

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

**March 9, 2010 Tuesday**

**1. Local 110's 60<sup>th</sup> Anniversary Celebration Door Prizes** – For our Saturday May 1, 2010 party that we’re having at Edmonton Northlands to celebrate the 60<sup>th</sup> anniversary of our Local 110 union’s affiliation with the International Association of Heat and Frost Insulators and Allied Workers union, Local 110 will be giving away an unprecedented number of larger and smaller door prizes to our membership and invited guests.

At our March 13, 2010 general membership meeting, I will table a breakdown of those prizes to first the Local 110 Executive Board and then the general membership. Subject to ongoing availability and pricing, that will include:

- two Ford cars;

- one Ford truck;
- two Mercedes cars
- one 17 foot 7 rider 135 hp Bayliner inboard speed boat with trailer;
- one two passenger 268.8 cc Skandic Tundra ski-doo;
- one 130 hp three passenger sea-doo;
- one 400 cc Outlander 4x4 quad all terrain vehicle;
- one Can-am 106 horse power, three wheel, 2 rider Spyder RS Roadster;
- A Vespa LX 150cc 2 passenger motor scooter
- two Pelican kayaks;
- one two person hot tub;
- a seven day extravagant Caribbean cruise for two including airfares;
- a two week trip to an all inclusive resort in Cuba for two including airfares;
- season tickets to the Mayfield Dinner Theatre for two;
- season tickets to the Citadel Theatre for two;
- a deluxe stainless steel barbeque with side burners and accessories;
- patio furniture;
- a 65 inch LCD large screen television complete with console stand, Blu-ray player, home theatre sound system and two person theatre seating;
- one hundred LG 32 inch LCD televisions

All of the above referred to prizes and probably more will be given out to Local 110 members only, whether they are an active members, retired members, on Withdrawal Card or Honorary Card or Exempt Card. To be eligible to win any of those prizes, they will have to be in attendance at the event when their name is called or shown. There will be additional significant prizes for invited guests.

The Planners have been working through the many issues and tasks associated with having a party like this and feel they have things near ready so that the event is a huge success. As I said in a previous Update, this event will be the “Woodstock” of the insulation industry, unprecedented and hard to beat. It won’t be one any member will want to miss.

**2. Reserving Tables at Local 110’s 60<sup>th</sup> Anniversary Celebration** – At our Local 110 60<sup>th</sup> Anniversary event to be held on Saturday May 1, 2010, there will be a maximum of 3500 people can be seated.

We have sent out invitations to all of our active membership of approximately 1500. They can register to attend and bring their spouse or a significant other by submitting all of the names to our office along with 25 dollars per person that

will be reimbursed at a later date. If all of those members and their spouses/significant others attend, they will account for 3000 of the seats taken. That is not likely, but based on the 50<sup>th</sup> Anniversary party we had, we can probably expect most of our membership will want to attend and most of them actually attend.

There are also about 300 inactive retiree members have been invited that can bring their spouses/significant others. That would account for another 600 people, making for a total of 3600 seats possibly needed. That is unlikely also, but again based on our 50<sup>th</sup> Anniversary party we had, we can probably expect most of those retirees or at least a good percentage of them to do so.

We are also inviting widowers of our members who passed away over the past many years and are expecting many of them to come with possibly a new spouse or significant other. I anticipate at least 100 people in total from those invited, making for 3700 seats possibly needed.

There are also about 300 guests have been invited that are associated with the construction industry and our organization that can bring their spouse/significant other, making for a total of 4300 seats possibly needed. Again, there are only 3500 seats available.

My point I'm making here is that the seating will be provided on a first come first served basis, so it is important for members to reserve their seats earlier than later. If some members are too late applying for their seats, they might be unable to get them. All members have been sent card invitations in the mail. There is no reason to panic at this stage of registration, but they should register within the next week or two if they want to make sure they get seats.

The committee planning the event has worked through how the seats will be reserved by those who register. Members invited can register on line by going to our Local 110 website and clicking on a link that takes them to the PayPal site that we have. On that site, they can pay by credit card and reserve up to 10 seats for the event. People can also use a form we have provided and in person pay and register at our office to attend, or they can mail in that form and payment to our Edmonton office to do so.

There is another reason to register sooner than later. All seats will be assigned seats, with ten seats per table. When a member or invited guest registers one way or the other, he or she will be assigned a table for so long as there are full tables available to be given out. There are 350 tables at the event. A few of those tables will be reserved as head tables.

If there are a number of members want to sit together, they can reserve a table to accommodate as many as ten people in total, naming those people when they register. If member A only registers himself or herself and a spouse and is assigned a full table, other members and their wives or husbands can be added later to that table at member A's discretion if they want to all sit together.

Once all of the 350 tables have been assigned, any member or group of members seeking to sit together who register, up to a maximum of 3500 total people registered, will be seated at whichever of the 350 tables have seats still available. If a group of ten wants to sit together and there are no completely vacant tables available, they will have to be split up to sit some here and some there. When it comes to that, and I expect it will, we will do our best in the office to seat members at tables here and there where they choose, but there will be no guarantees of that. Hence, it is important for members to register sooner than later.

There has been some confusion created by an internal form our office sent out, the one that has lines for ten people to register for a table. It reflects that after a given deadline, members can invite additional guests and family members. We are not going to do that for a number of reasons; primarily because we do not feel we will have enough seats to allow for that.

## **February 11, 2010 Thursday**

**I. Fort Saskatchewan Shell Mega Project Construction Work Travel and Accommodation Monies Available** – By now, insulators from across Canada and the United States are aware that this Shell mega project is readying to complete a huge expansion that has been under construction for a considerable period of time, hiring a number of all union insulation contractors to do the final phase insulation work. There have been delays on the project that prevented equipment and piping from being released to be insulated in the time it was supposed to be insulated. Those delays have caused the window of time for insulating it to be significantly narrowed, and the number of insulators needed to do it increased dramatically. Shell indicated to me a couple of weeks ago that they expect to man up soon to peak numbers of more than a thousand insulators.

Between shutdown work this spring and much other construction and insulation work we have on the go here in Alberta, there is no way that Local 110 is going to be able to man this Shell construction job to that extent on our own. We have been polling affiliated insulator unions throughout Canada and the United States to feel out how many journeymen we can get there to compliment our members doing this work. The Canadian Locals have committed 150 to 300 Travelers to coming here to do this work and 200 plus United States Travelers have put their names forward through our International Office to get work visas to do likewise.

Until today, there was one serious problem unresolved that would likely hold up most of those Travelers coming to Edmonton to do this construction work at Shell. In accordance with our Collective Agreement, there are no travel or subsistence monies available to workers on this site. Typically, with the large base of membership we have residing in the Edmonton/greater Edmonton area, we are able to supply the numbers of insulators needed in this area, making such payments unnecessary. I have been pressing Shell and the general contractors involved on this project in question to provide what is referred to as TAAP (Travel and Accommodation and Assistance Program) monies to be paid to

Travelers if they come here. That is the only way I see it likely they will do so, so that they don't have to pay for their own way here and the cost of accommodation. I am pleased to announce that those monies are now available to insulators who come here to do this construction work based on the protocol that Shell developed to determine who qualifies for what. Following is that protocol that I asked them to send to me electronically for our Local 110 website:

Revision Date: September 3, 2009

### LOA Eligibility Requirements Shell Scotford Upgrader Expansion 1 Project

The requirements for eligibility of the travel and accommodation assistance program (TAAP) at the Shell Upgrader Project in Fort Saskatchewan, Alberta, are outlined below. No payments will be made until eligibility requirements have been met. Additionally, proof of the Journeyman Trade Qualification, etc. is required. Any 3<sup>rd</sup> or 4<sup>th</sup> year apprentices will be evaluated on a case-by-case basis and will require prior approval. Applying for TAAP is voluntary; TAAP is not a contractual obligation, condition of employment, entitlement or part of the Collective Agreement.

ALL QUESTIONS MUST BE ANSWERED FULLY

1) Full Name of applicant:

\_\_\_\_\_  
First name Middle Name Last Name

Full Legal Street Address of Permanent Residence for which you are claiming:  
(No Post Box numbers. If there is no street address, provide the legal address as shown on the Land

Title document or mortgage).

Street

\_\_\_\_\_  
City Prov. Postal Code \_\_\_\_\_

OR: Title # Unit# Lot# \_\_\_\_\_

Type of Residence: Single Owner Dwelling Multiple Owner Dwelling Condominium

My Ownership designation of above property:

I certify that I am the (specify which below category applies to you).

Land Title Owner Mortgage Holder Renter

Other Please specify \_\_\_\_\_

From what date did this residence become your permanent residence?

\_\_\_\_\_  
NOTE: IF YOUR ADDRESS IS OUTSIDE OF CANADA, YOU MUST HAVE A VALID CANADIAN WORK VISA OR LMO TO SUPPORT YOUR APPLICATION.

2) The following documents\* are required as proof the above address (Para 1) is the Employee's primary

residence as defined by the Canada Revenue Agency (CRA) on the following page.

Mortgage document/Rental Agreement with last 3 months receipts (Mandatory) Copy attached

Utility Bill from last month (Mandatory) Copy attached

House Phone and/or Internet Bill / CRA Notice of Assessment 2008 (Mandatory) Copy attached

Copy of Driver License Copy attached

Copy of Tax Return Statement (Mandatory if claiming outside Alberta) Copy attached

3) Full Street Address at which you are residing while working at SUEX1 Project.

Street

City Prov. Postal Code \_\_\_\_\_

\* Required Documents are to verify primary residence only: The Tax Return Statement is to confirm where Provincial taxes were paid; personal information on submitted documents not required to verify primary residence should be blotted out.

Type of Residence

Ownership designation of temporary residence while working at the Project:

Land Title Owner Mortgage Holder Renter

Other Please specify \_\_\_\_\_

4) I hereby confirm that: a) the information provided is true and accurate; b) my employer is authorized to share this information with the Prime Contractor for the purpose of confirmation; c) I have no objection to this information being verified by a third party; d) I will notify my employer immediately if my address changes; e) I understand that a fraudulent claim for LOA may be passed onto Canada Revenue for further investigation/prosecution.

Applicants Signature \_\_\_\_\_

Date of Application \_\_\_\_\_

Year Month Day

Trade & Union

For Administration use only:

Bechtel Approved Contractor Approved

Date Date

Canada Revenue Definition of Primary Residence:

An employee's "principal place of residence" is the place where the employee maintains a self-contained domestic establishment. The term "self-contained domestic establishment" is defined in subsection 248(1) as a dwellinghouse, apartment or other similar place of residence where a person generally sleeps and eats. A residence is considered to be a self-contained domestic establishment if it is a living unit with restricted access that contains a kitchen, bathroom, and sleeping facilities. A room (or rooms) in a hotel, dormitory, boarding house or bunkhouse would not ordinarily be a self-contained domestic establishment. Where an employee maintains more than one self-contained domestic establishment (for example, the employee maintains a temporary place of residence at the work site while having a principal place of residence elsewhere), only the employee's principal place of residence has to meet the requirements set out in 4(b) above.

**Employees whose situation does not meet the Revenue Canada's Definition of a Primary Residence cannot apply for LOA. If an Application is discovered to be fraudulent, full reimbursement of all monies received will be enforced.**

**2. Local 110 Exceptional and Most Appealing Workmanship Ever Seen** – At the Shell project where one of our signatory contractors, Fuller Austin, had a crew of insulators install E-mat fireproofing materials on 3 completed and one partially completed volume tanks, a manufacturer inspector reported in an email

I've seen that the specialty application of that material had been done correctly and in accordance with the manufacturers recommendations. He went further and noted that "the workmanship and physical appearance of the installation is exceptional and probably the most appealing work" he has seen in his 28 years of providing fire protection services to refineries and petrochemical plants.

The E-mat was a 20 mil mat type fire proof insulation that comes in two foot by 20 foot long roles. It was applied in two layers. Each layer was staggered and then sealed with thin aluminum foil tape and a final stainless steel cladding weather proofing. It is used at Shell on what are referred to as secure air tanks and the piping running into them. In the past, such equipment was done with fire proof soft covers. The E-mat is an easy application on tanks and vessels, but is more difficult to apply on small bore piping. As in this case, there is no comparison to the finished cladding versus the soft cover, both in the integrity of the product and the final appearance.

The workmanship demonstrated by our crew of Local 110 insulators witnessed by this inspector is yet another example of why our membership is sought after by many clients and contractors to do a variety of insulating applications.

## **February 9, 2010 Tuesday**

**1. Registration for the Local 110 60<sup>th</sup> Anniversary Celebration** – Our Edmonton and Calgary union office staff are now accepting payment from Local 110 members to register for our 60<sup>th</sup> Anniversary party we are going to have on May 1, 2010 at Northlands complex in Edmonton.

Members can come in and reserve a table of ten or as many out of ten seats at a given table as they want, to assure that they are sitting with those they want to sit with at this event. All seats will be assigned seats, on a first come first served basis. Talk to those of your friends and co-workers you want to sit with and reserve early.

Invitations are going out to our membership and a large guest list. There are currently **67 seats have been purchased** out of the 3,000 we have available.

## **February 8, 2010 Monday**

**1. Local 110 Bylaw Approved Addressing High Turn Over Rates of Manpower on Shutdowns** – In a previous Update I did that any reader here can look for, I expounded on industrial project client concerns about high turn over rates of manpower when they employ the services of trades workers to do shutdown work for them, causing them significant additional costs to complete the shutdowns and sometimes much more cost if they are unable to get the plant up and running again as quickly because of delays caused when they have to replace workers to get the critical path work all done.

Our Local 110 Executive Board have been reviewing those concerns for many months now, monitoring the percentage of overturn of manpower on some key recent shutdowns we've dispatched workers to, to assess how much need there is for our union to address those concerns. In past years when there hasn't been as much work, we didn't see much problem with workers quitting. There more often than not was no where else to go to work forthwith and they would find themselves sitting on the unemployed list. Of more recent, in much better economic times, we ultimately determined that there was enough of a turn over of manpower problem to warrant a change to our Bylaws so that there will be a disincentive for people to quit before a shutdown is ended. I was directed by the general membership at the January 2010 meeting to draft a proposed Bylaw for the Executive Board to review and consider at their February meeting for the membership to vote on at their same day meeting last Saturday. I was further directed to give a Notice of Motion to all of the membership by mail, so that they would all be aware of the vote.

I drafted up the proposed Bylaw and sent out written notice to the membership apprising them of the vote and had that meeting with the Executive Board. At the Executive Board meeting, they proposed a number of changes to what I had drafted that limited the affect of it but still looked to be likely to achieve our objective. Rather than limit dispatch for so long as a shutdown would last after a worker acts to prematurely end their employment there, it limited it to 15 calendar days after they quit before they can be dispatched.

The general membership meeting was well attended. No surprise, there were mixed views and strong views about it being passed or not. There was a lengthy discussion/debate about it, bringing out the pros and cons of it. In the end, there seemed to be mostly a sense that the Bylaw would benefit our membership except those who are quitting for no compelling reason or acting in inappropriate ways resulting in that employment being ended for them. The eventual secret ballot vote that was conducted proved that out with there being 68% of the journeypersons present voting in favor of it.

It was clarified to everyone that those who are working on shutdowns already before this Bylaw was passed will not be affected by it if they quit that shutdown. It will only apply to those who take a call for a shutdown job that is made known at the time of dispatch as having this Bylaw apply to it. In order for a Work Order to be reflected in that way, it will have to show the work schedule that will be worked and the duration of the shutdown. If the contractor doing the work then cuts the hours to less than was reflected in the Work Order or works the workers beyond the date reflected in the Work Order, any worker that took that call would be entitled to quit the job and be dispatched as soon as another job becomes available to them. The Business Manager or his designate will decide unilaterally upon receiving a Work Order from a contractor requesting it, if the job is to be designated as a shutdown job affected by this Bylaw on that basis, whether it is pre-shutdown work, shutdown work or post shutdown work or any combination of that. It cannot be for a period of time longer than 90 days in total.

Following is the amended Bylaw proposal that the membership passed, with the amendments in bolded and or in italic:

**Delay of Dispatch for Local 110 Members Quitting or being Fired or Losing Camp/Site privileges when doing *Business Manager* Designated Shutdown Work**

1. For “Shutdowns” any contractor signatory to Local 110 that the Business Manager or his designate pre-agree in writing to this Bylaw applying to, any Local 110 member *insulator* or Travel Card insulator or Permit Worker *insulator* who takes a Local 110 referral to work on it and: quits for no *compelling* reason; is fired for just cause; or is banned from the site/camp by a client for inappropriate conduct that prevents them from continuing to do work on that Shutdown, will not be dispatched by Local 110 to another job *after that for at least 15 calendar days* until and unless:

- the Shutdown has *prematurely* ended, or
- a worker(s) has been laid off for “shortage of work” from that Shutdown, or
- the number of days prescribed in the Work Order for that Shutdown to last have elapsed, or
- the hours of scheduled work per day prescribed in the Work Order have been reduced.

*During the afore mentioned 15 calendar days, in any given week those days fall, if there has been no day they worked in that week, they will pay non working dues to the union for that week.*

2. In respect to this Bylaw, the definition of Shutdown will include any pre-shutdown work, and or plant shut down work and or post shutdown work for a maximum of 90 calendar days *in total* that the contractor and Business Manager or his designate mutually pre-agree to *in writing*.

3. *Insulators* who take Local 110 union referrals to work on Business Manager designated Shutdowns will be made aware of this Bylaw applying to their employment there before they take such referrals. *That will be done on the Local 110 website and code- a-phones when the jobs in question are*

*announced. Any worker who is already working on a job site doing maintenance work or construction work, is transferred over to do Business Manager designated Shutdown work on that site, will have to have had pre-notice from the contractor in writing that it is a Business Manager designated Shutdown, and had a choice to transfer or not, in order for this Bylaw to be applicable to him or her. Any member who is transferred to a Business Manager designated Shutdown from another site where they have been doing construction work or maintenance work, will have to have likewise had such notice and a choice to do so or not in order for this Bylaw to be applicable.*

4. Any Local 110 dispatched insulator who feels he has **a compelling** reason to quit a Shutdown, may contact the Business Manager or his designate, **doing so** both in writing and verbally, to seek relief from this Bylaw, so that he might be allowed to quit and be dispatched again to another job forthwith **when a job becomes available**, only if the Business Manager or his designate pre-agree to that reason being compelling. The Business Manager or his designate will have sole discretion in deciding that, and the reasons deemed acceptable will be consistently applied to all who make such a request.

5. Any Local 110 dispatched insulator who feels there was no just cause for being fired by a Shutdown contractor, or no inappropriate conduct supporting that they should have been banned from a site/camp by a client that prevented them from continuing to do work on that Shutdown, may contact the Business Manager or his designate, **doing so** both in writing and verbally, and seek relief from this Bylaw so that he might be dispatched again to another job forthwith **when one becomes available**. The Business Manager or his designate will have sole discretion in deciding that, and such decisions will be consistently applied to all who make such a request.

6. This Bylaw will be subject to review and possible deletion by the Local 110 Executive Board once per year at the January general membership meeting if there has been a motion made, seconded and passed at the previous month's general membership meeting requesting them to do that. If the majority of the Local 110 Executive Board deems that it is necessary, they are empowered to direct that this Bylaw be forthwith deleted.

## **2. Re: Attendance Draw at February Local 110 General Membership Meeting**

– This last general membership meeting we had on February 7 was very well attended, filling most all of the chairs in the theatre type room we had. No doubt, the notice of motion for a secret ballot vote to decide the above referred to Bylaw change contributed much to that. It was great to see the interest and input with the debate that ended with a majority vote deciding the matter. It was

an opportunity for many there to hear about other pressing matters that they are better apprised of now and I hope to see many of them coming out more regularly to future meetings.

As has been the case for many months now, those who were present at the start of the meeting and stayed to the end, watched as there were draws made in accordance with our union Meeting Attendance Incentive Program. The draw box had, as usual, numbered tickets that correlated to a membership list of all Local 110 good standing A to Z members who were all eligible for the attendance draw we do each month (those who paid union dues the previous month and or were on our unemployed list). To get a better understanding of this draw that is done each month we meet, please refer to a previous Update in my "Historical BM Updates" dated October 6, 2008.

For the February 2010 meeting, there were two draws for 1,000 dollars each and one draw for 750 dollars. The following three members, in the order by which their names were drawn, were eligible to be winners of the monies in question if they had either attended that general membership meeting or one of the previous to that month information meetings held in Fort McMurray and Calgary:

Dave Tho...’s name was drawn for the first \$1,000 draw; he was not present and therefore not eligible.

Maurice Sk...’s name was drawn for the second \$1,000 draw; he was not present and therefore not eligible.

Brad Han...’s name was drawn for the \$750 draw; he was not present and therefore not eligible.

The two 1,000 amounts carry over to the March 2010 draw and there will be another 250 dollars added to the 750 dollar one that will now be 1,000 dollars also to be drawn for at that meeting.

A reminder that a few meetings ago, we had our first winner of 1,000 dollars. He had paid 1,000 dollars plus in union dues during the 2009 calendar year and was reimbursed that money as per the Meeting Attendance Incentive Program.

**3. Re: Dinner Meeting for Local 110 General Membership Attendees** – On Saturday February 7, 2010, our Local 110 union had its first "finish of a general membership meeting dinner" since passing a motion at the last general membership meeting to do so, going to the Highrun Club in Edmonton where it had been arranged for. A number of the members, who'd been in attendance at that general membership meeting from the start to the end, made it a last order of business to attend the dinner. They discussed the outcomes from the meeting that was held at Kings College. The goal had been to end that meeting at Kings College by 4:00 p.m. It ended a bit late at 4:30 p.m. We are committed to making sure it ends on time the next meeting(s). In a previous Update last month, I noted how these dinners will be provided for members and their spouses who might want to join them on what conditions. It is a great opportunity for them to all socialize while breaking bread together and

generating some important social interaction in the process of over viewing the day's happenings.

## **February 5, 2010 Friday**

**1. Re: Spring Shutdown Work Less than Expected** – For the past several months, clients and general contractors have been telling our union and its signatory contractors that there was going to be an inordinate increased amount of shutdown work going to be done in the Province on numerous industrial projects.

Three of the clients, Syncrude, Shell and Suncor proposed to the ABTC (Alberta Building Trades Council) and maintenance contractors they intended to have do their shutdown work, start an organization called ACTIMS (Alberta Council of Turnaround Industry Maintenance Stakeholders) to prepare to bring in TFWs (temporary foreign workers) to man this shutdown work. I was asked by the ABTC to sit on that committee along with three other ABTC Business Managers, to work with client and maintenance contractor representatives to develop a process and implement it ongoing to get TFWs when needed to do work that is beyond what the ABTC unions are able to find manpower to do.

The clients were predicting that there will be a shortage of many different types of trades workers to do this work, to the extent that TFWs would be required. They have polled all of the clients in COAA (Construction Owners Association of Alberta) to determine how many tradesmen overall will be needed to do that work. They did some cross country polling as well, and asked the ABTC to do likewise to find out how many Travelers from across Canada were likely to be available to come to work here for this spring shutdown work. They took into consideration all of the ABTC union membership numbers. Towards the end of 2009, they presented their findings to an ACTIMS committee for their review and consideration, to commence preparations to recruit the number of TFWs those findings reflected we will need to complete this shutdown work. For the Trade of insulating, the clients contended then that Local 110 would need 200 TFWs to compliment what we will be able to supply from our union and from across Canada from other affiliated insulator unions to do the spring shutdown work on their projects. They asked me if Local 110 would be able to recruit that number of them from outside of Canada and I committed to being able to get that many from the United States from insulators unions there that are affiliated with our union.

All parties on the ACTIMS committee agreed that each ABTC union would be provided with all of the Work Orders for all of the spring shutdowns, reflecting the start and finish dates of each of them and how many workers would be required when, so that the Business Managers could determine how many TFWs would be needed when and that information made known to those TFWs after they put their names forward to be recruited. That information is critical to the process of arranging for work visas. We were promised that information to be provided no later than January 7 for two of the clients and no later than January

15 for the third client. I commenced soliciting US Travelers from throughout the United States with the assistance of some of our International Union representatives. In a timely way, we had 200 names of insulator journeymen Travelers from numerous different Locals across the United States put their names forward. In turn, I forthwith provided those names to the ACTIMS coordinator.

At a number of ACTIMS meeting since then, I have noted that the Work Orders that were supposed to be submitted to our union had not been provided to us. I expressed concerns about indications I was getting from people I know on the various sites in question suggestive that there will not be the amount of shutdown insulating work that had been predicted. At an ACTIMS committee meeting I went to earlier this week, we discussed my concerns and the client representatives indicated that because of some problems on site the Syncrude shutdown started earlier than expected and the numbers of insulators needed for the overall spring shutdown work will not require many more than are already there. The numbers seen as needed at Suncor and Shell for a number of other reasons have been reduced considerably to now about 100 at each of those sites. That is considerably fewer overall than they were all initially projecting. I noted that I am convinced that Local 110 will be able to fill Work Orders for all of those numbers needed, with Local 110 members and Canadian Travelers. Given that, the ACTIMS committee agreed that the United States insulator Travelers will not be needed for this shutdown work and I was given a green light to proceed with diverting them to do construction work that Local 110 will apparently need them for this spring at the Shell Scotford project, those that want to do that work. I will do another Update commenting about that.

**2. Re: Shell Scotford Construction Manpower Needs** – Completion of mechanical construction work at the Shell project in the Fort Saskatchewan area has been delayed, so that it could not be released for insulating by the four insulation contractors on site that are signatory to our union who have skeleton numbers waiting to man up to do it. Because of a large demand for electricians elsewhere, there was and is still a shortage of them available to do the electrical tracing on piping at the Shell project, causing much of that delay for insulating. There are a number of other reasons contributed to the overall delays caused. There is a considerable amount of insulating work should have already been done there that should have resulted in many insulators having been hired in the late part of 2009 to commence doing that. Because that didn't happen and because of the plant start up date looming, the client is now asking insulation contractors to complete their work in a much narrower time frame than it was scheduled to be done. That will require a need for many more insulators during that time to get the work done. At a meeting I was at last week, Shell and general contractor representatives conveyed to me that it will be a thousand or more insulators needed at peak for a couple of months to get that work done before the plant becomes operational.

That manpower need is going to present some significant challenges to our union, its membership and our signatory contractors. There will be much

congestion on site with so many workers and materials being used to do that work. It will stretch our resources to the ninth degree. I expect to need all of the Canadian Travelers we can find available across Canada to help us meet our client's needs in this instance. I anticipate that we will also need a number of United States Travelers to come here also to do that. As noted in another Update today, there are 200 such US Travelers have put their names forward to do work here in Alberta this spring through ACTIMS (Alberta Council of Turnaround Industry Maintenance Stakeholders) that will not be needed now to do that. I have spoken to our contractors doing the construction work and they are applying to Service Canada for clearance for these US workers to be put to work doing construction work at Shell, those that want to do that. I will be conveying all of this information to the US workers early next week.

In order to attract as many insulator Travelers as we can, I have asked Shell to consider paying travel and accommodation monies to them who come here from outside of the greater Edmonton area. I got verbal approval for that late last night, asking for it to be put in writing to me as soon as possible along with the protocol respecting those payments. I expect to get it soon and post it on our website for all to see.

In spite of the client/general contractors on site at Shell wanting to proceed with the delayed insulation work soon, I am of the given understanding from many people on site that the releases of piping and equipment to be insulated is going to continue to be delayed longer than they are hoping, making the insulating even more of a challenge as the days tick by. I am given to understand that there will not likely be a lot of overtime scheduled to do non critical path work as the insulating work gets into full swing. I have discussed with the client the possibility, as a last resort, of insulating some of the piping/equipment in question after the plant starts up. That would of course present some logistical problems that occur whenever such work is done in a live plant, slowing the work down to work around live plant issues. Nevertheless, I think some of that work will have to be done that way. If so, there will be pluses and minuses in doing it that way for the client. For our union's membership, it would provide some ongoing employment after a busy spring when I think we will have a lull in our overall work available to us elsewhere.

**3. Re: Reminder of General Membership Meeting** – This is a reminder about a general membership meeting we are having tomorrow at noon at Kings College where we hold those monthly meetings now. This will be an important meeting for all members to attend, to decide whether or not to pass a Bylaw intended to ensure we have minimal turnover of manpower on shut down jobs, making our services sought after by clients for that kind of work.

## **February 2, 2010 Tuesday**

**1. Shell Scotford Designated a Local 110 PCCC Project** – At a late last week meeting I had with Shell and a general contractor at the Shell Scotford construction project out at Fort Saskatchewan, I was asked what they should

expect for absenteeism when we man up with insulators over the next few months doing our insulating work on that site now that much of the equipment and piping is about to be released. The Project has had both cost overruns and is behind schedule in so far as it being readied for insulating. The budget is tight to finish the project and they have asked for optimum performance from insulators to help offset their losses. This will be an opportunity for Local 110 and its membership to make good earnings and benefits and shine in the process. This is where we get to show the client and all clients our union advantage and why it was worth their signing a Project Labour Agreement that requires that only Local 110 dispatched workers do work on this site.

I explained our Local 110 Bylaws and our union's Professional Craftsmen Code of Conduct to them and my confidence that our membership will provide optimum attendance and performance finishing this project off for them. I updated them in respect to our drug and alcohol policies that will contribute to ensuring that being done in a safe way and a number of other initiatives we have implemented over the past few years.

Because much of our work on this project has been delayed for a significant amount of time for many reasons, the window of time for us to do it has been narrowed considerably. The Plant will become operational in the next few months, leaving us only that long to insulate it before it then becomes a more onerous and costly thing to do. For that reason, we will need many more insulators working there than we have available locally during that window of time. It will be as large a force of insulators as any project could muster anywhere in North America and that will cause many challenges.

It will amount to us putting many Journeymen Travelers to work there from across Canada in addition to our available large pool of Local 110 Journeymen. Our signatory insulation contractors there have sought support from our union to also bring in foreign workers also. We are actively working with our International Union to get names of United States Journeymen Travelers that we are going to have Service Canada process Work Visas for. That will bring the total number of journeymen to a higher number than ever employed here in Alberta on any one site previously. That alone will be a major feat. We have many Permit Workers with varying degrees of experience and skills that are available to compliment that overall group of journeymen and we will inject some new helpers into the mix to make the work group complete.

Four of our best signatory insulation contractors will be on site and will be an important factor involved in making this all work for the client. I am confident they will meet the challenge, providing the supervision and organizational skills that will manage all of these large numbers of insulators to get the work done proficiently, productively and safely. That will be no small undertaking and these contractors are likewise going to have opportunity to shine for the client community to see.

For our part, Local 110 have deemed this Shell project a PCCC Project. That is, we have requested our contractors there to sign on to the “Professional Craftsmen Code of Conduct” when doing this work there. One of our primary objectives is to use it and our Bylaws to deter absenteeism on this Project. For those workers who are excessively absent from work, there will be different forms of serious repercussions for them short term and long term from our union.

Our International Association of Heat and Frost Insulators and Allied Workers umbrella organization introduced in 2005 this Professional Craftsman Code of Conduct. It was controversial and met with a lot of skepticism at the time from the memberships of many Local unions across Canada and the United States. It is a program that is designed to enable local unions to provide better service to our signatory contractors and ultimately the clients by making our members aware of problems that face just about everyone in the North American construction industry, union and non-union alike, and what steps will be taken to address these problems. These problems include poor attendance, bad attitudes, poor workmanship, drug and alcohol use, a country wide aging work force and competition from abroad.

Over 1400 Local 110 members have attended the PCCC presentations since 2006. They have been informed that the Union expects them to perform as professional craft workers on the job and that they will be held accountable for their actions and workmanship. Those that need help with problems affecting their ability to perform to the standards of the Code will be offered help and, if they cannot or will not be helped, will eliminate themselves under the provisions of the Code. This program has the full support of all of the officers of Local 110.

This program will not detract from the daily business of the contractors and imposes no onerous conditions upon them. It does require, however, the sharing of information and the cooperation necessary to achieve the goal of the program- a professional, productive work force that will be a positive force on the insulation industry and help all of us keep and grow our share of the market. The time is now to take advantage of this opportunity and not let it slip away. Our future- together- depends on it.

There will be banners put up on this Shell Project reflecting it as a PCCC Project. They are there to remind everyone on site what our membership can and will do to make that project more successful than it would be without us.

## **February 1, 2010 Monday**

**1. Electronic Journeyman Insulator ‘Travel Card’ Management System** – Last week, all of the Local Unions including Local 110 of our International Association of Heat and Frost Insulators and Allied Workers Union from across Canada and the United States were directed by President Grogan to participate in a Webinar, to be shown how a newly developed Travel Card Management

System has been designed to replace the way we have operated with our Travel Cards for many decades.

In essence, paper Travel Cards are now a thing of the past. Local unions will no longer issue them to our members who go out on "Travel Card" to work in other areas. Instead, everything will be done electronically. No Traveler will be allowed to work in another Local without the job in question first being indicated to their home Local as a "Project" travelers are needed for. Then, any journeyman who wants to travel to another Local, must clear through his home Local and have that Local electronically indicate his desire to take the job in question. That is, he will have to ensure that his financial obligations to his home Local are all paid up and he is in good standing.

The Local providing Travel Card work will have a choice of accepting or not that journeyman to work on the Project once his or her name is electronically indicated to them. If the Local with the work declines to put such a member to work, a reason will be indicated in an electronic response that will be sent electronically back to the Local the journeyman was applying from to apprise him and his home Local of that.

For a Traveler who is accepted to do Travel Card work in another Local on a given Project, when he or she is finished working on that Project, the Local will electronically advise his or her home Local of that. Before the Local can put that Traveler to work on another Project, said project must be likewise indicated to that Traveler's home Local and the home Local must again clear him or her to Travel to the new Project or any other Local's Project that is indicated to them.

The International union office has also noted that there will be International union repercussions for Travelers who are fired on Projects they have "traveled" to or who quit jobs in one Local to go to another one. Those repercussions are still being considered by the International Union's general Executive Board.

I expect that this will all be explained in great detail in our Journal that our International Union publish seasonally and sent to all members of all Locals in the near future, including the reasons for it being done. There has already been some explanation of the problems that brought this about in the publication of it.

### **January 29, 2010 Friday**

**I. Ron Barker Funeral Arrangements** – Further to my previous Update done earlier this week, family for recently deceased member Ron Barker advise that Ron's funeral service will be at the Good Sheppard's Church at 18407-60 Avenue on February 6, 2010 at 2:00 p.m.

### **January 26, 2010 Tuesday**

**I. Hans Range Passes Away** – In these bleak January days, it seems like we too often see our elder members passing away more so than when there is nicer

weather. Family for long time journeyman member Hans Range advised our office today that he passed away on January 23, 2010 at the age of 90. Hans joined our Local 110 union in June 1979 as a Journeyman and worked through us steadily until he retired in January 1986. During his career working with us he resided in the Sherwood Park area until he moved to Calgary in 1999. I recollect him being a kind, soft spoken man with a great sense of humor who always looked for the good in something. He was also a top notch tradesman. Family noted that there will be no service or burial for Hans after cremation. I will blast email our membership to notify them of his passing and reflect it in the usual newspapers, honoring his affiliation with our organization. On behalf of our union, its 1500 strong membership and our office staff, we offer our condolences to the family.

### **January 25, 2010 Monday**

***1. Ron Barker Passes Away*** – Family for long time retired Local 110 journeyman member on Withdrawal Card, Ron Barker, called our union office this morning to let us know that he passed away this morning in hospital in Edmonton. Ron was affectionately named “tea bag” by many of his co-workers over the years. He had immigrated to Canada from England years ago and was often seen at work enjoying a fine cup of tea during his breaks. Ron joined Local 110 in 1988, with much experience insulating in England prior to coming to Canada and after he’d already been certified as a Journeyman Insulator by the Alberta Apprenticeship Board in 1987. Upon joining our union, he worked steadily through us until he retired in December 1999. He was active in our union up until his retirement, attending many membership meetings and providing valuable input into the decisions that were made respecting our operations. He was 78 years young and residing in the Edmonton area at the time of his passing. He was predeceased by his wife 5 years ago. On behalf of our 1500 strong membership, the staff and Agents in our office and myself, I have passed along condolences to his family upon hearing about his passing. There has been no funeral service arrangements made yet. They will let us know when such arrangements are made so that we can on this website, in blast emails to our membership and in the newspapers pass that along to our membership so that they can attend such a service.

### **January 14, 2010 Thursday**

***1. Spring Season Shutdowns Requiring Temporary Foreign Workers*** – For the past few months, I have been on a Committee representing the Alberta Building Trades Council along with three other Business Managers from other affiliated unions, meeting with three major clients and the contractors that will be doing shutdown work in the spring using our ABTC memberships. An organization was started called “ACTIMS”, which is an acronym for Alberta Council of Turnarounds Maintenance Stakeholders.

The clients have indicated that they will need numbers of tradesmen more than ever before to complete their shutdowns this spring, to the extent they predict we

will need foreign workers to supplement what we can find for manpower in and outside of Alberta throughout Canada. They have asked the ABTC unions to work with them to identify affiliated tradesmen in the United States that are interested in coming here to do that work.

I have been working with representatives of our International Union to identify United States workers and commence the process of getting them clearance to come here in the spring to do that work. In accordance with the laws of the land, all concerned are clear that qualified Canadians will first have opportunity to go to work on these shutdown before any non Canadians are dispatched. There is an ACTIMS website you can go to that has been developed to answer many of the questions anyone has about its mandate. It was put on the website only yesterday as I am given to understand. Below is an additional BM Update I have done up which include some “quick facts” about the 2010 Shutdowns in question and the travel/accommodation protocol respecting travel monies and accommodation monies these clients will pay out where camps are not made available.

**2.Spring Season Shutdown “Quick Facts” for Shell, Suncor and Syncrude Projects**

– Following is a “Quick Facts” document that I received from ACTIMS (Alberta Council of Turnaround Industry Maintenance Stakeholders) which explains in more detail what I indicated in a previous Update I did on our Local 110 website. It includes the travel/accommodation protocol for those who do not reside in the areas where these shutdowns will be occurring.

**2010 SPRING SHUTDOWNS/TURNAROUNDS  
QUICK FACTS**

Three of the major oil sands Owners will be conducting significant shutdown/turnaround maintenance at their facilities in Alberta. Projects that will be shutdown in the spring of 2010 are:

Shell Scotford	Fort Saskatchewan, Alberta
Shell Albion	Fort McMurray, Alberta
Suncor	Fort McMurray, Alberta
Syncrude	Fort McMurray, Alberta

These shutdowns/turnarounds which are approximately 44 to 55 days duration (include pre and post work), will commence in March and are expected to continue well into early June 2010.

The above mentioned owners have partnered with their contractors and the key unions of the Alberta Building Trades Council to form an organization called the Alberta Council of Turnaround Industry Maintenance Stakeholders ("ACTIMS").

ACTIMS main focus is to identify skills shortages and to work with the contractors and the unions to ensure that the turnarounds will be fully staffed with Canadian trades people first and then skilled, qualified workers from outside the country.

**What is expected of all trades people working at these projects:**

- Excellent Safety Performance — Zero Injuries/Incidents
- Mechanical Integrity — Quality of work
- Timely completion — On schedule
- Costs contained — On budget
- Adherence to Policies and Procedures

**What the community expects of you:**

- Respect and support for community rules (i.e. *avoid littering, speeding, be patient when large pieces of industrial or farm equipment are being moved, etc.*)

**The following is what the employers will generally provide:**

Hours of Work

Six (6) Ten (10) hour shifts days and nights Afternoon shift premiums as per collective agreement

Rest Breaks

Two (2) Fifteen (15) minute coffee breaks Thirty (30) minute mid-shift lunch break

Overtime Pay

As per collective agreement

Pay Days

Days — On Thursdays  
Nights — On Wednesdays

**GENERAL:**

- Accommodations — As per protocol, attached
- Initial and Return Travel — As per protocol, attached
- Bussing — Fort McMurray projects, bus service is provided from the camps to the jobsite.
- Site Orientation — Every new hire will be required to go through a mandatory site orientation
- ID Cards — You will be issued an ID card when you arrive at the project. Displaying and/or presenting of the ID card will be governed by applicable site policy
- Trade Tickets — Tickets will be verified by the employer during sign-on (*Welders must have valid up to date tickets and will be required to do job site tests for special processes*)
- WHMIS & CSTS — You will be required to produce valid designations
- Security Checks — Security officers may conduct random checks

- Smoking — Permitted only in designated areas (smoking is not permitted in buildings, vehicles or equipment)
- Alcohol & Drugs — Zero tolerance as outlined in each projects policies. Pre access A&D testing required for all projects.
- Firearms, Weapons & Ammunition — Strictly prohibited
- Personal Vehicles — Personal vehicles are not permitted on the jobsites
- Environmental sensitive areas and Wildlife — Respect and observe the project rules that will be provided to you during orientation
- No Poaching and Soliciting Policy — Employees cannot "jump" from one employer to another at the project.
- Acts of Misconduct — All projects have Zero Tolerance for acts of misconduct and will result in corrective action up to and including dismissal. It is your responsibility to review and familiarize yourself with the information that will be provided to you by your employer. Here are a few examples:
  - o Brass in and out for other employees
    - Leaving work area without prior approval
    - Tardiness and Absenteeism without authorization
    - Insubordination
    - Sleeping on the job
    - Safety violations
    - Threatening or Harassing behaviour
    - Theft
    - Fighting on the job
    - Refusing to submit to drug & alcohol tests pursuant to the Canadian Model

## **Travel Assistance and Accommodation Protocol**

### **(Shutdowns/Turnarounds)**

#### **General Presidents' Agreement (GPA) and**

#### **National Maintenance Agreement (NMA) for Alberta**

- 1) This protocol applies to employees and employers working on maintenance projects located in the Wood Buffalo Region and Edmonton & Area, who are signatory to the GPA and or NMA collective Agreements;
- 2) This protocol is provided as a guidelines for the contractor and owner community and is an attempt to provide a predictable set of accommodation and travel assistance standards, as it applies to attracting a craft workforce to the respective maintenance shutdown/turnaround projects;
- 3) It is acknowledged that this protocol is outside the respective collective agreement, thus it contains no collective agreement obligations. The protocol's terms and conditions are provided at the sole discretion of the owner and applicable contractor. As such, the contractor and owner may implement and withdraw these protocol terms and conditions at any time they

determine such to be appropriate.

The following are deemed to be appropriate undertakings in today's Alberta GPA & NMA Maintenance marketplace, as it relates to accommodations and travel assistance for the maintenance shutdown/turnaround projects:

### **TRAVEL ASSISTANCE**

#### **PROTOCOL: Conditions of**

##### **Payment:**

The following general conditions will apply for travel assistance to maintenance projects located in the Wood Buffalo Region and Edmonton & Area.

##### **Travel from all Locations:**

- Must reside outside of Alberta to obtain travel assistance.
- Must show proof of applicable travel cost i.e. tickets, gas receipts, hotel expense, etc.
- Sixty percent (60%) of "Initial In" will be paid on the first cheque and the balance, forty percent (40%) of "Initial In" will be paid after thirty (30) calendar days or lay-off whichever occurs first.

Qualifying Travel: Candidates for initial travel must travel from their home local area. Travel card members who are working on other projects in Alberta will not qualify for initial travel assistance. Proof of travel will be required.

Quits or Terminations: Employees who quit or who have their employment terminated for cause will lose any outstanding portion of their travel subsidy.

**Alcohol & Drug Testing:** Workers must have successfully passed a drug and alcohol test that complies with the requirements under the Canadian Model Policy prior to being paid any travel subsidy. It is recommended that workers complete such tests before booking travel.

**CSTS:** Must possess current Construction Safety Training System Certificate. Residents outside of Alberta must successfully complete CSTS within 30 calendar days of employment.

**Return Travel Subsidy:** Employees will be paid their return subsidy on the pay cheque following the shutdown/turnaround conclusion or lay-off whichever occurs first.

**Transfers:** Employees hired under this protocol who are transferred from one qualifying project to another qualifying project for the same contractor/owner will continue to be credited with time towards qualifying for a travel subsidy.

**General:**

- This protocol may be cancelled at the discretion of the owner. In the event of cancellation of the program, anyone who has received an "Initial In" will be eligible for full payment of the "Terminal Out".

*Note: This protocol will be in effect for the shutdown/turnaround period (initial/terminal)*

- For welders that accept calls for the Wood Buffalo Region (WBR) and are required to test in Edmonton and qualify for this travel subsidy will be allotted one (1) to two (2) days living out allowance (LOA) depending on job testing requirements and successful completion of the test.
- The owner shall be the sole arbitrator in resolving eligibilities and interpretations of this program.
- All payment amounts outlined in Tables 1, 2, 3, & 4 will be made in Canadian funds.

**Travel Assistance Amounts (Wood Buffalo Region):**

The following subsidy amounts are designed to recover all or most of the expected costs related to air fare from the worker's home local area to Fort McMurray, Alberta including a \$50 allowance for cab fare from the airport in Fort McMurray to the job site. Subsidy amounts are based on average airfare booked one week in advance, including applicable taxes from major airports in the respective area to Fort McMurray. These subsidies are fixed amounts and no additional amounts will be paid for any other expenses the worker may incur coming to the job site or returning. Whenever possible, Unions should send information respecting these workers directly to the site they are dispatched to in advance of their arrival at site.

Table 1

<b>Travel Assistance within Canada</b>	<b>Zones</b>	<b>Initial In</b>	<b>Terminal Out</b>
British Columbia	1	\$550	\$550
Saskatchewan	2	\$550	\$550
Manitoba	3	\$600	\$600
North Western Ontario (Sudbury West)	4	\$700	\$700
Ontario (East of Sudbury)	5	\$750	\$750
Quebec	6	\$800	\$800
New Brunswick, Nova Scotia and P.E.I.	7	\$900	\$900
Newfoundland	8	\$1000	\$1000

Table 2

<b>Travel Assistance within USA</b>	<b>Zones</b>	<b>Initial In</b>	<b>Terminal Out</b>
Washington State, Oregon, Idaho, Montana and Wyoming	2	\$470	\$470
Nevada, Utah, Colorado, North Dakota, South Dakota, Nebraska and Kansas	3	\$520	\$520
California, Arizona, New Mexico, Minnesota, Wisconsin, Iowa, Missouri, Illinois, Arkansas, Oklahoma and Alaska	4	\$620	\$620
Texas, Michigan, Ohio, Indiana, Kentucky, Tennessee, Louisiana, Mississippi, Alabama	5	\$670	\$670
Georgia, South Carolina, North Carolina, West Virginia, Virginia, Pennsylvania, New York, Maine Massachusetts, Rhode Island, Connecticut, New Hampshire, Maryland, New Jersey, Vermont, Delaware and District of Columbia	6	\$720	\$720
Georgia, South Carolina, North Carolina, West Virginia, Virginia, Pennsylvania, New York, Maine Massachusetts, Rhode Island, Connecticut, New Hampshire, Maryland, New Jersey, Vermont, Delaware and District of Columbia	6	\$620	\$620
Florida	7	\$820	\$820
Hawaii	8	\$920	\$920

**Travel Assistance Amounts (Edmonton & Area):**

The following travel subsidy applies to projects in the Edmonton & Area. Subsidy amounts are based on average airfare booked one week in advance, including applicable taxes from major airports in the respective area to Edmonton. These subsidies are fixed amounts and no additional amounts will be paid for any other expenses that the worker may incur coming to the jobsite or upon returning.

Table 3

<b>Travel Assistance within Canada</b>	<b>Zones</b>	<b>Initial In</b>	<b>Terminal Out</b>
From Edmonton Main Post Office to a 600 km	1	\$0	\$0
From the 600 km radius to the balance of	2	\$370	\$370
From the 600 km radius to the balance of British	2	\$370	\$370
Manitoba	3	\$420	\$420
Ontario West of Longitude 81 degrees (Sudbury	4	\$520	\$520
Ontario East of Longitude 81 degrees (Sudbury	5	\$570	\$570
Quebec	6	\$620	\$620
Maritimes except Newfoundland	7	\$720	\$720
Newfoundland	8	\$820	\$820

Table 4

<b>Travel Assistance within USA</b>	<b>Zones</b>	<b>Initial In</b>	<b>Terminal Out</b>
Washington State, Oregon, Idaho, Montana and Wyoming	2	\$370	\$370
Nevada, Utah, Colorado, North Dakota, South Dakota, Nebraska and Kansas	3	\$420	\$420
California, Arizona, New Mexico, Minnesota, Wisconsin, Iowa, Missouri, Illinois, Arkansas, Oklahoma and Alaska	4	\$520	\$520
Texas, Michigan, Ohio, Indiana, Kentucky, Tennessee, Louisiana, Mississippi, Alabama	5	\$570	\$570
Georgia, South Carolina, North Carolina, West Virginia, Virginia, Pennsylvania, New York, Maine Massachusetts, Rhode Island, Connecticut, New Hampshire, Maryland, New Jersey, Vermont, Delaware and District of Columbia	6	\$620	\$620
Florida	7	\$720	\$720
Hawaii	8	\$820	\$820

**Note: *Employees who resign after being recruited under this protocol will not be eligible for hire on "the" owner's Project(s) or for "the" employing contractor up to ninety (90) calendar days for the first quitting incident and progressively longer no rehire periods for incidents thereafter. Employees who are terminated for just cause will not be eligible for hire for a minimum of ninety (90) calendar days for the first dismissal incident and progressively longer no rehire periods for incidents thereafter.***

## **ACCOMMODATION PROTOCOL:**

### **Accommodations Wood Buffalo Region**

Camp accommodations are generally provided in the WBR, thus the following accommodation subsidy only applies to projects in the Edmonton region:

#### **Accommodation (Edmonton & Area)**

A hotel room will be provided by the contractor/owner (7 days a week) or an accommodation allowance of \$100.00 per day worked (owner and contractors prerogative).

Note: For the shutdown/turnaround period the owner and contractors have elected to provide the one hundred dollars per day worked as the accommodation allowance.

#### **Boarding House Rules when room supplied (for hotel/motel patrons):**

1. The rooms will be made available to craftspeople who reside outside of a 150 km radius of the project.
2. Employees will be required to have a personal credit card to cover "additional" expenses (damage, room service, telephone bills, etc.).
3. There will be no retroactivity (the protocol applies only from the commencement date of the shutdown/turnaround to the termination date).
4. The program will only apply to new employees.
5. Although a valid drivers license will be the initial proof of eligibility, employees will be required to present current hydro bills, leasing papers, telephone bills, etc. for proof of residence.
6. Eligible employees will be required to sign an agreement that outlines their requirements and responsibilities.

#### **Process**

- The rooms will be billed direct to the project by the hotel.
- When employment is terminated, the contractor will advise the hotel that they are no longer part of the shutdown/turnaround program and individuals will be responsible for their own rooms.
- A priority list will be established for hotel vacancies. Permit Card holders will have least priority.

**Note: *Employees who resign after being recruited under this protocol will not be eligible for hire on "the" owner's Project(s) or for "the" employing contractor for a minimum of ninety (90) calendar days for the first quitting incident and progressively longer no rehire periods for incidents thereafter. Employees who are terminated for just cause will not be eligible for hire for a minimum of ninety (90) calendar days for the first dismissal incident and progressively longer no rehire periods for incidents thereafter.***

**Date**

**Contractor**  
**(<Hotel> «Room>**

Due to the maintenance demands at the \_\_\_\_\_ Project, you are being offered a hotel room during your employment. A hotel/motel room has been booked for you at the «Hotel». **The address is:**

**«Address of Hotel/Motel».**

Specifics regarding living in Hotels/Motels

1. You are entitled to the hotel/motel room while you remain with \_\_\_\_\_ and work on the shutdown/turnaround Project.
2. The base cost of the room and associated taxes are paid for by \_\_\_\_\_
3. You are responsible for any and all additional charges (i.e. phone call, movies, restaurant or bar charges, damages, etc.)
4. You must have, and present to the hotel/motel, a **credit card** to secure the room (see note 3).
5. The cost of hotel/motel room will covered seven-days-a-week as long as you are employed by \_\_\_\_\_ and comply with the terms of the protocol.
6. You must provide your own meals (including lunch).
7. If you are absent from work without valid, acceptable reasoning (except for non-working weekends) or are terminated, you will be asked to leave the hotel room by 10:00 a.m. the next morning.

■ **Very Important!** —

<p><b>You must present this letter to the front desk when checking in to the hotel. You will be refused a room, if you do not bring this letter.</b></p>
--

**Accommodation Agreement**

Please carefully read this agreement and acknowledge your understanding of this agreement by signing below:

1. I will be entitled to a hotel room while I remain with \_\_\_\_\_ and work on the Project.
2. I am responsible for any and all additional charges such as: phone calls, movies, restaurant, bar changes, damages, etc.
3. I must present a personal credit card to secure a room.
4. I am responsible for all my meals.
5. If I am absent from work without valid, acceptable reasoning or terminated, I will be asked to leave the hotel/motel room by 10:00 a.m. the next day.
6. There will be no retroactivity; the living accommodations only apply from the commencement date of the shutdown/turnaround.
7. A valid driver license will be the initial proof of eligibility, you will be required to present current hydro bills, leasing papers, telephone bills, etc. for proof of residence.
8. will not provide alternate accommodation should the employee be evicted due to his/her own action (i.e. unpaid expenses, vandalism or inappropriate behaviour).

I have read and acknowledged the following and I am signing in agreement to the above:

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print your name

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Date

## January 12, 2010 Tuesday

**1. Re: Attendance Draws at Union Meetings** – The past three months, we have seen a modest increase in attendance at our union’s general membership meetings. Each month, those who were present at the start of the meeting and stayed to the end, watched as there were draws made in accordance with our union Meeting Attendance Incentive Program. The draw box had, as usual, numbered tickets that correlated to a membership list of all Local 110 good standing A to Z members who were all eligible for the attendance draw we do each month (those who paid union dues the previous month and or were on our unemployed list). To get a better understanding of this draw that is done each month we meet, please refer to a previous Update in my “Historical BM Updates” dated October 6, 2008.

For the November 2009 meeting, there were two draws for 1,000 dollars each. The following three members, in the order by which their names were drawn, were eligible to be winners of the monies in question if they had either attended that general membership meeting or one of the previous to that month information meetings held in Fort McMurray and Calgary: Katherine R.... and Ray Mc.... Neither had done so, and therefore they were not eligible to win and didn’t. The two 1,000 amounts carried over to the December 2009 draw.

For the December 2009 meeting, there were two draws for 1,000 dollars each and one draw for 250 dollars (250 dollars is added each month to a maximum of 1,000 before an additional draw is started). The following three members, in the order by which their names were drawn, were eligible to be winners of the monies in question if they had either attended that general membership meeting or one of the previous to that month information meetings held in Fort McMurray and Calgary: Dale Ro...., Dean Pe.... and Len Ste... None of them had done so, and therefore they were not eligible to win and didn’t.

For the January 2010 meeting, there were two draws for 1,000 dollars each and one draw for 500 dollars. The following three members, in the order by which their names were drawn, were eligible to be winners of the monies in question if they had either attended that general membership meeting or one of the previous to that month information meetings held in Fort McMurray and Calgary: David Cho..., Robin Mc... and Frank Bu.....

At our next month’s general membership meeting on February 6, 2009, there will be three more draws, two of them for 1,000 dollars and one of them for 750 dollars.

There was some confusion expressed at the meeting about what a member wins when they win one of the amounts specified above. This will clarify that if for example a member wins a draw for an amount of 1,000 dollars, if they have worked and paid 1,000 dollars or more of union dues during that calendar year, the union will at the end of that calendar year send them a cheque reimbursing them for 1,000 dollars. If that person has

only paid 600 dollars of union dues that year, the union will send them a cheque for 600 dollars and carry the other 400 dollars over to the following year and pay it at the end of that year if the member pays at least 400 dollars of union dues in that year.

**2. Re: General Membership Meeting Meals** – At the January 2010 general membership meeting, a motion was passed to, on a conditional basis, provide a dinner to each future meeting participant Local 110 member along with their spouse or significant other. For so long as the Business Manager deems it is economically viable for Local 110 to do so, any member who attends the start of a meeting and remains there until the last order of business is carried out on the agenda will be eligible. The meals will apply in respect to all once a month general membership meetings and information meetings held in Edmonton, Fort McMurray and Calgary, subject to the Business Manager or his designate being able to find a restaurant(s) capable of accommodating the number of people in question on whichever date and time he has chosen, preferably immediately following the adjourned meeting. The meetings will be scheduled to adjourn at a set time by the Business Manager or his designate, so that they can be reconvened at a facility that will provide these meals where the members and their spouses or significant others will have general discussion about the state of the union and how to improve it. Any recommendations made by anyone there will be referred to the next Executive Board meeting for consideration. There will be no alcohol bought or paid for by the union at such dinners. The place and menu for these meals will be determined by the Business Manager or his designate and they will be paid for by the union up to 25 dollars per person maximum. Any additional costs associated with the meal will be the responsibility of the member.

I have called a number of restaurants to see what they can provide for on short notice for how many at what cost and hope to have something arranged for in advance of having our February 6, 2010 general membership meeting.

## **January 11, 2010 Monday**

**1. Re: Proposed Local 110 Bylaw to Restrict Dispatch after Members Quit Shutdown Jobs** - At the January 9, 2009 Local 110 Executive Board meeting, I asked the table officers to discuss client concerns about Shutdowns involving a high turnover of manpower from the start of them until they are finished. Over the past several months, our Executive Board have been considering how to best address those concerns so that our membership have ongoing opportunities, year after year, to be employed doing these lucrative short term stints of work.

We feel we have identified the key client expectations that would liken our membership getting that work instead of non union work forces that are vying for it and have gotten a significant amount of it more and more the past several years. We have over the years demonstrated many ways to meet those client expectations.

1. We have a developed and organized a supply of fully qualified, local experienced, competent Journeymen who are available on short notice to take referrals to do this type of work; and

2. We also have a significant proportion of are membership who are apprentices, providing for an evolving ongoing sufficient supply of journeymen to replace retiring journeymen and do this work; and
3. We have a number of different kinds of Collective Agreements with varying terms and conditions in them to address a myriad of needs by our clients; and
4. We have a dispatch system that allows for members to be dispatched on short notice quickly and meet all pre-access conditions associated with whichever shutdown those members will be going to work on; and
5. We have a Training Trust Fund that provides for any and all kinds of safety training and upgrade training for our employers to avail their employees to so as to meet client needs prior to and after dispatch; and
6. We have recently adopted a Quality of Work Bylaw which we have offered to our signatory contractors to address any individual member skills deficiencies quickly and effectively on job sites, ensuring that all members being paid journeyman wages and benefits are demonstrating journeyman like skills; and
7. We have before that adopted a Bylaw which makes it a violation of our Bylaws to miss time from work excessively that we are working with our contractors to provide daily absenteeism reports for us to input into a computer tracking program our union developed which identifies poor performance in that respect which will result in progressively increased monetary fines to those of our members who are found guilty of that; and
8. Many years ago, we implemented a Bylaw which resulted in monetary union fines for members who take referrals to go to work and then do not report to work, making the fines stiffer and stiffer for those members who continued/continue to abuse that Bylaw, resulting in that problem being near eliminated; and
9. We have worked with the other Alberta Building Trades to develop a Better Supervision Program to give our members who are supervisors or will be supervisors sufficient supervisory skills to deal with all of the many duties associated with those positions; and
10. We have developed drug and alcohol policies, rules and bylaws to better ensure that our membership are fit to report to work and continue to work safely. We have tied that together with Collective Agreement provisions

and worked with our signatory employers to engage the services of professionals to do follow up work with any member who requires such services in order to be fit in that way.

11. We have enacted a Code of Conduct and included it in our Local Union Bylaws, requiring members to conduct themselves in appropriate ways when interacting with others in work related places, subjecting them to monetary fines if they violate it.

On an ongoing basis, we have found ways to adequately address most of the client concerns and we have been able to demonstrate our membership's ability to do the work in a more productive way than our competition. Unfortunately, there is one client concern that results from some of our membership failing to provide start to finish labour doing this shutdown work. That concern has not been addressed by our union. We have left it to our membership to voluntarily meet their commitments to do this shutdown work from start to finish.

In past years when there were less jobs to choose from, very few members would quit a good money job like this before it ended and it was not an issue. Most of our membership today still needs no prompting to work through a shutdown start to finish. However, to varying degrees there are many members who have been, during recent years, quitting in the midst of many shutdowns they go to work on for non compelling reasons. In a hot economy, when there is much work and many choices of jobs to go to work on after a member quits, these members take advantage of that and quit one job after another. Their quitting requires our signatory contractors to put calls into our hall for replacement workers throughout the period of time a shutdown runs. That causes delays doing some critical work involved in the shutdown, often holding up other trades workers from doing their work. If there is a shortage of apprentices because more of them have quit than journeymen, productivity for journeymen is affected when they have to do apprentice tasks. When there is a shortage of journeymen because more of them have quit than apprentices, productivity for apprentices is affected when they have insufficient numbers of journeymen to assist and learn from doing their work. When a foreman quits, it affects coordination of the work on the job in all kinds of ways, seriously affecting productivity. There are additional orientations have to be given to replacement workers. There are drug and alcohol pre-access tests often have to be done. There are often other types of certification or training required for replacement workers that the other workers who quit were given. All of that and more causes considerable expense to our contractors and in turn our clients.

That leaves our contractors trying to justify all of that to our clients so that they will hopefully continue to use their services and our members to do the next shutdown and other ones after that. In some cases, our contractors are able to draw the client's attention to the quality work done by the membership overall and other positive indicators. More often than not, the work done by those who have quit is also done in a proficient and acceptable manner. However, that has not always satisfied the client involved. That has resulted in some of our clients using non union contractors to do subsequent shutdown

work That trend has increased over the last several years as clients become less and less tolerant to the extra costs associated with the quits occurring.

To compound our problem, Travelers from other Locals are sometimes quitting their jobs in the midst of shutdowns and taking jobs through other insulator unions in Canada. I won't elaborate much here about that. In the Insulators Union Journal (the Official Journal of the International Association of Heat and Frost Insulators and Allied Workers), our General President aptly describes that problem that is affecting many Locals across Canada and the United States. Our International Union is intent on addressing that part of the problem involving those who quit one Local's shutdown job to go to another Local's shutdown job. It is up to Local Unions to address the problem internally in so far as their own memberships.

This quitting jobs problem is not unique to our Trade. It occurs within many other industrial construction / maintenance unions across the country. Some of those unions have acted quicker than others to remedy it. They have created rules and bylaws that result in members being denied dispatch again until a shutdown is finished that they quit in the midst of. There is evidence to support that approach has taken away most of the incentive for members to quit their jobs in the midst of shutdowns and has greatly reduced the turnover rate of employees involved in shutdowns done by those unions. I have proposed to our Executive Board that they recommend to our membership passing a Bylaw that does much the same. They discussed that and unanimously agreed to recommend to the membership at their general membership meeting held on January 9, 2010 later in the day that they pass a notice of motion to have a meeting to consider a new Bylaw for our union to do that. I have been asked to draft one up and present it to the Executive Board at their February meeting and then the general membership later in that same day for a decision. A letter will be sent out to the entire Local 110 membership apprising them of this meeting.

Our Executive Board have asked me to incorporate in that draft wording some language that would require contractors to establish with the union prior to a shutdown that the work involved in a work order placed to the union is bonafide shutdown work. The union would have unilateral control of that decision in so far as determining whether or not this proposed Bylaw will apply or not. Any job and Work Order for manpower that is associated with that job that is not sanctioned in that way would not result in members being affected by such a Bylaw. They have also asked me to stipulate within that bylaw that any member who takes a shutdown call for a contractor that has provided for a given schedule of overtime hours of work and then reduces those overtime hours in any way after the member is dispatched to work, will allow for that member to quit that job and be forthwith dispatched to another job that becomes available. Likewise, they want that Bylaw and dispatch restriction to only apply for the period of time that was indicated in a Work Order that a given member responded to when he or she took the shutdown job. They expressed concern about there being compelling reasons for some members to quit any job including shutdown jobs. They asked me to develop a list of those reasons to be reflected in such a Bylaw, so that those members would not be restricted from dispatch. They asked that the Bylaw be worded in such a way to allow for periodic reviews of it to

add more such reasons for quitting if the membership decide at a future general membership there is a need to do so.

The Executive Board have decided to support this Bylaw being enacted, knowing that it would not be set in stone. It could be quashed at a later union meeting if there are problems being caused by it that prompt the majority of members to want to do that. This above referred to meeting is an important meeting for members to attend and provide input at. If those who favor doing nothing to address this client concern have their way, I am convinced we will see ongoing erosion of our shutdown work rapidly over the next few years. We are at a critical point in time, needing to make a timely and prudent decision(s) to liken this lucrative work continues to be a substantial part of our overall wages each year.

**2. Re: Gerald Nebone Passes Away** – Sadly, our union has learned that long time journeyman member Gerald Nebone unexpectedly passed away on January 1, 2009. He was employed at the time of his death for one of our commercial contractors since July 2006. He resided in the Calgary area, joining our union in April 1968. He had transferred into the Local 116 Halifax, Nova Scotia insulator union for about three years before transferring back into Calgary Local 126 (before it merged with Edmonton Local 110) in 1971. He worked on Travel Card numerous times over the years. He was 64 years young at the time of his passing. Our union is enquiring about funeral services and will reflect them here and in newspapers once we get the details.

### **January 5, 2010 Tuesday**

**1. Spring Family Thank You** – My family and I would like to thank the many people, who called and or sent cards, fruit baskets, flowers, emails, letters, attended the funeral, etcetera following the recent passing away of my son Matt. Although there is nothing can take away from the grief we are feeling, the thoughtful gestures were much appreciated and heartfelt.

### **December 7, 2009 Monday**

**1. Ralph Brown Passes Away** – I am saddened to report family for brother Ralph Brown, who was residing in the Edmonton area, called this morning and advised Ralph suffered a stroke on Thursday and passed away this morning.

Ralph was 68 years young. He joined Local 110 in September 1981 and was working for Transfield at Suncor Upgrading 2 since August of this year.

Funeral arrangements for Ralph have not been announced. We will advise you on this web site and on the Code A Phone of any further details as provided.

On behalf of the union, its Officers, staff and membership, we offered condolences to his family.

- R. Gravelle, for Bill Spring

## **November 30, 2009 Monday**

***1. Trust Fund Educational Sessions*** – Last week, Trustees and the Administrators of our union’s Health and Welfare Plan, Pension Plan and Training Trust Fund attended Trustee educational sessions designed to give them a better understanding of the responsibilities involved in running those Trust Funds and bring them up to date in respect to how other Plans across Canada and Provincial/Federal legislation is changing with the times to provide an ongoing range of benefits. There were approximately 1500 Trustees attending the Conference from private and public sector unions across Canada. There were experts from every field putting on numerous seminars specifically addressing key topics of interest over a three day period of time. There have been some significant developments across the country that have and or will impact especially our Pension Plan and Health and Welfare Plan. In the coming months, the Trustees of our union’s Trust Funds will implement the changes and measures needed to address them. With those changes, I expect our Trust Funds will continue to operate in an efficient and beneficial way.

***2. Proactive Intervention for Drug and Alcohol Dependency*** – At the above referred to Conference, at a number of sessions, there were experts describing the adverse affects of drug and alcohol addictions in many work places in many industries across Canada. They described how that all affects especially the Health and Welfare Plans across the country, causing tremendous costs to the Plans respecting disability benefits and prescription drugs that are sought after and paid for by the Plans.

There were sessions which reflected the various treatment facilities that some organizations are using to refer workers to that have these dependency problems. It was held out that with “contingency treatment programs”, there is a good rate of recovery for many of the workers affected. In essence, those contingency programs involve strict compliance with return to work conditions in order for the worker to continue working in the occupation they are in with the employer(s) they were with.

There was much emphasis at the above referred to Conference about Bill C-45, federal legislation that makes it a criminal offense for anyone to knowingly allow for someone to continue working when there is good reason to believe that they have a drug and or alcohol problem that makes it unsafe for them to do so. That legislation was passed in 2005. Local 110 members will recall that our union among others in the Alberta Building Trades Council has put in place policies to protect both our membership and union representatives in respect to that legislation. When one of our members or anyone dispatched through our union incurs repercussions on a jobsite resulting from the use of alcohol and or illicit drugs, we require that person to be assessed by a service provider company, Human Solutions, paid for by our signatory contractors, to determine whether he or she can continue to work safely on what conditional basis if any. Until they are cleared to do so, they are deemed “inactive” by our union. If there are conditional returns to work or ongoing conditions to be met to continue to work safely, there is another service provider company, OHI, that follow up with workers on an ongoing basis to

ensure they meet all of those conditions. The cost of that follow up is also paid for by our union's signatory contractors.

Those measures have worked to get members of our union back to work in a timely way when they comply and it is heartening to see the then better quality of life for those who are in extreme need of help. Unfortunately, there are some members who choose not to go this course who are doing everything they can to avoid it. They are challenging our union, attempting to bypass that process. We have no choice but to adhere to the policies, for legal and other reasons. Sadly, some of them will probably go elsewhere to work rather than change their lifestyle.

The obvious was pointed out by a Doctor at the sessions I was at that, early intervention and education for workers experiencing early signs of dependency problems is preferred to the more difficult and onerous treatment of them when they get to a stage when they cannot work safely any longer. That is not a popular topic for some members, but it is a harsh reality. When working starts to interfere with one's partying, it is not in anyone's best interests to enable that. The classic form of enabling is to allow for such workers to miss time from work excessively because of that lifestyle. Poor performance on the tools is another symptom of it. Local 110 have proposed measures to our signatory contractors to address both of those problems. Combined with the above drug and alcohol assessments and follow up work referred to above, I anticipate that will all result in the early intervention we need.

### **3. Teamster Dispute over the Driving of Vehicles Transporting Insulators and Insulation Materials**

– In a previous Update, I noted that our union was expecting an Appeal Panel with the JAPlan (Jurisdictional Assignment Plan of Alberta) to give us some indication by today about whether they will proceed with a review of an Umpire Decision Local 110 received and disagreed with. That Umpire Decision and Reconsideration Decision by the same Umpire allows for teamsters to be assigned the driving of vehicles on the SERProject (Syn crude Emissions Reduction Project) to transport insulators and insulation materials around on that site, instead of insulators doing that driving like it has been the predominant practice for insulation contractors to do. As of the end of the work day today, we have received no communication about that from the Appeal Panel. I will report further once we get that response.

## **November 20, 2009 Friday**

### **1. Further to my last Update, Local Re: Shell Construction Work During Maintenance Shutdowns**

- I have had concerns brought to my attention about perceived shortages of insulators for shutdown work upcoming this spring on many major industrial projects. Early projections by clients and contractors is that Local 110 will be short an estimated 200 journeymen for those shutdowns. There are many circumstances can affect those numbers. One thing to consider is the amount of construction work we will have going on then. From what I am told, there is a very good chance we will be at peak completing construction of the Shell expansion. If we are, I would not be surprised if the numbers of insulators required to do that are much higher than management have factored for. As

usual, we are seeing slow releases of work to do on such a large project, as other Trades install industrial equipment there and work areas are congested. Instead of insulating what is ready when it's ready, that work is being delayed, resulting in a smaller workforce of insulators than expected by now. As that trend carries on, it may be causing more and more need for a larger workforce to be used in the spring to do the insulating. In essence, the window of time for doing the construction insulation work will be narrow and numbers needed during that time will spike up to where it will require more journeymen than we have available in Local 110 or throughout Canada. If this all happens during the spring shutdown season, there are going to be shortages of insulators all around. To lesson that possibility, I have brought to the attention of contractor and client representatives at the Shell project the fact that we have many insulators unemployed and available now to do some of that construction work in the interim. In my view, it is in Shell's best interest to manage the workplace congestion problem now, rather than cope with the later shortage I am projecting. Hopefully, my concerns will not be dismissed and we will see sooner than later the releases of insulating work our signatory contractors need to prompt more hiring now. I am working with an industry committee to coordinate the clearance and identification of foreign workers to supplement what we may have available for insulators this spring. I will be trying to get affiliated insulators in the US to commit in sufficient numbers to meet the shortage of 200 indicated to me. My first priority of course is to ensure Canadians are assured those positions as the work proceeds project to project. The clients, contractors and ABTC unions have a big challenge ahead of them manning and completing these shutdowns in a timely and productive way. There are unprecedented numbers of trades workers needed. Much is riding on our union being seen as meeting the manpower need in that way. It will reflect the future importance and need for our services to be sought after. I am confident about our ability to do that, utilizing every resource and strategy available to us.

## **November 19, 2009 Thursday**

***1. Re: Jurisdictional Dispute with Teamster Union*** – Further to my last Update, Local 110 has received a “Reconsideration Decision” from the Jurisdictional Assignment Plan of Alberta (JA Plan) respecting our appeal of an Umpire’s Decision pertaining to work at the SERProject (Syncrude Emissions Reduction Project) that we are in dispute with the Teamster Union about. That dispute is in respect to the driving of vehicles transporting insulators and insulation materials around on the site.

The general contractor, Jacobs, took that scope of driving work away from Fuller Austin on that project and assigned it to Teamsters, prompting our union to ask for a review of that by an Umpire with the JA Plan. We had a Hearing with the Umpire and Jacobs and the Teamster Union. We had several insulation contractors attend as witnesses for our union, testifying that it is prevailing practice for insulators to use vehicles as a tool of the trade to provide that transportation of insulators and insulation materials. The Umpire ruled against us and we appealed that ruling, requesting a “Reconsideration” of the matter.

The same Umpire considered that Reconsideration Appeal, reviewing the evidence before him that had been provided prior to and at the Review Hearing we had. He declined to have another Hearing and gave another Decision upholding his first Decision. We had argued in that appeal that the evidence he reflected in his initial Decision was incorrectly consolidated and constituted errors of fact.

There is another avenue of appeal available to Local 110, to have the Umpire's Decisions reviewed by an "Appeal Panel" that the JA Plan has appointed Chairpersons to sit on. I have prepared such an Appeal and have put it in today for consideration. Within the next few days, I am expecting administration for the JA Plan to advise if the Appeal will be going ahead. I have asked for a Hearing so that all parties involved can reiterate what they gave for evidence in person to the Umpire.

**2. Re: Turnover Rate on Jobsites** – For many years, contractors and clients have expressed concern about the numbers of workers on construction and maintenance projects, union and non union, that quit and jump to other jobs for various reasons. That requires contractors to hire additional people to fill those vacated positions. There are obvious costs associated with them having to do that, but until recently there wasn't much emphasis put on calculating what those costs are. More recently, clients have broken down what they hold out to be the cost of that turnover of manpower. That estimated cost per position varies from client to client, but it is contended to be a significant figure, something I don't dispute, enough to warrant them to insist that labour providers and the signatory contractors who do the hiring address the matter.

Some of our members quit jobs more than others do and most all members contend that they had good reason to quit each time they quit. In fact, there are a considerable number of members quitting jobs. The termination slips we get from contractors each month confirm that. It is not my place to decide whether the reasons for quitting are good ones or not. However, none of that will matter if it jeopardizes our market share of work and there are fewer union jobs to choose from. *If there are fewer jobs for our members to choose from, it won't matter if there is good reason or not to quit, there will be no other job to go to and not enough jobs for everyone to keep them busy throughout each year.* For that reason, I have addressed this matter with our Local 110 Executive Board and then the general membership in attendance at their last meeting, asking all concerned to think about it and consider measures to reduce that turnover rate.

Like absenteeism, it would be foolhardy to think that turnover of manpower on jobsites can be or should be reduced to zero. There are always going to be compelling reasons for some members to quit their jobs sometimes that we can all accept, including clients. However, I think there are some limitations we can put in place to allow for an acceptable amount of turnover and repercussions for those who exceed that. Our Hiring Hall (dispatch process) currently allows for any member any time to quit and go straight to work on another project for another contractor when there are positions available. There are some in our union who abuse that privilege and account for much of the high turnover rate that is causing us strife with our contractors/clients. Those are the members that have to be constrained.

I propose the following changes to our Local 110 dispatch for our membership to think about over the next few weeks before our next general membership meeting. In a given calendar year, within 90 days after reporting to work on a given job, any member can quit his or her employment once for any reason without union repercussions. After having done that once, any member who quits another job within that calendar year less than 90 days after reporting to work on that job will be restricted from taking another job for 15 calendar days. I will discuss this concept with our Executive Board at their meeting they have leading up to that general membership meeting, seeking a recommendation from them to do this or whatever they decide is needed to address the matter. The general membership at their meeting can then debate the matter and make the ultimate decision about how to proceed or not.

To accomplish the objective sought using the above approach, our signatory contractors would have to give immediate notice of termination of employment to Local 110 instead of within the five days allowed for now in the Collective Agreement, and or we would have to make each member responsible to apprise the union of quits so that they are not sent out to work again if they are not eligible to be sent out again within the 15 days in question, subject to union charges if they don't adhere to that. We would also expect signatory contractors to act reasonably and give lay offs for "other reasons" (ROE) when there are compelling circumstances warrant it, or leaves of absence if that would address those circumstances. I expect they would be a lot more prone to doing that if there is a low turnover rate on the job.

## **November 17, 2009 Tuesday**

***1. Re: Local 110 Union fines for Members/Travelers/Permit Workers who have their employment terminated for excessive absenteeism*** – At our Local 110 Executive Board meeting held this last Saturday, the Board heard union charges that had been preferred against a member who'd been charged for violating our Local 110 Bylaws, missing time from work excessively, that prompted the company he was working for to fire him for that misconduct.

The member, when he'd been fired, did not challenge that termination of employment by the employer. That is, he did not pursue a Grievance for wrongful dismissal. When he pleaded not guilty to the union charges at the Executive Board meeting, he argued that he had not missed time at work excessively and had good reasons for missing the time he did. He had no evidence to support that contention. It was pointed out to him that his not filing a Grievance for wrongful dismissal was in itself an admission of guilt, and given that he had nothing in the way of evidence to support his contention, the Executive Board found him guilty as charged. This was a second offense by him that he was found guilty of respecting excessive absenteeism. He was fined by our President, doubling the fine amount from what it was the previous time.

He was reminded that a third such charge will, in accordance with our International Constitution and Bylaws, be referred to the General President of our International union

for a Hearing. If that happens and he is found guilty, it is considered “three strikes and you’re out” and the General President will lapse that member out of the union.

Neither Local 110 nor the International Union we are affiliated with will tolerate excessive absenteeism. Such absenteeism affects our overall productivity rate for contractors and clients. Those members who are already providing optimum productivity are required to do more to offset the loss of productivity caused by members who perform poorly. All members who are fired for absenteeism will be automatically charged with violations of the Local 110 Bylaws and International Constitution and Bylaws for that. If they are going to contend at any union Trial that they were wrongfully dismissed, they should pursue a Grievance alleging that wrongful dismissal. If they don’t, or if an investigation of that Grievance reflects that it has no merit, it is likely that the Local 110 Executive Board and or the International Union’s Executive Board will find them guilty and there will be serious repercussions unless they can show good reason why that shouldn’t happen. I will be asking the Local 110 President to increase fines for any member deemed by the Executive Board to have filed a frivolous Grievance respecting termination of employment because of excessive absenteeism.

Travelers will be likewise charged by Local 110 for excessive absenteeism when they are fired for it in our jurisdictional area, with inter-local union charges such as is referred to in our International union’s Constitution and Bylaws.

Permit Workers who are fired for that reason will be subjected to an automatic fine the first time they are fired. Each time they are fired for that reason thereafter, the fine will double again and again. Those fines will be something they can voluntarily pay or not. They will not be dispatched again until they pay it. If they file a grievance in respect to such a termination of employment and win that Grievance, they will be reimbursed the amount of that fine. If they file a grievance and an investigation by the union reflects that it was a frivolous grievance or the Grievance is lost, they will not be dispatched again for an indefinite period of time.

These measures will address those insulators working through our union who are fired for excessive absenteeism. There is still a need to address those who are excessively absent who quit their jobs before they are fired. Local 110 has been seeking data from its signatory contractors to enable it to address that group of poor performers.

**2. Re: Local 110 Union fines for Members/Travelers/Permit Workers identified to have excessive absenteeism at work**

For over three years, Local 110 has been trying to get its signatory construction and maintenance contractors to provide it with reports once a month reflecting which of its insulator employees have missed what time from work with or without good reason. To date, only four contractors who are doing mostly construction work have provided that data. They represent only a fraction of the overall work done by insulators through our union.

The Local 110 objective was to be able to identify how much time was missed versus how much time was worked by each insulator and thus determine the overall percentage of time missed from work, excused or not. It is Local 110's intent to then proceed with union charges against those of its members and Travelers from other unions who've missed an excessive amount of time and much of it for no good reason. After a union trial, if that member or Traveler is found guilty, they will be fined. The fines will double each reoccurrence. Permit Workers would be treated in the same way except there would be no union trial. If the Business Manager, using his sole discretion, deems there is inexcusable excessive absenteeism, they will have a choice of paying a fine for that poor performance or finding work elsewhere.

Our union has developed a computer generated spread sheet to have that attendance information added into. Because of the nature of our industry, many insulators dispatched to work through us, go to work for a multitude of different contractors and it is impossible for us to track their overall attendance at work unless those contractors provide it to us. We only get an incomplete picture of attendance reviewing the data we get from four of the overall group of contractors.

When the overall group of contractors declined to provide us with this absenteeism data we had requested years ago, we proposed contract language in the last round of construction bargaining that would require the contractors to provide that information. The contractors ratified a Memorandum of Agreement for construction work which included that requirement. We have been haggling with construction contractors ever since then, trying to get them to comply with that requirement. We have filed Grievances against those of them doing construction work that has not provided that information.

We have appealed to the General Presidents Committee overseeing maintenance work to try persuading it to do something to prompt maintenance contractors to provide that absenteeism information.

Out of frustration, we have asked client representatives to use their influence to bring it about, to no avail.

Our Grievances against contractors doing construction work is now being advanced to an arbitrator for resolve. A nominee for the contractors has been named to sit on the arbitration panel and our union has chosen one to do so. They are responsible to find an arbitrator to hear the case and set a date to do so. In the interim, we continue to hear contractors and clients contend that the ABTC unions and its memberships are responsible for much of the loss of productivity that accompanies excessive absenteeism. They insist that the unions ought to do something about it?

### **November 13, 2009 Friday**

**Re: Local 110 General Membership Meeting** – A reminder to all of the membership that our general membership meeting is tomorrow at noon at King's College in Edmonton. Be there with your input to better ensure your livelihood in future.

## **November 11, 2009 Tuesday**

***1. Remembrance Day Every Day*** – Today, Canadians are vowing to honour the sacrifices of all the armed forces that fought in all our wars world wide, including those now in Afghanistan taking high risk measures to bring some order to that part of the planet.

I won't try to, in my amateurish way, capture here what so many good writers and speakers were able to articulate in the newspapers and television coverage today about them, but an underlying message I heard today reminds me that every Canadian should feel obliged to do things on an everyday basis to prove their sacrifices were and are for good reasons. Too many people take for granted what we have in this country. It is the greatest country in the world, and we must all be vigilant to keep it that way. Get involved in community matters. Keep up to date with respect to current events provincially and federally. Add your voice to the debates and decision making processes involved at every level. That includes doing so at union meetings if you're a union member. Don't sit back while forces out there undermine the very things that veterans fought for. That fight will never end.

## **November 9, 2009 Monday**

***1. Re: Teamster Dispute at SERProject*** – After submitting an application to the JAPlan (Jurisdictional Assignment Plan) of Alberta for a Reconsideration of the Umpire Decision that awarded at least some of the driving of trucks on the SERProject (Syncrude Emissions Reduction Project) to the teamsters there working for Jacobs, delivering men and insulation materials to subcontractor Fuller Austin's places of work, the Umpire subsequently declined to have another oral hearing to hear the evidence again that our union contends was not correctly reflected in his Decision.

Having such an oral hearing is up to the discretion of the Umpire. We had asked for one. There were submissions from Jacobs and from the Teamster Union objecting to it, giving reasons why they felt it was unwarranted. Many of the critical facts we dispute being correctly reflected in the evidence included in the Decision were reflected in written evidence from several insulation contractors provided to the Umpire prior to the Hearing. So, the Umpire can review that written evidence when considering the Insulator union's contentions. However, that written evidence was expanded upon verbally by those contractors at the hearing and that evidence and other facts arising from the discussions at the Hearing were incorrectly summarized and or omitted from the evidence reflected in that Decision. The Umpire should soon make a ruling in respect to the Application for Reconsideration and Local 110 will proceed accordingly once we have reviewed it.

***2. Re: COST Agreement would allow Insulators to Job Share*** – It has become a much discussed thing that a significant proportion of the Canadian work force in general in all industries is nearing retirement, and there are shortages of new entrants to the work place to fill the void like never before. "Baby Boomers" are a generation of workers that,

percentage wise, are currently a much higher proportion of the work force than what the younger generations behind them number. As more and more Baby Boomers get to that point in their lives where they retire, there are serious shortfalls respecting skilled workers available to replace them.

The construction industry overall is trying to fill those voids with as many of the new generation workers as possible that all industries are competing for. There will not be enough of them to near fill that void and the construction industry is scrambling to find more women, aboriginals, those with disabilities that can be accommodated and immigrants to become trades people. The shortages are upon us and especially in Alberta where the growth of construction work is ongoing. It is also critical to utilize the skills of “mature” construction workers to transfer their skills to that new work force that is taking over. In referring to mature workers, I am talking about those construction workers that have many years of experience working in the various trades who are nearing retirement, are semi retired, or are retired.

Transferring those skills over to that new work force that will soon replace them is going to be a time sensitive matter. There will only be a narrow window of opportunity that closes as retirement becomes a necessity when the mature workers become older and less and less available. That interim period of time for the purpose of transferring those skills is now started. There are already serious shortages in the construction industry off and on. As there are up and down manpower needs occur, those shortages are growing in numbers. That is not an iffy thing; it is a reality that no one can reasonably argue.

Hence, it is critical that the construction industry find ways to ensure that retirees, or those who are semi retired, or even those who are retired are given the necessary incentive to remain in the work force as much as possible beyond the traditional age of retirement. It is unrealistic to expect that more than a small fraction of those mature workers referred to above are going to want to or can work full schedules of hours all year round involving a lot of overtime work. If one accepts that, and if the construction industry is keen on getting whatever number of hours of work out of them as possible, alleviating manpower shortages to that extent and passing along their skills to replacement workers, there will have to be some major change to the way we do business.

Local 110 has already affected one change to make it attractive for retirees to work at least part of the year. In our last round of bargaining, the contractors agreed to change our Collective Agreement to allow for retirees to sign a form that would have their Pension Plan contributions required by the Collective Agreement paid in the form of wages to them instead of to the Pension Plan. We have also changed our Health and Welfare Plan so that those retiring who work off and on can continue to use an “hours bank” and make some self payments to continue their Health and Welfare Plan coverage; and start their no cost limited five year retirement coverage in a later period of time when they have stopped working completely, those who qualify for it.

What we haven't done, is to find a way to make it easy for a *mature worker* to work part of the year off and on at times when it suits him or her. If they go to work for an insulating contractor, they are expected to stay the duration of the job. They are also expected to work overtime, often a lot of it. If they don't, they are seen as part of the problem of high turnover on the job and absenteeism. That causes loss of productivity and they are often given "no rehires" by the company when they prematurely quit their employment or miss that overtime work and incur discipline because of it. That likeliness prompts many of them to decline taking the job and instead they fully retire or do something else. I have developed a strategy to change that, utilizing what is often referred to as a "job sharing" approach.

That "job sharing" would be done by changing the Collective Agreement to incorporate "COST Agreement" language in it. COST is an acronym I have devised, standing for *Compressed Optional Schedules Team*. The concept is for there to be a *team* of workers that work *compressed schedules of hours* on an *optional* basis.

There could be a two worker team, a three worker team or a four worker team working *the equivalent of one full time position*. There would be no overtime work for the team to do. They could exchange shifts to the extent allowed by Employment Standards and they would have many consecutive days off many times throughout the year. They would also have the option of giving notice and working the traditional hours of work reflected historically in the Collective Agreement.

A four worker team would have each worker work seven 10 hour shifts consecutively; all compressed straight time hours of work and then take three weeks off from work. That is, each team worker would *work one week and then take three weeks off* in that four week work cycle. They would do the same month after month or for so long as the job lasted. Each team worker would make 70 hours of wages in a four week time period; versus a single worker working five eights all year long would make 160 hours of wages in a four week period (that part time team worker working compressed hours would make 44% of the wages that a full time single worker makes.

A three worker team would have each worker work seven 10 hour shifts consecutively; all compressed straight time hours of work and then take two weeks off from work. That is, each team worker would *work one week and then take two weeks off* in a three week work cycle as above. That team worker would net 70 hours pay in a three week period of time, whereas a worker working five eights over that three week period of time would get 120 hours of pay. The team worker, with all of that time off would get 58% of the wages that a full time single worker makes.

A two worker team would have each worker work seven 10 hour shifts consecutively; all compressed straight time hours of work and then take one week off from work. That is, each team worker would *work one week and then take one week off* in a two week work cycle as above. That team worker would net 70 hours pay in a two week period of time, whereas a worker working five eights over that two week period of time would get 80

hours of pay. The team worker, with all of those consecutive days off would get 88% of the wages that a full time single worker makes.

I have met with the CLR (Construction Labour Relations) Association's Insulator Trade Division and discussed this concept. There was cautious interest expressed, with a number of concerns indicated by the contractors there. Most of their concerns I have already anticipated and thought of ways to alleviate them and make this approach a win win for all concerned. The mature workers would benefit for obvious reasons, living and working the lifestyle and hours they want. The contractors would get manpower they can't otherwise get and be able to utilize them to transfer skills in the way described above. The clients would get their jobs done faster and more productively. However, I think it is safe to say that there will be no steps taken by the contractors/clients to bring about that job sharing until there is a severe and sustained shortage of manpower occurs. I think that is going to happen sooner than later and when it does, I think the concept will be entertained by them on a trial basis. In preparation for that day, I am through this Update and otherwise asking that *any Local 110 journeyman members who are in future interested in possibly job sharing as described above, to call me to express that interest* so that I can keep them in mind when such opportunities arise.

## **October 27, 2009 Tuesday**

**I. Re: Union Trust Fund Benefits Information Meeting** – A reminder to the Local 110 membership working or residing in the Fort McMurray area that there is an information meeting this evening at the Sawridge Inn, 530 MacKenzie Blvd. in Fort McMurray starting at 7:00 p.m. and expected to finish at 10:00 p.m. The Boards of Trustees of the Health and Welfare Plan, Pension Plan and Training Fund invite members and their spouses/guests to attend this meeting to hear presentations from legal counsel, consultants and administrators of the these Trust Funds. They will talk about all of the benefits and answer any questions anyone has about them. Take the time to get out to the meeting and learn more about these benefits so that you are aware of what they are and how to take full advantage of them.

## **October 26, 2009 Monday**

**I. Re: RSAP Suspended for All Trades Except Insulators** – On Friday late afternoon, I was advised by the CLR (Construction Labour Relations) Insulator Trade Division that there were some computer programming problems had been identified on their end that were putting into jeopardy the integrity of the RSAP (Rapid Site Access Program) random drug and alcohol testing procedures, to the extent that those in control had decided to give notice to all ABTC affiliated trades that they were temporarily suspending the Program until they sort through and fix the problem.

I discussed the computer problem in question with them and identified the key issues respecting information needed for the third parties to be able to assure that the Program meets the client needs, and I reached agreement with the CLR and those third party service providers involved to allow the insulators to continue with the RSAP while their

computer system programmers find a way to get the information in question readily working within their system they thought they had developed fully but hadn't.

Local 110 had been providing the data in question to the service providers in what I call "long hand" form, while our in house Programmer was working with the other computer consultants that are designing the multi-trade program that will enable the RSAP Program to be done in a more automated way to accommodate especially those unions that are much larger than ours who are not positioned currently or likely to be positioned to do this same long hand approach in the interim. That long hand approach worked well for the service providers and our Local 110 staff and will continue to in this interim period of adjustment. Local 110 has been tracking the data in question long before RSAP was a concept, for reasons that have nothing to do with drug and alcohol testing. That made it much easier for us to implement this long hand approach than what other affiliated union were able to do. That is the best explanation I can give right now about all of this. I will report further on the matter as more information comes out.

Everyone I have talked to about this matter who has had anything to do with its development and implementation is confident that RSAP will be up and running again in a timely way. I was assured that there has been no privacy concerns about the information in question being hacked into or in any way being released to anyone that should not be seeing it. That was a first concern I had when I heard about there being integrity issues with the computer programming . I remain confident that RSAP is set up so that will not happen. Anyone who does not understand what RSAP is all about can search my BM Historical Updates for Updates that explain it fully.

**2. Re: Raj Bagga Heart Attack** – October 1, 2009, long time, good standing, Edmonton residing, active member Raj Bagga experienced what he later told me was much pain in his chest one morning after he got up early in the day. The pain persisted and he had a family member take him to the hospital where he was diagnosed as having a heart attack. There were arterial blockages that he had treated successfully and he was out of the hospital on October 8, 2009 and is now home recovering.

Raj had been working up north at CNRL for Solomec who gave him a medical layoff that he requested. He will be unable to return to work for a period of time. He asked me to hold off reporting his illness until he was more aware of what the prognosis would be. He is happy to report that prognosis is a good one according to his Doctor(s). He has asked me to announce here for his friends and co-workers to know that. He asked me to thank those of you who have called him already expressing concerns and hopes for his well being.

On thing Raj suggested I remind the membership about is the need to seek timely medical attention when experiencing unusual chest pains that he in hindsight realizes should have prompted him to do so sooner than he did. He says when he went to the hospital, he should have called an ambulance and didn't do that either. He was fortunate that the additional time that elapsed before he was treated at the hospital because of all of that did not provide a long term negative consequence like it often does under such

circumstances. Ambulances and attendants in them are critical to better ensure a positive outcome under these circumstances. Our Health and Welfare Plan offsets the cost of them when they are needed.

## **October 21, 2009 Wednesday**

### ***1.Re: Jurisdictional Dispute between Teamster Union and Insulator Union Umpire***

**Decision** – I received a written Decision today from the Umpire who heard a jurisdictional dispute on October 15, 2009 that we have with the Teamster union and Jacobs Industrial Services Ltd., about who should be driving vehicles that are moving insulating materials and insulators around on the SERProject, in respect to insulating work that Fuller Austin is doing there. Jacobs assigned that driving of vehicles work to Teamsters after taking it away from Fuller Austin who had assigned it to Insulators as Jacobs' subcontractor. Jacobs had initially also assigned the insulation material handling on and off of the trucks to Teamsters in a letter they gave to Fuller Austin, but in a later dated letter given to Fuller Austin they clarified it to be only the driving of the vehicles that Teamsters would do. In a previous Historical Update on our website, I described this dispute and what prompted it.

The Umpire hearing this jurisdictional dispute reflected in his decision that there was evidence presented at the Hearing that prompted him to uphold Jacobs Industrial Services Ltd.'s assignment of this driving of vehicles work in question to Teamsters. He is "restricting the application of this decision to one job", the SERProject. Problem is, much of the evidence summarized in that Umpire Decision does not reflect what was provided to the Umpire.

Several insulating contractors attended that Hearing and presented evidence that the Umpire heard in addition to what those contractors had put in writing to him leading up to the Hearing about "prevailing practice" (which trades worker has predominantly been doing the vehicle driving work for a substantial period of time to date). That evidence supported that in accordance with the criteria reflected in the JAPlan Memorandum of Understanding and Procedural Rules that, the driving in question has been done, by far the majority of it, by insulators. That evidence was not reflected correctly in the Umpires' Decision leading up to where he then provided his findings and a ruling in respect to that evidence. Those contractors read the Decision today and have all called me to express much concern about that. There is other evidence in that Decision which is also reflected different than what was presented.

I have reviewed the JAPlan Procedural Rules that allow for a party that is affected by such a decision of an Umpire to, on a conditional basis, within five working days of receipt of the decision, request reconsideration of it if there is grounds to do so such as are described in those Rules. One of the grounds is if there has been a "substantial error of fact or law". There has been a substantial error made in summarizing much of the relevant evidence/facts that were presented at that Hearing and leading up to the Hearing. I will proceed with an application to have this Decision reconsidered by the Umpire, asking him to review the summary of evidence, based on the written evidence provided to

him in advance of the hearing by myself and the insulation contractors, and on the basis of what the contractors verbally provided at the Hearing and will provide again at a Reconsideration Hearing. Our union and the contractors involved have met all of the conditions that will allow for it. I have five calendar days to submit that written request.

## **October 20, 2009 Tuesday**

**1. Re: Len Sawchuk Celebration of Life** – Further to my Update of yesterday respecting Len passing away and his funeral arrangements, his family advises that there will be a Celebration of Life for him at the Norwood Legion at 11150 – 82 Street on Saturday October 24, 2009 at 2:00 p.m. for Local 110 members and others acquaintances of his to attend.

**2. Re: Reporter At Sea** – My step daughter, Jacqueline Greenly, Anchor for Shaw Television news has been selected as one of the 5 finalists in Canada to be a “Reporter At Sea” on Royal Caribbean’s newest cruise ship “The Oasis of the Seas”. She entered with a 45 second video and to her surprise (not mine) she was picked as a finalist. All this week until Sunday October 25 midnight there will be online voting in respect to the five videos for people to vote a maximum once per day. The link for the video is <http://contestca.oasisoftheseas.com/eng/contests/showentry/87641> . Click on it and register to vote and it would mean the world to her if you can take some of your valuable time to give her some votes.

## **October 19, 2009 Monday**

**1. Re: Local 110 Trust Fund Information Meetings Poorly Attended** – This past Saturday, our union’s Health and Welfare Plan; Pension Plan; Training Trust Fund and PITT Fund hosted an information meeting at a hotel in Edmonton from 1:00 p.m. until 4:00 p.m. to have consultants, legal counsel, administrators, coordinators and trustees make a presentation to members and their spouses about how all of those Trust Fund operate and what benefits are available to the members and their families through those Trust Funds. The meeting was very poorly attended.

Notice of those meetings was posted on the bulletin boards in our Edmonton office and Calgary office for many weeks leading up to that information meeting. They were announced on our code a phones every other day for weeks. They were reflected on our dispatch page on our website each day and on Updates the Trust Funds have on the website. Reminders about them were also reflected in a number of blast emails on our Blackberry phones the membership have. They were referred to at union meetings and also during one on one discussion with many members that office staff and Agents have talked to about them.

The poor attendance at this Edmonton meeting was either an indication that most everyone in our union understands or thinks they understand everything there is to know about how the Funds operate and can benefit them in many ways, or was another sign of the apathy that exists when it comes to members’ participation in meetings that affect

their livelihoods in so many ways. There are many members that I'm sure had good reasons for not being at this meeting, whether it was because they were working or doing some pressing business or meeting some important family commitments, but I'm equally sure that there are others who just don't understand the importance of such meetings to them and their families.

I can tell you from a Trustee's point of view for the Health and Welfare Fund that there are many members and their family members who are not utilizing benefits available to them that information at this meeting would have prompted them to better utilize. I can see that in the underutilization of the Health Spending Account for just one example. When any one member of Local 110 is talking to any one other member, ask that other member to describe what that benefit is or explain why they haven't utilized it such as has been the case with the vast majority of members who are eligible for it. Ask them how they become eligible for it and don't be surprised if most are unable to do so. For those members who are eligible for that benefit who have been in the union for two years or more and haven't utilized it, they have in essence passed up 1,000 dollars worth of coverage. All of that benefit is still available to them for a short while longer before they will lose entitlement to some of it and eventually all of it if they don't apply for it in the time allowed. That has been communicated in writing to all Plan members leading up to this meeting, gone unnoticed by many I suspect.

There was professional advise given at this meeting in question that is invaluable about Pension Plan beneficiaries and options of retirement, pros and cons of taking one option or another that are worth hearing long in advance of retirement.

I urge all members in future to attend these kinds of meetings, preferably with your spouses so that they can discuss the information and options presented with each other after the meeting, to gain insight about these benefits and to provide input into what changes they want implemented to perhaps address better their needs.

There are two more such information meetings to be held in the near future, one this coming Saturday in Calgary at the Days Inn from 1:00 p.m. til 4:00 p.m. and one in Fort McMurray at the Sawridge Inn on October 27 from 7:00 p.m. til 10:00 p.m.

**2. Re: Len Sawchuk Passes Away** – Sadly, family for brother Len Sawchuk who was residing in the Edmonton area called me this afternoon and advised that he passed away in the Grey Nuns hospital on Saturday October 17, 2009, struggling with pneumonia that exacerbated his lung cancer he has been fighting for some long time now. This trade work related disease caused him to stop working at the Trade when he signed the union's unemployed list on March 13, 2007.

Len joined Local 110 in June 1967 and was given an Honorary Card in June 2008. He was born in October 1942, making him 67 years young. He was especially active in the union for many years serving Local 110 as our President many years ago. Like the big cars he used to drive (fast), he is literally a dying breed of insulator that was as colorful as they came.

Funeral arrangements for Len have been made at Park Memorial, 9709 – 111 avenue in Edmonton, with a prayer service to be held Friday October 23 at 6:00 p.m. and the funeral service to commence on October 24 at 11:30 a.m. Family are working on having a celebration of life event following that service that will be announced at the service.

On behalf of the union, its Officers, staff and membership, I have offered condolences to the family in respect to Len's passing away. He will forever be remembered as someone who was a good tradesman, a good friend, a good union man and one who contributed much to what Local 110 is today.

### **October 15, 2009 Thursday**

***1. Re: Teamster Jurisdictional Dispute with Insulators at SERProject*** – Further to my Update of October 2, 2009, today I and others attended a Hearing with a JAPlan Umpire who heard the dispute between our union and the teamster union about some tasks involved with construction insulating work that were assigned by Jacobs Industrial Services Ltd. at the SERProject (Syncrude) to teamsters that our union and its signatory contractors contend is not in keeping with 'established trade practice' in the insulation industry.

Jacobs had earlier this year subcontracted out the insulation work involved in their total package of work at that Project to our signatory contractor, Fuller Austin, who then conducted a Mark Up meeting through the Alberta Building Trades Council and assigned the work in question to insulators in March of this year. The teamster union did not challenge that 'final assignment' by Fuller Austin at the JAPlan like they were entitled to do. Insulators proceeded to do the work in question for Fuller Austin up until early September when Jacobs, pressured by the teamster union who were citing that the work should be done in accordance with their Collective Agreement, took back some of that scope of work from Fuller Austin and re-assigned it to the teamsters. Jacobs did so without doing a Mark Up meeting to allow for our union to present evidence reflecting why the work should continue to be assigned to insulators. They ignored the fact that our insulator union Construction Agreement also has clause language in it reflecting that the work in question is insulator work, making the two Agreements counter acting.

The Umpire, Mr. Walter Semkowich, heard presentations from me first, then Jacob's Labour Relations Consultant John Derijk and finally the teamster union's International Representative Roy Finley about which trades worker should be assigned that work which involves the *driving of on site vehicles to transport insulation trade materials and manpower around on that site and who should load and unload the material from those vehicles*. Over the years, there has been no agreement reached between the teamster union and our union respecting who should do this driving and material handling work. The contractors doing the work have been left to assign it in whichever way they deemed it could be done most productively and efficiently. As a part of my presentation, I asked several contractors who are signatory to Local 110 and responsible for doing most of the unionized construction insulating work in Alberta to give verbal evidence at the Hearing

about what practice has resulted in respect to the doing of that work. I asked them to clarify for the Umpire whether it is teamsters or insulators have done the predominant amount of that work over the last many years to date. Those contractors and a number of other insulating contractors who were not available for this Hearing today had already provided our union with letters that I have given the Umpire reflecting that the vast majority of that work has been done over the years by insulators.

The JAPlan Rules, in the absence of agreement between two Trades ('Decisions of Record' or 'Agreements of Record'), make the above referred to practice a determining factor in large part for the contractor to have to use when assigning any work. Those insulation contractors in attendance noted verbally to the Umpire that there have been times when general contractors they have subcontracted work from have required them to use Teamsters on some jobs, but overall about 99 % of the driving involved and material loading and unloading on and off of trucks has been done by insulators. It was strong and I think compelling evidence to support our union's contentions.

The Teamsters provided written statements from several of their members describing various jobs they'd worked on where they'd done the driving in question. There was little evidence presented to support that they handled the insulation materials loading them and unloading them. They held out that these written Teamster statements and three written statements from Jacobs, Bantrel and Fluor were proof that the work the insulation contractors were saying was done mostly by insulators was instead done mostly by the Teamsters. There was much time spent debating that this morning.

The insulation contractors elaborated about the inefficiencies that resulted from having to rely on Teamsters to find, load and deliver in an untimely way insulation materials and manpower in those relatively few instances when they were used over the years. They and I asked the Umpire to consider the negative affect on large numbers of insulators' productivity that will be caused by such delays and how that will affect insulating contractors' ability to be competitive against non union contractors if the Umpire decides to allow such work to be done by Teamsters. The Teamsters countered that with arguments about being "professional drivers" versus insulators not being professional drivers and contended that a "truck pooling system" the general contractor uses for all Trades would provide for timely delivery of the materials and manpower in question. The insulation contractors disagreed about them being able to do that in a timely way with the truck pooling.

The three parties involved in the dispute then gave a summary of their positions taken and the Umpire noted that he will provide a written Decision in the time allowed for in the JAPlan Procedural Rules, which is three working days following a Hearing like we had.

## **October 8, 2009 Thursday**

**1. Re: Donna Sheaves Major Surgery** – Bad news, long time member Donna Sheaves had to be admitted on September 10, 2009 for medical tests respecting some health

problem symptoms she was experiencing and it was determined that she had an internal tumor that had to be removed. Good news, presumably the surgery went well, she was released from hospital on October 7, 2009 and is home recovering after calling our office today to pass along this information. We all wish her a speedy recovery.

### **October 7, 2009 Wednesday**

**1. Re: David Slemko Passes Away** – I am sad to announce that retired Local 110 journeyman member in good standing, Dave Slemko, passed away on Sunday October 4, 2009. A family member called in to advise our office late yesterday of his passing and although no arrangements have been made yet that we have been advised of, we were further advised that there will a private funeral service held for him.

Dave was 66 years old. He had joined our union in June of 1967 and was issued an Honorary Card from our union on February 23, 1996. I worked with Dave over the years off an on and I recollect him to have been an excellent tradesman with exceptional layout skills when fabricating metal fittings. On behalf of Local 110, our office has offered our membership's condolences to his family.

### **October 5, 2009 Monday**

**1. Re: Winner of Local 110 Union Meeting Attendance Draw at Poorly Attended Meeting** – At our Local 110 general membership meeting held this last Saturday at King's College, we had relatively poor attendance, something that makes all unions less effective than they could be. Some months reflect better or worse attendance than other months depending on some of the things going on out in the field. This is an age old problem that our union and other unions have had and must continually address and try to improve upon. The good news is that there was not a lot of business raised to deal with at this meeting. The bad news is that there often is business to be done or that should be done at a meeting like this that is better done with the input of many members than a few members. Often, such business has to be done when there is a poor turnout. There are many issues for our union to address ongoing in order to better ensure our collective interests in the work place. We did not make any fast progress doing that at this meeting.

Getting pertinent information that members get at these kinds of meetings that they need to make good decisions there and successfully implement agreed to initiatives in the field is critical to every member's livelihood in our industry. I applaud those members who take the time in spite of busy schedules to attend and do this when they do. I have always wondered why the vast majority of members in most all unions are so complacent about this, allowing such a small percentage of the overall membership to determine that livelihood ongoing. I am confident that well informed members, in small numbers or large numbers, will make good decisions. However, I am not so confident about agreed to initiatives being readily accepted and implemented in the field by the majority when only a small minority understands the need for them. I urge all members to make it a high priority to attend at least some meetings, enough to meet these needs.

At the end of the meeting this last Saturday, those who were present at the start of the meeting and stayed to the end, watched as there were three draws made in accordance with our union Meeting Attendance Incentive Program. The draw box had, as usual, numbered tickets that correlated to a membership list of all Local 110 good standing A to Z members who were all eligible for the attendance draw we do each month (those who paid union dues last month and are dispatched through us working or are on our unemployed list). The first two draws were for 1,000 dollars each and the last one for 750 dollars. To get a better understanding of this draw that is done each month we meet, please refer to a previous Update in my "Historical BM Updates" dated October 6, 2008.

The following three members, in the order by which their names were drawn, were eligible to be winners of the monies in question if they were either attending this last Saturday meeting or one of the last month information meetings held in Fort McMurray and Calgary: Patricia K.; Andy T. and Derrick M. Andy was the only one of the three that had attended one of these meetings (Calgary information meeting), and he therefore won 1,000 dollars of union dues credit that he will be paid out in accordance with the Incentive Program. That is, at year's end, he will be reimbursed 1,000 dollars that he paid for union dues during the 2009 calendar year. Join me in congratulating him on winning that money and more importantly thanking him for his attendance at the meetings he attends frequently keeping himself informed and providing his input at them. At our next month's general membership meeting on November 14, there will be two more draws, each for 1,000 dollars.

**2. Re: Modular Yard Work in the Unionized Sector** – At the past two general membership meetings Local 110 has had, I have reported on indicators that affiliates of the ABTC (Alberta Building Trades Council) are at risk to lose a significant amount of modular yard work to the non union that is going to be tendered out by clients soon. The unions most likely to be affected by that would be the pipefitters, the carpenters, the ironworkers, electricians and our selves. The increase in numbers of non union shops in the greater Edmonton area doing that kind of work and amount of that work being done in them is in itself enough to support that we must address some competitive measures to retain it. Many of our members prefer to do this modular work than out of town construction and maintenance work. The unions have met three times in the past couple of months deliberating about what and how to address this. At two of those meetings, their signatory contractors were in attendance to present their concerns and rational for being concerned.

In spite of our union wage rates and the cost of union benefit Plans being higher than what clients pay for non union workers, the unionized contractors feel we have done a good job competing with the non union overall excepting for when overtime work has become a factor. The client community has expressed a reluctance to pay double time to ABTC workers when they can get that overtime work done for time and a half by the non union sector. The contractors who are signatory to the ABTC unions have asked us all to consider what can be done to address that. I have discussed with our Local 110 Executive Board some initiatives that I think can do that which I have already put forward to the other unions involved. Business Managers from each of those unions are

scheduled today to meet again on Wednesday of this week to consider all of the various options we have between us and our contractors agreed to discuss. It is not my desire to give up anything we have in the Collective Agreement to make ourselves more competitive to address this client concern and I don't think we will have to do that. I believe some optional alternative schedules of hours and addressing of absenteeism would meet the client needs. I will report further on this matter as things develop.

**3. Re: RSAP Participation Increasing** – Further to past Updates I've done about more of the ABTC unions committing to participate in the Rapid Site Access Program, subject to them getting things in place to allow them to do so, including changes to their dispatch systems. Local 110 was advised on Friday last week that the Ironworkers, Millwrights, Labourers and Cement Masons are now electronically dispatching RSAP participants to participating sites. Further, the UA Pipefitters should also be dispatching that way sometime this week. Applications from all of those unions are starting to "pour in" the RSAP Administrator has advised.

Anyone wanting to know more about the RSAP Program and why it is a preferable option to many members of our union and now many unions' memberships is reflected in a number of my BM Historical Updates provided on our website. Since "swab testing" replaced urine testing when RSAP random tests are done, there have been, as expected, an increased number of insulator applications to participate in RSAP also. When I often am talking to individuals within our union about RSAP and the one time initial test results needed to register in it, many of them are unaware that if they have taken a pre-access test and are still working for the employer they were going to work for when they took that pre-access test, they can use that test result for RSAP registration purposes. There was a time limit for that to be done before, that the contractors/clients/unions have waived now. If a member wants to become an RSAP participant, he or she should consider doing that before they finish such a job and in that way avoid having to do a base line test to register in RSAP. They can then proceed to the next job where drug and alcohol testing is required and do it on a random swab testing basis without losing time from work waiting for the results of another pre-access urine test. A reminder, random swab testing is done by taking a saliva sample that has a detection window of about 12 hours or less for marijuana. Whereas pre-access urine testing when done, detects it for sometimes weeks. Like it or not, there is a certain percentage of society that use marijuana on a recreational basis. There can however be no tolerance for using it at work or being under the influence of it at work.

## **October 2, 2009 Friday**

**1. Re: Teamster Jurisdictional Dispute with Local 110** – Over the many years, Local 110 has had a good working relationship with the Teamster's union here in Alberta with few disagreements about who should do what work involved in the insulation Trade. However, of more recent, there have been some issues caused by their pressing some contractors to assign work tasks to them that have traditionally been done by insulators, prompting some Grievances by both unions and an application to the Jurisdictional

Assignment Plan of Alberta (JAPlan) by Local 110 in respect to one of those assignments.

The first dispute involved one of our signatory contractors, Altair, being requested by the Teamster union to assign them work handling all of the insulation material on the Syncrude project when doing insulating NMA (National Maintenance Agreement) maintenance work there, including the driving of all vehicles when they do so. Altair is subcontracting this work from KBR (Kellogg Brown and Root). When Altair declined to assign that work to the Teamsters and then KBR refused to intervene and require Altair to use the Teamsters to do it, the Teamster union filed a Grievance with the GPC (General President's Committee) against KBR seeking them to order that assignment. There has been a Grievance Hearing late last week and we are waiting for a GPC Decision.

The second dispute involves construction work that Fuller Austin is subcontracting from Jacobs at the SERProject (Syncrude). The Teamsters are again claiming the handling of all insulation materials, including the driving of trucks to do so. Fuller Austin declined to assign them that work. Jacobs then were asked to intervene and took some of the scope of work away from Fuller Austin, the handling of insulation materials including the driving of vehicles to do so, and assigned it to the Teamsters. That has prompted our union to prefer a Grievance against Jacobs for not making an "intended assignment" of work in accordance with the JAPlan requirements and for assigning it incorrectly. We have also late last week filed a JAPlan dispute against Jacobs in respect to that assignment.

Fuller Austin had, prior to this scope of work in question being taken away from them, initially some long time ago given notice to all the parties of their "intended assignment" of it involved with the SERProject to the insulators like they and other contractors doing insulating work have done for decades throughout Alberta, and then given a "final assignment" of that work to the insulators. I have had a response from Jacobs about the Grievance we filed against them, naming a nominee for an arbitration panel that they are advancing this Grievance to. I have had some discussion with the company since that correspondence and with the Teamster union attempting to resolve this matter and will continue to do so. If we are unable to come to some resolve in the interim, I expect we will have a Hearing with a JAPlan Umpire soon to get a decision respecting that dispute application.

I am sending out a blast email to our Local 110 membership with more details about all of the above, those who have subscribed to the Blackberry phones we make available to all Journeymen at no cost to them (for more information about those phones, our members who haven't applied for one yet can "find" out about them by looking through the BM Updates on our Historical BM Updates I also do here on this website); or they can call our union and staff will give out information about them.

**2. Re: ABTC Successful Convention** – I have attended an ABTC Executive Board meeting on Monday morning that pre-empted this year's ABTC Convention that took place at Kananaskis Village this week. That Convention started Monday evening and

carried on through until last night when I left to return to Edmonton. We had a full delegation there from our union, along with all of the other Trades associated with the ABTC.

The ABTC Executive Board reached agreement respecting a number of outstanding orders of business that have been pressing and outstanding for some considerable period of time leading up to their meeting this last Monday. Follow up work by the Council staff will now be done to implement those initiatives that are expected to have some very positive results for all of the Trades represented by this umbrella organization.

The Convention itself saw a number of presentations by key speakers reflecting on how the affiliates can do what better to address the interests of our memberships and the contractors and clients we rely upon to provide the work that makes that possible. That included frank feedback from the Director of Canadian affairs with the Canadian Building Trades Department and the AFL-CIO Secretary Treasurer from the United States, emphasizing the need for BTC unions on both sides of the border to ensure that our memberships provide the optimum services expected by those clients who seek a better end product than they can get with alternative labour sources.

There was a presentation to all Trades from Motley Rice (asbestos litigation law firm in the United States) respecting the legal actions they are taking in the US against asbestos manufacturing companies on behalf of many different types of trades workers in both Canada and the United States. We have worked with that firm for many years, and I was able to have some side time with them there to address a couple of cases involving some of our Local 110 members.

There were contractor and client presentations reflecting their needs and observations about business we have been doing and are looking to do. Particularly, I was impressed by the thoughts of a former client CEO who is retired and had some advice for the affiliated unions which the Council had asked him to provide. He pointed out that he has no ties within the client community any more that would prompt him to try and promote something that addressed their interests any more than ours. I found him sincere and helpful with his insightful understanding of the industry and suggestions on how the unions could improve the way they do business. I think our Local 110 delegation found likewise and I see us implementing many of those suggested ways of doing things to the extent we have control over.

An ongoing concern by all parties that attended this Convention is the ever increasing number of construction workers retiring over the next few years. I have had our union's in house computer programmer query our union's records to give me some projections of how many of our membership will reach age 60 over the next five years and be eligible for normal retirement benefits. I am reflecting that information in a blast email to our membership today so that they can have more insight into this matter. There were many ideas considered and discussed at the Convention about how to address the recruitment of workers with optimum abilities to replace those workers. We had a presentation from some native Indian leaders who were good ambassadors for that large pool of young

workers that are no question going to be helpful toward filling some of that need. Local 110 have been receptive to working with such groups to bring that about and will continue to be. Temporary foreign workers being used from time to time to supplement our rank and file membership doing the work was also discussed. I am one of four appointed ABTC union representatives sitting on a contractor/client/union committee that is addressing some ways to best coordinate that.

I will continue to provide more general Updates on this site reflecting the follow up by our Local 110 with initiatives aimed at addressing the above Convention topics of discussion and will put more specific details about all of that in the blast emails we send out to our membership on their Blackberry phones we provide.

***3. Re: Local 110 General Membership Meeting*** – Tomorrow, Saturday October 3, 2009, our Local 110 Executive Board will meet early in the morning and throughout the morning, until we then break and meet with our general membership at King's College starting at noon. I encourage all of our membership, those who can, to attend the meeting and provide their input respecting our operations.

The Agenda for tomorrow's meeting is a fairly light one, with no big ticket issues to address like there often are. That is not to say there will not be such issues arise through the course of our Executive Board meeting, with whatever recommendations they make as usual for our membership to consider at their meeting; or that there won't be issues come "off the floor" at the general membership meeting for decisions to be made about.

There will be this month's attendance draw at this meeting, there being multiple draws this month for thousands of dollars of union dues credit for a possible winner(s). All dues paying members' names are in the draw box. Only those who sign in at the start of the meeting and stay until the meeting is adjourned will be eligible to win, apprentices or journeymen. If the names drawn are for members who are not in attendance, the monies will accrue with additional monies to be drawn for at the next general membership meeting. You can check out the BM Historical Update for more information about these draws.

***4. Re: Apprentice Awards at the 60<sup>th</sup> Anniversary Party Local 110*** – I met with our Planners for the event that we are having on May 1, 2009 along with our union's Training Trust Fund Coordinator. We are working on having the apprentice skills competition between the western Canadian insulator unions that takes place every year, held the same week as this anniversary event, so that we can take the pipe rack modules from it over into the salon at Northlands where we are going to hold our party and have the apprentices take off and put back on some of the materials for our guests to see during the cocktail hours. We will then announce the winner of the competition at our later in the evening dinner and make a presentation to that person.

As an aside, I have met with a number of other people from various organizations, industries and government associated people the past couple of weeks, promoting their attendance at this event, seeking sponsors and presenters who will set up booths also in

the cocktail area for their interests to be showcased at the event. It is intended this forum will be a place where all parties inter-relate and enhance the growing awareness of how together we all impact each other's interests in a positive way. This is a reminder to our members that there will be tables reserved for those of our members who want to sit together at the dinner. Talk it up and get your names in sooner than later.

## **September 15, 2009 Tuesday**

**1. Re: Attendance Draw at Local 110 – Almost Winners** – At our Local 110 general membership meeting held this last Saturday at King's College, we saw a normal number of members show up and provide their input respecting how our union will do its business. At the end of the meeting, those who were there at the start of the meeting and stayed to the end hearing our monthly financial statements as a last agenda item, watched as a newly accepted member was asked to draw three times out of the draw box some numbered tickets that correlated to a membership list of A to Z members who were all eligible for the attendance draw we do each month. The first two draws were for 1,000 dollars each and the last one for 500 dollars to be offset from union dues paid. To get a better understanding of this draw that is done each month we meet, please refer to a previous Update in my "Historical BM Updates". The following members, in the order by which their names were drawn, would have been winners if they had been in attendance at the meeting in the above referred to way: Sopheap S, Sebastian R and Gary M. Their input at the meeting was missed in more ways than one.

At next month's general membership meeting there will be another draw, adding another 250 dollars to the amounts drawn for, making for three draws again. Two of them will remain at the capped amount of 1,000 and the third one will increase from 500 to 750 dollars. Sooner or later, I look forward to there being a winner(s). As the numbers of draws for 1,000 dollars each increase, the odds get better and better.

**2. Re: Local 110 Edmonton Union Office to get Facelift** – The Local 110 Executive Board at their meeting early in the morning prior to the general membership meeting this last Saturday made a recommendation to the general member to consider and pass a motion to get quotes from renovation contractors to come in and do some renovation work in our Edmonton union office, to upgrade it and expand the number of offices in it now that we are having our union meetings at an external place which is freeing up the room we need to do that. The building is structurally sound, built to the highest standards and in good shape but is getting dated and worn. With the improvements we are going to do, I anticipate it will serve us well for many years to come, reflecting a professional atmosphere and service centre to mirror our membership's efforts who are working out of it.

A quote already received for a new filing system, mounted cabinets that are on tracks from floor to ceiling that take up much less room than our current traditional cabinetry and provide double the capacity of files we currently have, will give us much more room for expansion of records and personnel as our union membership and Trust Fund recipients continue to grow in numbers. The extra space that is freed up will allow us to

further enhance the office function ability. We have a couple of years ago put in new upgraded heating and air conditioning equipment, replacing faulty equipment that was less efficient than new equipment that was available. A new energy efficient roof skylight is soon going to be replacing the older failing one in our entrance way and we are getting a draftsman to come in to the office to review the new office look envisioned by our office staff and Officers, to lay out all of the design and features of that new look. We will then get the contractor(s) in to give us quotes on doing that work and commence having it done: modification of some offices and three additional offices; an expanded Board Room; new flooring, tiling and appliances/fixtures and cabinetry; a new paint job and new furniture. Previously, the membership passed a motion to proceed with some structural changes that will allow us to proceed with the install of an elevator that will give our members with temporary or permanent disabilities the option of using it instead of stairs to get up to our second floor operations. We are working with contractors to have that work commenced soon.

**3. Re: 60<sup>th</sup> Anniversary Celebration Dinner Tickets** – A motion was passed by the general membership at the above referred to union meeting to offset all of the cost of the dinner that members, their spouses and all invited guests will be having at the Northlands facility on May 1, 2009. As you may recall, a previous motion by the membership was to require members and their spouses to pay 25 dollars for part of the cost of purchasing their event tickets, to be reimbursed by the union afterwards only if they then attend the function, so as to better ensure that there are no meals paid for and empty seats. That will still be required. The band selected for the event is now booked, Dr. Strangelove and the Planners for the event are in the process of preparing invitations and sponsorship request letters to be sent out to a wide range of business associates in addition to our membership and their spouses.

### **September 9, 2009 Wednesday**

**1. Re: Stan Pierce Celebration of Life** – I attended a luncheon that Stan Pierce's family hosted on his behalf at the Norwood Legion yesterday. It was well attended by a balanced mix of family, friends, co-workers and company associates he had from over the years. On behalf of the union, at the family's request, I attested to Stan's involvement with our union over the years and what influence he had on the union and the insulation industry overall. The family presented our union with a metal hard hat that Stan was given by a worker on an overseas project Stan was a supervisor on back in the late 90s which had hammered out murals and art work on it that was quite intricate and well crafted. It will be on display at the union office in our display case for everyone to see and recollect his time spent in our union.

**2. Re: Local 110 Pension Plan Update** – There has been a blast email sent out to our members who have union provided Blackberry phones reflecting the financial status of our union's Pension Plan. That Update is also on our Website here for others to review who have not applied for the Blackberry phone yet. It is overall a good news Update, reflecting rates of return on our monies during the 2008 calendar year that are in the negative like near all of the Plans in the country but better than most of them. Better to

the extent that between the relatively good rates of return and high amounts of monetary contributions from signatory contractors we do work for, the Plan has remained in a strong financial condition with no need to cut any benefits like so many other Plans in the country have had to or will have to do.

I want to emphasize the affect those contributions from our contractors contributed to keeping our Plan in the strong condition it is. After reciprocating monies to other unions' Plans throughout the country which helped them in a similar way, our Plan netted approximately 18 million dollars of monetary contributions that were paid for all the hours of work that were done under the terms and conditions of our Collective Agreement. The measures we have taken to retain a good market share on projects where other unions have struggled have made the difference. In particular, the work our contractors did on the CNRL Project has lifted us over the top at a time when we needed it to weather this financial storm and recession that the country has been going through the past year. The work done there has accounted for a large part of those 18 million dollars.

### **September 3, 2009 Thursday**

***1. Re: Maintenance Shutdowns in the Spring of 2010*** – I had a meeting in Calgary today with the GPC (General President's Committee), a number of large industrial client representatives, most all of the maintenance contractors that do work for those clients and most of the ABTC (Alberta Building Trades Council) Business Managers to discuss shutdown concerns respecting an expected shortage of manpower for the shutdowns that are going to happen this spring 2010.

A client representative gave a presentation on behalf of all of the clients to the contractor representatives separately from the one they next gave to the ABTC union representatives, reflecting a Plan the clients have to address that shortage, using ultimately foreign workers if the ABTC unions presumably are unable to supply all of the number of workers needed, including Canadian Travelers for these shutdowns. The slide presentation reflected how the clients and contractors would fund the hiring of an Administrator to coordinate with the Government and Labour Brokers the procurement and clearance of foreign workers to supplement the Canadian work force if that becomes necessary. The ABTC unions would as usual be responsible to recruit their Canadian and US International Union Travelers such as our union does using our "Travel Card" system.

The Administrator referred to above would make application to Service Canada for multi company / multi project LMOs (Labour Market Opinions) that are required before work Visas can be provided to the foreign workers. The workers, once they are brought to Alberta to do the shutdown work would be moved around from company to company and project to project as needed as governed by a committee that would be set up to give direction to the Administrator. That would be a tripartite committee established to determine how that process would work so that all three parties' (clients, contractors, ABTC workers) interests are addressed.

The clients are expecting a need for approximately 10,000 shutdown workers this spring. Preference of hire will go to Alberta Building Trades workers firstly and then Canadian Travelers, followed by United States Travelers and finally foreign workers if necessary. The ABTC gave their conceptual approval for this Plan, voicing some concerns about the need for travel monies / flights to be provided for Travelers in Canada from the start of the shutdowns for any of them that are needed to supplement the Alberta workforce; and not wait until there is a need for more Travelers than come to Alberta to do that work prior to any flights being made available. That is something that the client community are going to be discussing with the GPC. The contractors likewise gave their conceptual approval of the Plan.

A tripartite committee will be struck in the near future with client, contractor and ABTC representatives on it to determine who the Administrator will be and how the process will work, well prior to the shutdown work starting this spring. As occurs each spring during shutdown season, this will be an opportunity for the ABTC unions and their memberships to excel again and show their value to our clients.

### **September 2, 2009 Wednesday**

**I. Re: Stan Pierce Celebration of Life Ceremony** – Family of recently deceased member Stan Pierce have advised me that they are going to have a luncheon at the Norwood Legion to celebrate his life on Tuesday September 8, 2009 at 2:00 p.m. for those insulators who can attend. The address there is 11150 – 82 Street in Edmonton, Alberta.

### **August 28, 2009 Friday**

**I. Re: Stan Pierce Passes Away** – An Icon in our insulating industry, long time member Stan Pierce, passed away early this morning peacefully at 4:30 a.m., at his home, our office was told today by some of his family members. He was born April 1, 1934, 75 years old when he passed away.

Stan joined our union on March 3, 1953, less than three years after Local 110 got its Charter. He became a mechanic in October, 1956. He held many positions throughout his union career, including: Apprentice; Journeyman; Foreman; General Foreman; Superintendent and Project Manager. He worked across Canada on many occasions over the years and received an Honorary Card from Local 110 on October 19, 2007.

Stan Pierce was a unique person, as much a company man as a union man and vice versa in the way he did business as an insulator and long time Supervisor/Project Manager. To say he made an impact on the Industry is a major understatement.

I suspect there is no one that didn't disagree with him about something major, one thing or another, and there was never anything he loved better than a good argument about such things; but few would question his knowledge of this business and insight about the integral workings of it.

He was a major influence for me from the time when I was a starter apprentice and first saw him sauntering down a pipe rack alley with his aluminum hardhat cocked over sideways, kibitzing with the work force... and in later years when as a Business Agent / Manager I had hot verbal exchanges with him about what management could and couldn't do in the workplace. I remember his often said words, "If you can show me in the Collective Agreement or otherwise some provision that requires that, I'll do it." When I could show him that, he didn't quibble or argue further, he did it. Grievances were for other folks. It was a mutual respect and I have always appreciated him for it.

The last many years have been difficult ones for Stan. He developed throat cancer and had a horrendous operation that he survived, but it took most of his voice. Given his love of a good debate, it was apparent in the years that followed to date that the voice loss was a major frustration for him, vastly reducing his quality of life. For those of us who persevered and listened hard to understand some of what he would have to say, it was always interesting or at least humorous.

No funeral arrangements have been finalized at this time, but family will continue to keep us informed, so that the appropriate announcements can be made.

On behalf of the Local 110 membership and staff, we are sorry and offer our condolences for this loss to Stan's family, friends and the union in general.

END OF RECENT UPDATE