whether that percentage should be decreased or increased upon reviews they do.
27. The Executive Board, when reviewing cases before them of insulators having alleged excessive absenteeism, will review all time missed from work, including that time they’ve missed when they’ve had employer approved leaves of absence. If the Executive Board deem those approvals have been too liberal and or there has been sufficient other time missed from work to make it in combination excessive, they will reflect that in their decision and possibly prompt repercussions.

2. General Membership Meeting Attendance Incentive Draws – At the end of our general membership meeting on Saturday June 12th, there were three draws done for dues reimbursement monies totaling 3,750 dollars. The first draw for 1,000 dollars was “won” by Ken Sie... who was not present and therefore is not eligible to collect the money. The second 1,000 dollars was “won” by Paul Ric...who was not present and likewise for that reason is not eligible to collect the money. The last draw for 750 dollars was “won” by Sherlyne Kal.... who was not present and likewise is not eligible to collect the money. All of those monies will be carried over and drawn for at our next general meeting which will occur on September 11, 2010. The 750 dollar amount will be increased to 1000 dollars (add 250 dollars each meeting), making for three draws for 1000 dollars each.

Members can’t win who are not in attendance at the general meeting when the draw takes place unless they were at the previous month’s information meeting in Fort McMurray or Calgary. Anyone interested in reading about how this draw came about and how it is done on the basis of what criteria, can review that and who has won on a number of “BM historical Updates” on our website that have been posted over time. These general meetings start at noon and are scheduled to end by no later than 4:00 p.m. after which time those who attend are offered a meal at a nearby restaurant at the union’s expense (for more information, review an historical Update searching for the word “meal”). Members attending our meetings decide the direction of our union and their input is invaluable. I am pleased to say there was a good attendance at this last meeting, including a number of Travelers from the United States that came. It ended at 3:55 p.m.

3. Edmonton Local 110 Union Office Renovations/Improvements – At our Local 110 Executive Board meeting held in the early morning on Saturday June 12th, they reviewed a quote from a general contractor to renovate our Edmonton union offices, adding some

structure and a number of features to it so that it will be completely updated and more suited to our business and business needs. That contractor has had a good track record doing similar work for other building trades unions here in Edmonton that we have reviewed and are impressed with, both in respect to the cost of it and the finished look.

We are taking over the lower floor of our building from a good tenant we've had down there for many years. To do that, we are negotiating a break lease document that meets and satisfies both parties' interests. The Executive Board made a recommendation to the general membership at their meeting later in the same day for them to pass a motion to pay for and proceed with getting the work done on the basis of the quote after the Executive Board reviewed the figures and nature of the work and what impact it will have on operations. A motion was made and passed for that to be done. The contractor has committed to proceeding forthwith applying for the building permit and doing the work. They expect to be able to complete it within 6 months or less and are signing a contract that guarantees the final price.

The building is sound structurally, although the floating concrete floor on the main floor is settled and will require some mud jacking before work commences and it is refinished. There will a sprinkler system added inside on both floors, the lower floor will be gutted and a new design incorporated so that we will have a state of the art training facility for our Training Trust Fund and its operations to move into. The union boardroom will be much increased in size, with a large walk out balcony. The mechanical heating and cooling system throughout on both floors will be enhanced and added to so that the working environment within the different areas of the building can be better controlled and there is dust suppression where the training is going on. An elevator will be installed for easier access for those who have physical disabilities. The inside doors and washroom facilities will be modernized and made wheel chair accessible. Cabinetry and office furniture will be added/replaced. A new filing system will be built which will greatly reduce the space otherwise taken up by our old style filing cabinets and it will in fact allow for much more of it to be done in future years within that space. The roofing that is near the end of its life will be replaced. There will be exterior upgrades including new sidewalks replacing cracked ones. There will be new signage outside that draws much attention to our logo which will be shown prominently after it is designed and built sculpture like. The parking lot will be resurfaced after it is cut into to run additional water and gas lines. Power in the building will be beefed up to accommodate the Training Center needs and union upper floor office equipment needs. Computer and telephone wiring will be redone to keep up with new age systems. There will be new flooring, new ceiling finishes and other new finishing work done. The work will of course be done "union", utilizing the services of our brothers and sisters in other building trades unions that they do.

With all of this work done, we will have set the stage for decades to come with a hub for our membership and business associates to come and go from doing their business.

June 10, 2010 Thursday

1. Stan Tremblay Recovering at Home – In an earlier Update, at Stan Tremblay’s request, I reported on his being diagnosed with Mesothelioma and being treated for it with a chemo-therapy that his Doctors are optimistic about his recovery. He took the treatment, went through a rough period of time in the hospital and was discharged there and is home now continuing to recover. He tells me that he is gaining strength every day and is up and moving about from time to time. WCB have provided him with some home care assistance that our union / union advocate helped his family to arrange for. Our union will assist him to apply for lost wages and a non economic award from WCB to compensate him for this industrial disease caused by asbestos he was exposed to in the work place for many years many years ago.

June 9, 2010 Wednesday

1. United States Travelers Pension Earned in Local 110 – In previous Updates, I reported that Local 110 has negotiated with its signatory contractors and they agreed to open up the Collective Agreement and signed a Letter of Understanding to be included in it to divert monetary contributions that would go into the Local 110 Pension Plan and instead pay that money in the form of wages to Travelers from the United States. Those Updates can be reviewed in the BM Historical Updates.

The intent of doing that was to ensure that our brothers and sisters from other Locals in the United States where we have no Reciprocal Agreements (pension contributions cannot be reciprocated across the Canada/United States border) can realize the full extent of our union’s wage package.

Since signing that Letter of Understanding, we have had one Traveler from the United States report to us that she has worked here in Canada a couple of times the past few years and is now vested in our Local 110 Plan and would like to continue to earn more pension whenever she works here. She has asked our union if there is some way she can be excluded from having her pension contributions diverted to her in the form of wages. I have subsequently addressed that with the Bargaining Agent of our signatory contractors and they have agreed to a clarification of the Letter of Understanding so that those United States Travelers who want to have pension contributions made ongoing on their behalf can have that done. It is another sign of the cooperative spirit we enjoy with our contractors for the most part. This arrangement is what many refer to as “win-win” for everyone.

Following is the draft Letter of Clarification referred to above that I have agreed to and our staff are now making United States Travelers aware of as they come here to work:

May 20th, 2010

Mr. Bill Spring, Business Manager
International Association of Heat &
Frost Insulators and Allied Workers

9335 - 47 Street
Edmonton, Alberta
T6B 2R7

“DRAFT”

Dear Mr. Spring,

Re: Temporary Foreign Workers Pension Contributions

This letter is to confirm our agreement to clarify the Letter of Understanding added to the current Construction Collective Agreement regarding the deferral of pension contributions to wages applicable to Temporary Foreign Workers effective May 13th, 2010.

It is understood that a Temporary Foreign Worker may, with approval of the Union, opt out of having the pension contributions diverted to their wages as indicated in the referred to Letter of Understanding above. The worker may opt out upon or before the commencement of employment only once and the Union and the worker will request opting out in writing to any Employer who employs the worker.

Where a Temporary Foreign Worker has opted out as described in this letter, they will be paid in accordance with the Construction Collective Agreement with Pension and other contributions made as indicated in the Construction Collective Agreement wage schedules.

Yours truly,

Labour Relations Representative

2. How Not to Terminate an Insulator's Employment – Last week, there was a dispute occurred on one of our jobsites when supervision/management for a signatory contractor fired an insulator on June 2, 2010, contending that she had been out of her place of work. I investigated the matter and got copy of two written warnings she got while she was working there.

One written warning dated May 12, 2010 was in respect to an alleged incident on May 11, 2010 reflecting a description of an infraction as “inappropriate behavior” on May 11, 2010. There were no specific details on the discipline form about what that inappropriate behavior was. That was only referred to by supervision verbally to her and later to me after she was fired. My investigation revealed that it was nothing to do with being out of her place of work and the behavior referred to was in my view not culpable. It was not something an employee would *not* likely know or even suspect would be objectionable to a company, although what they asked her to refrain from doing was a reasonable expectation once the company made her aware of it. She thereafter complied with that request.

The other written warning dated June 1, 2010 reflected that she was out of her place of work on May 31, 2010 and she got that discipline form on June 2, 2010 when the company came to her and told her she was fired for that reason. She argued to them and then to our union that she wasn't out of her place of work except for when she had to be, the same as other workers had to be from time to time as a part of doing their jobs. She noted that no supervision or management person had contended to her on May 31 that she'd been out of her place of work and she requested our union to dispute the termination of employment. There are no specific details on the discipline form or in any documentation by supervision done reflecting what time she was alleged to have been out of her work place, or for how long, or where she'd been, or any witnesses to it.

I called supervision and pointed out that written warnings are intended to give notice to an employee that they have violated a company rule/policy and to do so again will liken more severe discipline up to and including termination of employment. Such notices are given so that it is reinforced to an employee what employer expectations are, so that they might modify their behavior to meet those employer expectations or so that they will have the opportunity to question what has been contended and possibly refute it in a timely way. Supervision noted to me that the insulator had from the onset of employment required too much supervision and been out of her place of work numerous times ongoing. Supervision made other contentions about other alleged culpable behavior and ultimately produced a second written warning respecting an alleged incident on June 1 when she was reportedly out of her place of work. They conceded that there had been no written warnings except the one on May 12 given her leading up to her termination of employment, nor any documentation done to support any of those contentions.

Upper management reviewed the matter, concluded that there had been culpable behavior which we agreed to disagree about, but they agreed that it was not going to be easily proven after the fact and not so serious that there should have been a termination of employment without there first being progressive discipline applied in the form of written warnings and or proof of it being done otherwise, so that the worker might modify her behavior or have opportunity to challenge the contentions. They reinstated her to work at her and the union's request.

I was not present on the job site when the alleged culpable behavior occurred and do not have access to enough information to be able to say with conviction that there was or was not culpable behavior by this worker in question. If this matter had required a written Grievance and arbitration, I expect an Arbitrator would feel much the same. As is quite often the case, an Arbitrator under those circumstances will conclude that management should not "lay in the weeds and build a case after the fact", and find in favor of the worker's grievance.

It is important for our membership in supervision positions to understand and appreciate the need for sufficient documentation of behavior that violates company policy / expectations, and to apply progressive discipline in a timely way (forthwith) when it is warranted, so that our union and signatory employers can avoid difficult conflict resolution that is detrimental for all parties. It is equally important to involve the Job

Steward in that process, to even better avoid such conflicts or settle them quickly in a non-onerous way.

I have emphasized to the insulator in question that the employer expectations of her remaining in her work place except for when any worker would have to do otherwise, and working as directed to do appropriate tasks, are reasonable employer expectations; and if she does not abide by those expectations, she will likely have her employment terminated and not be likely to succeed with a wrongful dismissal Grievance. She maintains that she was not out of her place of work and will abide by those expectations.

3. United States Travelers Reinforcing Local 110 Insulator Work Force – As indicated in a previous BM Update(s), the Shell Fort Saskatchewan refinery construction and maintenance work that has to be done this spring and into the summer is one of the biggest undertakings that client has ever experienced world wide and there is a relatively narrow window of time allotted for our Local 110 union to get all of the insulating work done there to meet the contractor and client needs.

Local 110 has provided Local 110 members, Travelers from across Canada and local Permit Workers in large numbers to do that work in more recent times, more than most any other jurisdiction could hope to muster; but there is a need for many more. Towards that end, our International union has stepped up to the plate and coordinated with numerous affiliated insulator unions across the United States the gathering of a large pool of journeymen insulator “Travelers” to come here to assist in our endeavors. After working with our signatory contractors to get clearance from Service Canada and Immigration Canada, our union has now dispatched to date 62 of them to Shell for Fuller and Austin and for Altair. There are 51 more that are in their final stages of being cleared through the border to arrive soon. There are many more getting calls from the contractors after submitting their names through our International Union. I encourage Local 110 members to go out of their way to welcome these Travelers into our area. Take the opportunity to pick their brains about how things are done where they come from to possibly influence some ways we do things here.

4. Local 110 Absenteeism Program Proceeding – Now that our union has the data it needs to accurately and specifically reflect hours of work that each insulator working through our union has missed working that was available to them during the month of April 2010 (data is remitted the 15th of the following month), our Executive Board this weekend will be meeting to decide how to proceed with using it to identify those deemed by them to be missing time from work excessively. They will do that and then decide what and how repercussions will result. Members, Travelers and Permit workers who have missed excessive time at work can expect to receive correspondence reflecting all of that within the next several days.

Local 110 will presumably continue to receive such data each month hereafter in accordance with the Collective Agreement requirements, and will apply those repercussions ongoing to those who are excessively absent in the work place. I expect the Executive Board will start out addressing only the worst performers and then heighten

their expectations as time goes along, hoping not to have to be heavy handed with many, presuming that those who are pre-disposed to performing poorly with their time keeping will modify their behavior now that our union is dealing with this matter internally. Those who fail to meet those expectations can in turn expect to have union charges preferred against them if they are a Local 110 member or Traveler and Permit Workers denied further dispatch; all subject to progressive fines if the Executive Board deems that enough time has been missed from work without good excuse.

Another reason to start out going after only the worst offenders is that, with only one month of data, it is hard to get a good clear picture of an individual's performance. As more months of data come in, that picture will become clearer and poor performance will become that much more evident and likely to bring about those repercussions. The vast majorities of our membership have good attendance at work and have through the passing of our Local 110 Bylaws, including the one that makes it an offense of our Bylaws to miss time from work excessively, obligated the table officers in our union to do all of this. Those who are performing poorly in this respect need to address that now to avoid what will be serious repercussions from the union.

It is important to note that signatory employers continue to have the right to address poor attendance also, through disciplinary actions including the right to terminate employment if it is bad enough. In this booming economy, it is a difficult decision for management to make, weighing the need to address such culpable behavior with terminations of employment versus the need for more manpower that is often difficult to obtain when it is in short supply. All the more reason for the union to address it in the way we are.

A reminder that when a contractor fires an insulator member/Traveler, that person will automatically face union charges as required by our International union's Constitution and Bylaws; and if found guilty of doing that three times, will likely be expelled from the union (three times and you're out rule).

5. Local 110 General Membership Meeting Reminder – This is a reminder that we have our last Local 110 general membership meeting prior to the summer break (we do not have a meeting in July or August) on June 12, 2010. It will be held at the usual location at Kings College in Edmonton at 9125 – 50 Street starting at 12:00 p.m. noon. There is ample and easy parking at the rear of that complex and a door nearest the street that members enter there to where the meeting room is off to the right when you first come in.

All Local 110 members' input at these meetings is important. Apprentices are welcome with voice but no vote and are likewise encouraged to come and learn more about their union. Travelers are likewise welcome to attend.

There will be meeting incentive draws, giving away (2) one thousand dollar amounts and (1) seven hundred and fifty dollar amount of union dues reimbursement for any Local 110 member who attends the start and end of the meeting there and has his or her name drawn out of the a to z list of names of our entire membership that are in a draw box. At last month's general membership meeting, there was a draw for (1) one thousand dollar

such amount and the “winner” was Aaron Bor..., but he wasn’t in attendance at the meeting and hadn’t been at the Calgary or Fort McMurray previous month meeting, so he forfeited that win in accordance with the Local 110 Attendance Incentive Program. There was a second such draw for one thousand dollars and the “winner” was James Okr..., but like the previous “winner” forfeited for the same reason. There was a 500 dollar draw and the “winner” was Nora Prz..., and she likewise forfeited for the same reason. Those monies that were not won are carried over to this June meeting in the amounts reflected above.

All members who attend the start and end of the meeting will have a meal provided that the union will pay for afterwards at the Highrun Club on 49th street and 98th avenue in Edmonton. The meeting is scheduled to end at 4:00 p.m. and their spouses are welcome to attend to dine with them at the union’s expense as they continue the meeting there as a last part of the Agenda. Since the membership passed a motion a few months ago to schedule the end of a meeting for 4:00 p.m., the meetings have all ended at or before that time excepting one that was only slightly longer than that.

2. Registration for the 60th Anniversary Party Reaches 1000 Plus – Just to update everyone in our union and any reader of this Update, today there are 1,000 seats in total have been reserved for our May 1, 2010 Anniversary party being held at Edmonton Northlands. As the deadline draws nearer, the numbers of members coming in to reserve seats is increasing each day. As per previous Updates, get your seats early to ensure you are seated with who you want to be seated with and to be sure you even get a seat in the event they are all taken before you do so.

END OF RECENT UPDATE