# PIPELINE NEWSLETTER

November 2015

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING & PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA

UA LOCAL UNION 488 | SINCE 1904



## LARRY MATYCHUK Business Manager/ Financial Secretary

NDP in Alberta and Liberals in Ottawa. Our political world has changed dramatically in the matter of a few months and we can only wonder what this will mean to the UA, Local 488 and our members? I tend to approach these changes with cautious optimism and, hopefully, as an opportunity. On the upside, Harper is gone! Plain and simple, Stephen Harper and his inner circle were anti-union, anti-working people, and anti-middle class. They were not "progressive conservatives", but right wing zealots and, before the Conservative party can ever again be considered as a responsible option for Canadians, Harper's henchmen and cronies must be entirely purged from the party.

I have stated before, and will continue to, that it is not the place of the Union to tell you how to vote. You are intelligent, have obligations and priorities, and will vote in the best interests of your families. The Union, your Union, has two (2) obligations; 1) to inform you of the labour positions of each party and candidate prior to an election and; 2) to work to the best of our ability with whoever is the government of the day to ensure our interests are heard and our membership is represented.

Provincially, we have reached out to the new NDP government to invite them to view our facilities and to meet to discuss what is good for the province, where we fit in, how we can work with them to achieve our mutual goals, and what our membership will be expecting of this new government. To date, the Minister of Energy and our local area MLA attended the opening of our new welding facility and were very supportive and positive in both their public and private comments. In addition, many senior ministers, including the Premier, have expressed an interest in touring

our facilities and discussing our industry. So far, our newly elected provincial government officials have rescheduled meetings and tours, rescheduled again, and told us that they will get back to us and that we are very important to them. I remain optimistic.

On the federal scene, we will be extending the same invitations to tour our facilities and dispatch hall, meet our staff and students, and be educated in what we contribute to both the Alberta and Canadian economies. As they are federal representatives, we will also be sharing with them how we support a vast number of Canadian trades people from across the country both in training and securing employment. I also believe that we may be able to play a role in educating officials in the realities of our industries and facilitating discussions and initiatives between various parties if given the opportunity to participate. Again, I remain optimistic that as these new governments settle in, there will be a spot at the table for us.

CONTINUED ON THE NEXT PAGE



## **EDMONTON**GENERAL MEMBERSHIP MEETING

Date: Saturday, November 21st, 2015

Time: 9:00 AM

Place: Norman Darbyshire Dispatch Hall

16214 - 118 Avenue

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### LARRY MATYCHUK

continued from the front cover

We held the grand opening of our new 10,500 sq. ft. Weld Training Centre almost as an afterthought. As it turned out, it was well attended by UA International Representatives, contractors, government bureaucrats, the Provincial Minister of Energy, our local MLA, and members. Most importantly, the event was very well covered by the media and continues to be. We are no longer "industry's best kept secret" and are openly being recognized as a College Campus that is the premier pipe trades training centre in the country and, possibly, in North American. This did not happen by itself or overnight. We had a vision of ensuring that UA Local 488 would be recognized as industry's leading pipe trades trainer and the place to hire the finest pipe trades professionals. I would like to thank Local 488's Executive Board for their support, the trustees of the various trust funds that contributed, the trustees of the Joint Educational Trust Fund that never once considered giving up, and the instructors and students who took the bricks, mortar and equipment and brought it to life. Most of all, I thank the rank and file members of UA Local 488 for your support for our organization, trust in our leadership, and belief that we can be a force in molding our own future.

As reported before, KBR's fabrication facility and modular yard have been sold to an American based firm, Epic Piping. Their Canadian holdings will operate as

Falcon Fabrication and Modular and, while a complete turnover was contemplated for November 1<sup>st</sup>, 2015, it is proving to be a little more complicated than originally anticipated. I have assigned Business Agent Tom Bailey to be our representative in KBR's shop and yard to work with Falcon's transition team through this change in ownership. They have indicated that they intend to continue KBR's existing relationship with UA Local 488 and on October 21st, Brother Bailey conducted a tour of our facilities for the CEO and some officers of Falcon. They were very complimentary of our operations and, as we get to know each other, I hope we can achieve the same level of respect and strong working relationship that we had with KBR.

While this year has definitely been slower than previous years for industrial construction, we managed to achieve a new milestone by seeing UA forces at CNRL, Horizon peak at over 1300 individuals. The big news around the Redwater Refinery (RWR) is that if this project is built within acceptable budget and schedule guidelines and if the project is deemed to be a success and profitable, then phase one will be immediately followed by phase two which be immediately followed by phase three. In addition, the owner has stated that he sees these projects being constructed almost exclusively by Building Trades forces. We must do our part to ensure the success of the first phase of this project!

On our commercial side we have also reached employment numbers not seen in over three (3) decades. We currently have almost six hundred (600) journeyman and apprentice plumbers employed, including work on high rise office towers and multiresidence accommodations at the U of A — the type of work we have not done since the 1980's. Our refrigeration and sprinkler members have also been fully employed although the sprinkler fitters are beginning to slow down.

The number of projects we will see in the future will not be as abundant as we have become accustomed to as we return to a more normal economy, but we will have a volume of work that will keep us in good stead for the next few years.

In closing, I welcome Angus Potskin to the team as the successful candidate in our search for a plumbing organizer. You will also see an ad in this edition of the Pipeline for a pipeline representative. This position will work with Brother Dwight York to learn the position as Brother York has announced his retirement at the end of this term.

Have a safe and enjoyable Christmas season.

# FORGET

From the staff and members of the Local, deepest sympathies to the families and friends of our Brothers who have recently passed away. Their commitment and support of Local Union 488 will not be forgotten.

George ADAMS
Terence DAY
Horst DRAKE
Khodr EID
Robert GIRVAN
Faith R. GRAY (nee KANIS)
Dallas KADATZ
Albert KRYZANOWSKI

SEPTEMBER 27, 2015
OCTOBER 3, 2015
OCTOBER 13, 2015
SEPTEMBER 22, 2015
OCTOBER 4, 2015
SEPTEMBER 23, 2015
SEPTEMBER 28, 2015
AUGUST 31, 2015

Bruce LEE
Everard W. NORDLUND
Dennis RAKOWSKI
Edward SALLING
R. Darryl SMYTH
Stephen TATE
Rudy TRAXEL

OCTOBER 12, 2015
OCTOBER 17, 2015
SEPTEMBER 20, 2015
SEPTEMBER 6, 2015
OCTOBER 15, 2015
SEPTEMBER 29, 2015
OCTOBER 20, 2015



### **BARRY PRUDEN**

Business Agent/Assistant Business Manager

By the time you read this report, we will have finished most of our outage work and will be in the midst of the annual slowdown in job opportunities.

Anyone who has worked out of Local 488 or in construction for more than one season, understands that this seasonal slowdown is the normal path taken by both Contractors and Owners. They idle jobs, both construction and maintenance, and only retain minimal crews to keep the facilities running until the New Year. Annual budgets play a huge part in these decisions, affecting maintenance and crew size.

This explanation is intended for the person who has just entered this industry and who needs to be prepared for the predictable interruptions in earnings. For the persons who are living beyond their means, there will be a constant state of uncertainty surrounding these slowdowns, until 'You' take charge of your life. This past year has been a slowdown for many who started their career in the past twelve (12) years. However, we consistently dispatched Travelers and even permits and were still unable to fill all the calls; members were presumably employed as they were not present to take the calls.

This past years' slowdown is in no way comparable to what our membership faced in 1984 through 1987, and again from 1993 to 1996. We did not have the open calls we are currently seeing because our members were pulling every job that came up, regardless of shifts or locations. For example, members lined up for the five x eight hour shifts at the Fort McMurray CAP project, and were thankful for the opportunity.

It was a timely article that the Edmonton Journal published on October 3<sup>rd</sup>, 2015, titled "Where Do You Rank in Canada's Income Race?" The range of (pre-tax) income for the majority of our membership falls in the \$30,700 to \$86,700 range, along with 10-50% of all Canadians. The next category of incomes are the 1 to 10% of Canadians who earn between \$86,700 and \$215,700.

The average number of hours worked by our members for 2014 was 1715 hours. At Industrial rates, this works out to:

- 1. 1st year Apprentice (base rate + holiday pay) \$25.08 x 1715 hrs = **\$43,012.20**;
- 2. UA Journeyman (base rate + holiday pay) \$50.37 x 1715 hrs = **\$86,684.55**;

Using this data, a first year apprentice is earning a living at almost the middle of the "middle class" range of Canadian Society at the beginning of their career; UA Journeymen are almost at the top of that range, just about reaching the top 10% of earners in Canada.

These numbers are to show you that we do make a good wage. However, we still need to make good choices to go along with that earning potential. One of the Journeymen from my time in the field, Pete Sorensen, once told me: "...It's not what you make, it's what you save that matters...". This was during a time when we worked a 37.5 hour work-week and all overtime was double-time. I am fortunate that I listened to this man's advice and paid off my mortgage, thereby avoiding the 18-21% interest rates and subsequent foreclosures that occurred when the economy stalled in 1984. This advice is still true and applicable in today's economy. Many of us live for today and give little thought for how our decisions today can affect us and our family's tomorrows.

So much in our lives is determined by situations or circumstances over which we have little or no control. An unexpected illness, injury or death, decisions on Wall Street or even a war on the other side of the world can impact us all in ways we little expect or appreciate. Take care of yourselves and your family and make the decisions that benefit them over the choices that may adversely affect you!

There are some choices that are always in our control and which some members have found can have life altering consequences; that is the choice to use drugs or alcohol to such a degree that it negatively impacts their lives.

As of May 1<sup>st</sup>, 2015, UA Local 488 signed on to Mandatory Case Management. Those who live a questionable lifestyle have no problems in expressing their disgust for those who negotiated this agreement. However, the vast majority of those who voted, supported the decision. Our members expect to go to work with clean and sober co-workers, and the safety of all of us demands that this is the case. For those who have been 'caught' by this clause, there is help available and a chance to move forward and make corrections.

Those who choose to fight or ignore the opportunity to get help, will be faced with consequences that may escalate in duration and severity. We have had a few members who chose flight and dropped their UA memberships rather than facing their issues.

However, I commend those who have stepped forward and taken the steps needed to correct their path. Both UA Local 488 and I will support you in any way we can in your path to wellness.

In closing, I would like to thank the office staff and membership for their help and guidance through the past year. I wish all the best to you and your loved ones in the Holiday Season and through the New Year.



# **TOM BAILEY**Business Agent

Brothers and Sisters: I have some concerns regarding safety. It seems that over the last few months on various sites the number of incidents has increased with injuries and near misses. In this day and age, with all the improvements there shouldn't be a reason for these numbers to be increasing.

Over the last century we have seen where it used to be acceptable to have deaths and injuries to the point where large jobs expected and predicted that there would be statistics that proved this point. Over time industry has implemented all sorts of practices, controls and equipment that eliminated virtually all the reasons why people were getting injured, killed or contracting long term work related illnesses. By now everyone has heard of BBS or Behavior Based Safety and that is individuals taking risks or shortcuts to facilitate getting the job done. People make the wrong choices and get injured. In post incident reviews this seems to be the most common reason and something we need to think about every day on the job. Always focus on the task at hand because one moment of inattention in a dangerous workplace can have deadly consequences.

Owners look at the safety statistics of companies bidding on jobs and this is a major contributing consideration when contracts are awarded. As well contractors have lost contracts and been removed from sites when safety incidents accumulate. The bottom line is please think safety at all time whether at work or at home. There is no job that cannot be done safely.

As winter approaches we will see work opportunities slow, with the completion of shutdown season and some projects winding down. For Local 488 this is normal for the last couple and first couple of months of each year. However next spring looks to be one of the busiest we have seen in years with NWR, Shell, and Fort Hills manning up projects and a projected shutdown season requiring unprecedented manpower.

Melloy at Nova Joffre will begin manning up for the furnace rebuild project shortly, but we will not see more than a couple of UA crews onsite, and hiring will not commence till late November. Melloy is considering using composite crews to do the work and have asked for cooperation from the trades, which all have agreed to. There were some issues on the last contract that we look to avoid, as Nova is predominately a non-union site and in order for the Building Trades to be successful we need to have a united front, avoiding jurisdictional issues. As well we will be working in close proximity to non-union contracts and there will be zero tolerance to any friction.

At time of writing the Hardisty project slated for next spring has only two Contractors in the bidding for the tank farm expansion, with one of them being Aecon Industrial and the other non-union. I have some good information at this time (not confirmed) that it may be awarded to the Building Trades, and if so it will be as a direct result of the work performed by our members for Aecon and BFI earlier this year on that site. This is an example of Safety and Productivity producing favorable results for our contractors competing with the non-union sector.

As most know by now KBR has been bought out by a company called Epic Piping, a division of Bernhard Capital Partnership, and the fab shop and mod yard will be operating under the name *Falcon Fabricating and Modular*. Kellogg Brown and Root Industrial Services will be the entity for maintenance work.

I met with the new management on October 16, to discuss plans for transitioning from the old to the new and it looks like the work situation will be slow with some layoffs and shorter hours offered until bids are awarded. The SK Mods for the mod yard are slow in material receiving so a slow start on them is anticipated. The Local 488 Business Manager has tasked me with working with Falcon's transition team, so any questions you may have, feel free to direct them to me.

With the federal election now over, we will see what the future under a federal Liberal government will bring. Prime Minister Trudeau promised in his campaign to scrap Bill 377 and that will be a good thing for unions as it's something we have been fighting the last four years. His plans to spend money on infrastructure, even if it means a deficit, is not a bad thing as we need to upkeep our roadways, bridges, and crumbling city infrastructures, and this will create jobs. All parties made promises that will cost taxpayers more, so only time will tell if Canadians made the right choice.

With the onset of winter, please ensure that you have taken the steps to be ready. Winterize your vehicles with winter tires, and drive according to the road conditions. Be sure to have good windshield wipers, scrapers and antifreeze as well as an emergency kit in your vehicle. Good winter boots, coats and mittens are a must. And it will all be over in a matter of six months. Enjoy.



# **ROD MCKAY**Business Agent

Alberta Pipe Trades College is proud to have held the grand opening of our latest addition on October 7, 2015. The Welding College is another educational hub located on our property. We're training and investing in Welders for our future. It's going to give thousands of Apprentices & Journeymen a leg up as they learn new skills and will allow our members to reach their full potential in the Alberta work. Congratulations APTC!

I ask all members to have a look at our course calendar and take a course. Speaking of courses, all Local 488 Journeymen ever wanting or thinking about getting more involved with our Local, I suggest taking the Job Steward course offered at the College. This three (3) day session is a great introduction to see what is expected from a Steward and how to deal with some of the situations they face. A job Steward is a key role in our organization!

On, September 8 I was officially given a new area to look after. I want to thank all the members in my old area for their assistance and support. My new area is referred to North of the River, and includes Suncor Base Plant, Fire Bag, McKay River, Shell Albian, IOL, and Kearl Lake.

The Suncor Fall Turn Around (Jacobs & Horton) will be completed by the time you read this. We did have some jurisdiction issues. The process may be slow but we are doing the proper work to make sure this does not happen again. B&W will be working on Boiler three (3) until middle of December.

Suncor Fire Bag: CIMS has completed their work at Fire Bag. Transfield, is still on site working long term maintenance (14X14).

Shell Albian, MRM & Jack Pine have a little pit stop that Ed Ex and Transfield is doing. This too will be completed by the time you read this.

The Alberta Building Trades held their annual conference on September 28 - October 1. This year's theme was "Investing to secure our future". We covered a number of topics; a couple of topics that stood out for me were Mentoring, Apprentices, & Education. I tend to look back at when I was an apprentice and was fortunate to work with older members that took the time to explain and show me what it means to be a good member. All they ever asked of me was, if I get in a position to support & help a member, that I do so. I will share another quote that I was told, "Build something Cool, Have fun doing it, treat people with respect, and leave it better than when you arrived." Good advice for us all!

Merry Christmas, Happy New Year and let's have an awesome 2016!

## Pipeline Representative Opening

UA Local 488 is hiring a
Representative/Organizer for
our pipeline sector. Applicants
must be Local 488 members and
preference will be given to those
who are active in the pipeline
sector of our industry. Interested
members are requested to
submit a resume by **e-mail only**.

Submit Resumes to: businessmanager@local488.ca

Closing Date for Acceptance of Resumes: December 15th, 2015

Resumes will be reviewed and short listed by the Local Union Executive Board. The Board will then notify those individuals selected for interviews.



### **STU MACLEOD**

**Business Agent** 

Hello Sisters and Brothers: I hope all enjoyed the federal election and the new changes for Canada; I also hope the chosen party is the one you placed your vote for.

With a new Liberal Government we are hoping for some of the campaign promises to come to fruition. We, as Canadians and Trade Union members, would like to see the pipelines open up from East to West to provide oil. We hope to see the controversial Bill C-377 rescinded as Prime Minister Elect Justin Trudeau told Canadians in various speeches throughout his campaign. I guess all we can do is hope for the best in federal politics.

Sisters and Brothers, I would like to touch on an important issue that focuses on our members abilities to be employed. Many members in recent months have come in looking for work from dispatch call-out only to find that he/she has suspensions from a site/contractor or camp that does not allow them to be dispatched. For whatever reason be it drug and alcohol test non-compliance, quits or job abandonment, absenteeism or camp issues, our dispatchers cannot send you out to work due to suspensions.

Sisters and Brothers, I strongly advise you to take the time to get these issues straightened up prior to the jobs of interest being called. Many of our members leave it until the 'last minute' and find that they cannot get the dispatch due to the suspensions not being cleared up with client or contractor. A lot of our members have asked the dispatchers to hold job slips, which is against our bylaws, and when told 'no' are extremely upset at the Union Hall. Please make all efforts to maintain a clear file so you can get dispatched in a timely manner. Suspensions can be lifted with the proper process, but the process does take time.

As I have mentioned in other reports, we will be seeing a major decline in our construction projects as many members are relying on our maintenance projects. These maintenance positions are very prosperous and are very good employment. I would like to thank all of my stewards and members for keeping up the good fight and their commitment to unionized labour.

Here are my areas of responsibility, which include but are not limited to:

### Agrium - Redwater

Melloy: Spring 2016 Shutdown cancelled and shutdown currently underway from October 30th-December 4th, 2015. Excellent employment opportunity.

### Air Products/H2 Reformer

**Kel-Gor:** Kel-Gor currently completing hydro's, night shift will be coming down, job is expected to wind down in near future.

#### Dow Chemical - Fort Saskatchewan

**Jacobs:** Currently completing furnace outage, night shift laid-off as small crews wrap up, down to base crew.

### **HCU Debottleneck Project – Scotford**

**Jacobs:** Currently 50+ UA on site, expected to man-up in New Year, excellent employment opportunity.

#### Shell

Jacobs: Completed shutdown

Edmonton Exchanger: Large portion of shutdown completed, small crew finishing shutdown.

### Williams Energy - Redwater

HB Constructors: Over 100+ UA on site, in completion/commission phase, night shift to be laid-off soon as they meet completion dates.

### Imperial Oil - Strathcona Refinery

Edmonton Exchanger: Completion of small shutdown, back to base crew, 30+ UA on site

Melloy: Completion of shutdown, back to base crew, 30+ UA on site

**Bantrel:** Currently procured project work and shutdown work, small crew

### Northwest Refinery (NWR)

Fluor: Hold units 10, 20 and 30, receiving material daily, hiring is slow however New Year looks promising

Taurus Site Services: Site services installing and maintaining lunchrooms, offices and wash cars, Taurus has procured onsite warehousing, possible small employment opportunities

Blue Energy: UA members on site, not much work contracted, do not see any future work

**BFI:** Underground Polyfusion and small bore piping nearing completion, BFI procuring future contracts at Northwest

**Aecon:** Has module piping, very active employment, excellent work opportunities

PCL – Praxair: UA on site, rigging and receiving equipment, excellent opportunities

PCL – Utilities: New contract, mobilizing to site, excellent work opportunities

PCL: Working hard to procure all available mechanical contracts



### **ROBERT TAYLOR**

**Business Agent** 

Hello Brothers and Sisters: By the time you read this issue of the Pipeline, the fall shutdown season will be over and things will have slowed down. I for one think that it will be a slow winter for job opportunities from November through March, until the spring shutdown period, so if you have a job of any duration it might be better to hang on to it than quit and take your chances on the out-of-work board.

If you are one of the members on the outof-work board and you are going to be there for a month or so, it may be a good time to visit our school for some upgrading. Maybe a rigging course, a TIG ticket or a plumber or welder going after a steam ticket. This may be that opportunity to upgrade your skills and knowledge to increase your future opportunities for employment with that extra certification or trade. As the price of oil has dropped, so has investment in Alberta in trade related projects associated with oil. Things are expected to pick up in the spring with the Northwest Refinery, Fort Hills, CNRL and other smaller projects hiring, leading to fuller employment.

### As for my assigned areas:

Academy Fabrication: Still busy, approximately 40 plus members doing piping fabrication for Enbridge, Aecon and Horton CBI. The agreement with the Academy facility at Onoway has been terminated. This location is now a nonsignatory, non-union site.

Aecon North Fab Shop: Approx 200 plus members days & nights; has ongoing work providing pipe spools for the 400 Mods for the Northwest Refinery. Work has slowed and there have been some lay-offs due to lack of material, revisions and changes in work scope.

**Aecon South Fab Shop:** Busy with approx 120 UA Personnel on days & nights, doing piping for the NWR Mods; Work has slowed.

Aecon North Mod Yard: Approx. 140 members; Work has slowed as mods are completed for the Northwest Refinery. There have been some lay-offs.

Aecon South Mod Yard: Ongoing Modular construction; approx. 100 members on site. Hiring as manpower is needed and spools arrive from shops; the work situation here is steadier than the North Yard.

Clearwater Shop: Approximately 70 UA members, now working on several contracts and are pursuing future work; have 42" pipe work for TC Pipelines.

Clearwater Mod Yard: Has finished most mods, only five or six remaining to be shipped; Approximately 15 members on site. The work situation has now slowed for this site, but they are seeking new contracts.

Clearwater Mod Yard II (Fort Saskatchewan): nothing to report at this time.

**E.S. Fox:** Have picked up some work for their shop. Approx. 30 members employed and have picked up a substantial stainless piping contract.

Edmonton Exchanger Shop: Small crew; approx. 10 members doing pipe work related to ongoing maintenance contracts.

**Ganotech Shop:** Slow, have approx 18 members working in the shop on some work for Trans Can P/L and other small contracts.

**Ganotech Mod Yard:** Nothing to report at this time.

Jacobs Shop: Working on piping for various Jacobs sites and some pipe spools for Scotford. Approx 30 members employed.

**Jacobs Mod Yard:** Nothing to report at this time.

Horton CBI: Are working on Mods for the NW Refinery, Redwater. Approx. 20 members on site; have had a series of lay-offs as mods are being finished. If no further work is received, this yard will be idle by end of November.

**KBR Shop:** work has slowed, approx. 40 members employed days and nights working 5 x 8's. Have received off mod piping work for the NWR.

**KBR Mod Yard I:** Nothing to report at this time. KBR is expected to have 40 + mods for this yard late in 2015 or early 2016 for the Fort Hills site.

**KBR Mod Yard II:** Nothing to report- this yard has been demobilized.

NOTE: KBR's shop and Mod Yard l has been sold to EPIC Piping. EPIC is owned by BCP Group. KBR will hold a minority position in EPIC; this will not change the shop or Mod Yard 1 being union facilities. The facility will be renamed "Falcon Piping and Modular."

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### **ROBERT TAYLOR**

continued from the previous page

PCL Nisku Shop: Approx. 140 + members between days and nights working on piping for several smaller contracts. Have work for Fort Hills but things have slowed due to a lack of spools and materials for the Fort Hills project which is expected to arrive from Korea.

PCL Nisku Mod Yards I & II: Approx

40 members employed. Some small mod contracts for Alberta and have several hundred mods for Suncor's Fort Hills project. A lack of material from Korea has disrupted the ongoing work, with some workers taking leaves and others working 30 hours per week until more material arrives by container. This material has been delayed several times and may arrive in late 2015 or early 2016. There have been lay-offs and there is no further hiring expected until this situation is corrected.

PCL East 40 Mod Yard: Some storage of Material, receiving and shipping to sites, a few members. This Mod Yard was expected to be up and running by now, but the date has been set back due to delays in receiving material. Hiring for this site will begin late 2015 or early 2016.

PCL Intracon: At Mod Yard 1 & 2, Less than 10 members doing instrument work on Mods.

In closing, I would like to thank our members for voting in the recent Federal Election and turning out a right-wing Prime Minister, his government and its agenda. Their commitment was to Business, not to the working Canadians, and especially their hostile attitude

towards Unions. I would also like to thank our Job Stewards, the Officers and Staff of Local Union 488 and our members for their commitment to their Union, its values and its effort to advance the cause of working people. The November 21 General Meeting will be the next chance or our members to discuss a couple of Bylaw proposals which have been put over from the September meeting. This will change things, especially for our older members, so if you have concerns or questions, be there. It's YOUR Union, YOUR democracy, so if you can, try to attend.





### **RODNEY CARLSON**

Business Agent

It's been 3 months since I last sat down to write a newsletter and a lot has happened. We have a new Prime Minister, hunting season is almost over and our shut down season is almost complete, just like Highway 63. What a blessing it is to have four lanes from Grassland to Fort McMurray!

### **SURMONT**

Black & McDonald has started their layoffs at the end of September and the beginning of October with night shift being the first to go and day shift to follow. There were about 110 folks left on the site when I wrote this.

KBR is still on site with about 11 members doing the LOTO (lock out, tag out). There was no system at Surmont for the commissioning and KBR helped get it started and have been assisting them since.

I would like to thank all our UA members, travel cards and permits for their hard work and dedication to make this job a success. A thank you also goes to Adam Grant, Bill Byrne, Eugene Tews and Alex Deric, the job stewards who helped me with the issues that came up during layoff time.

### **NEXEN LONG LAKE**

Melloy had their fall shut down that started at the end of October and ran for about 2-3 weeks. They also had more work out on the pads, working a 10 & 4 shift. If everything works out, they may have an extended contract to maintain more work on those pads. They are looking forward to the spring turnaround.

PCL INTRACON also had a small crew of Instrumentation mechanics for the Nexen fall shut down.

### FORT MCMURRAY FAB SHOPS

Clearwater shop has about 23 UA members working on field spools and should be good to the New Year.

Carber shop has moved and now they have more room to maintain their equipment and store it inside the shop. They have been busy this fall with the move and the work going on at CNRL.

Cessco Shop in Fort McMurray is slow for the fall and don't expect work until the New Year.

### **CAMPS**

PTI/Civeo Camp maintenance has gone through a shift change and with shift changes there tend to be hardships between the contractor and members. A change is always hard to except, but with time we learn to deal with it and move on. On that note, we have to look at our market and see how competitive it is getting. We are known to be the best and that is why the clients looked at making changes from a shift that wasn't in our agreement to one that is and keeps us competitive for the camp maintenance work. The 14/14 shifts are long days and a long duration, the up side is that we have more time with family and friends.

In closing, I would like to see our members use this time in our Pipe Trades college while we slow down for our Christmas and New Year season. There's the EPRI Rigging course November 30th and January 11th for a week, Practical rigging is November 16th and December 7th, Instrument Fitter is November 23rd and December 14th. These are just a few of the courses that you could do while things are slower so we can fill those UA rigging calls with UA qualified workers. The Alberta Pipe Trades College has a Course Calendar book that has all the courses available.

Merry Christmas and Happy New Year to you and your families in the holiday season to come.

### **LORIN BATES**

Business Representative – Sprinkler Fitting

## Thank you to all of you who exercised your democratic rights and voted in the federal election.

## Trudeau vows to repeal anti-union Bill C-377

"I am deeply disappointed that Stephen Harper's Conservative Senators have rammed through Bill C-377, a direct attack on Canadian workers and an attempt to weaken Canada's labour movement. ... A Liberal government is firmly committed to repealing this deeply ideological and highly partisan legislation. It serves no demonstrable public good or necessary policy objective.

"As Liberals, it is our fundamental belief that unions have, and continue to play, an integral role in the growth and strength of the middle class in this country. We will work in partnership with Canadian workers to ensure they have a real and fair chance at success."

I hope that Prime Minister Trudeau keeps his word.

I personally want to thank all of you who submitted your wish-list for changes to the National Road Sprinkler Fitter Collective Agreement as the deadline was end of business day on October 30, 2015. By the time you are reading this issue, the Sprinkler negotiating committee will be getting ready to meet and review all of your submissions. We will be holding a Sprinkler meeting once the committee has finished going through your wish-list and have come up with recommendations that the chair and myself will be taking to the national negotiations.

Compulsory certification is moving ahead. The Sprinkler JTAC met with MLA Kim Schreiner on October 22, 2015, when she stopped by the hall to take a tour of our fire pump and sprinkler labs. While I was speaking with Mrs. Schreiner she was in disbelief that the Sprinkler System Installer trade is the last mechanical trade to have the compulsory status, being directly involved with life safety. She told me and the JTAC that she would do what she could to help with the compulsory certification push.

Please register with Leanna at the Alberta Pipe Trades College for the ITM course. This course will take place the last three Friday-Saturdays in January and will be the last ITM course to come with the \$600.00 per diem. In March, we will be holding a fire pump course along with a NFPA 13 upgrader; this course will give an update from NFPA 13 2002 to NFPA 13 2016. Please register for these courses as soon as possible as seating will be limited. All three courses will come with brand new code books.

Organizing is a team effort, I am once again asking my fellow brothers and sisters to let me know where the non-union contractors are working and who's on the job sites. If you have any phone numbers for these guys, that would be great. Any and all information is welcomed. I have placed an organizing add on Kijiji with a YouTube video, please check it out and give me feedback. I believe that if the open shop contractors are going to hire on Kijiji we should be organizing on Kijiji. (Kijiji Edmonton Jobs – Sprinkler Fitter)



## **KEVIN MORIN**

**Business Representative** 

Hello Brothers and Sisters! 2015 has been one of the most turbulent and eventful years in recent memory. From January onward, I doubt anyone could have foreseen the crash in oil prices, the displacement of a 44 year Conservative provincial government, and the toppling of the anti-union Conservative federal government. It has truly been a year which we have had to plan cautiously; however, in retrospect, opportunity has been plentiful for our members in my jurisdictional area.

Rope Access courses are now being held at the Alberta Pipe Trades College. The course is one week long and is limited to a maximum of 8 students per intake. In order to meet demand for next spring, we will need about 10 intakes, however, we will require many more to meet the demand of the next few years. Rope Access is the future of maintenance in North America. If we can train enough members in a short enough period of time, we can effectively catch our competition sleeping and significantly increase our maintenance market share in Alberta within a few years. Please contact The Alberta Pipe Trades College to register at 780-488-1266.

### Syncrude/Aurora

The economic climate of 2015 has taken its toll at Syncrude. While maintenance continues, the low price of oil has limited the work on site and practically eliminated overtime. The recent fire did not help this, however, our crews have managed to repair much of the damage allowing Syncrude to bring plants downstream back online. Major projects such as SUSP remain off the books for the time being, and will likely be brought back when the price of oil reaches about \$70/ barrel. In the meantime, 2016 promises a turnaround season which is heavier than 2015. Planning for project Wolverine is underway and is scheduled for April of 2016. It is still too early to tell whether the scope will be modified due to the fire this fall.

### **CNRL**

Work here has been plentiful in the past year with UA manpower on site briefly exceeding 1200 for September due to the amount of construction activity and a few unexpected pit stops on site. Black & McDonald briefly exceeded 400 UA on site before being directed by their general contractor to reduce workforce. While it is unfortunate that B&M had to lay-off so abruptly, the layoff in no way was a reflection of the company's success or our member's productivity or professionalism. This project has been a success which has been plagued by logistic issues and financial mismanagement outside of the control of both the company and our members. We are nearing the end of this project and both B&M and our members are focused on a strong finish with an aim to pick up a maintenance contract on site.

HB is nearing completion of the Williams project. TEAM will remain on this project and is expected to increase its workforce in November. Carber continues work under Air Liquide. Sunny Corner and Midwest have long term work which is expected to span into mid-2016.

We won't have as much construction work at CNRL in 2016 as we enjoyed in 2015, however, a large turnaround is scheduled for next summer which should fit in quite nicely between the heavy spring and fall turnarounds on other sites.

#### Fort Hills

Fluor had briefly manned up to about 40 UA across 3 shifts, however had to reduce to a skeleton crew due to a shortage of material on site. The project will likely rehire prior to the Christmas break, should the awaited material arrive. The U&O project is expected to hire gradually through 2016 and will peak at around 120 UA in late summer. Other smaller union projects on site are being performed by Schendel Mechanical and Wil Mechanical. This site does not currently have a strong union presence, however, if our success at CNRL is any indication, I expect our contractors to pick up more work as it becomes available.

Please have a safe and happy winter and holiday season.



## **BRIAN HEARN**

Business Representative – Refrigeration

I need to start this newsletter by congratulating Brother LARRY DUNN on his retirement! His experience, knowledge and professionalism will be extremely difficult to replace. However, I am positive that his mentorship throughout the years has left a legacy for many to follow.

Brother Dunn was initiated to the union October 16, 1972, when refrigeration in the province of Alberta had two locals, 613 and 646. He was instrumental in starting both of your health/ welfare and pension plans for refrigeration and sat as a trustee on both from 1980 to 1994. Brother Dunn retires with 43 years as a member. I personally would like to thank Larry for his years of dedication. Brother Dunn started with Cimco Thermal Design in 1970 and held numerous positions with the company until his retirement September of 2015 with 45 years of service with Cimco.

If you would like to send Brother Dunn and his wife of 47 years, Donna, well wishes please forward them to myself at brian.hearn@local488.ca I will make sure he receives them.

With the elections for our great country and province now completed with a majority government, I am sure all are looking for that crystal ball showing the future. However with the world economy and oil prices where they are, as a trade Union we need to be watching very closely where it's heading.

Refrigeration is one of the few trades that received a raise in 2015. We (refrigeration mechanics) are fortunate to have access to information from Building Trades and your Local as a whole to help with decisions for our trade. Keeping in mind it is maintenance we thrive on more so than construction, and any input from the Refrigeration membership is always encouraged and asked for. Feel free to contact me directly with your thoughts.

There are journey person members in refrigeration that have either let their first aid expire or have never taken the course. Our Collective Agreement clearly states that all journey persons (NEW JOURNEY PERSONS AS WELL) shall have an up-to-date standard first aid ticket. This is optional for apprentices but highly recommended and you are given a reasonable amount of time to obtain the certification.

I have been asked what's a reasonable amount of time? My answer to most is that you as a member need to use some common sense! Some members have suggested that2 years is reasonable...yes, 2 years! I would have a hard time telling our contractors that this is a reasonable amount of time, so I would suggest by the end of 2015, is reasonable.

UA Local 488 Pipe trade College offers these classes. Brother Rooney in Calgary has also been holding first aid classes at our Calgary office; I would strongly suggest that members have their families take the course at the same time. It only makes sense - you are not home all the time! Just a reminder that we cannot pay the course costs for family members.

There will be refrigeration meetings early December 2015. The Calgary meeting will be held on December 2, 2015 at 6:30 PM, and the Edmonton meeting will be on December 3, 2015, also at 6:30 PM; a mail out will follow this newsletter and will provide more details. An intense and full agenda is expected so I strongly suggest you attend.

IT'S YOUR UNION GET INVOLVED



### **BRYAN ROONEY**

Business Representative - Refrigeration, Southern Alberta

Hello Local 488! With this being the last Newsletter in 2015, I would like to extend best wishes to every member for the upcoming holiday season. Hopefully everyone will have an opportunity to spend some time with family and friends and enjoy their holiday traditions in preparation for what looks to be another promising year in 2016.

I'd like to congratulate the apprentices who were elected to sit on various boards and committees during the September apprentice meeting held in Edmonton. This new initiative is giving apprentices the opportunity to be more involved in our Local which is a really good thing. Sitting on boards and committees takes a significant commitment from a member and we should acknowledge everyone who has stepped up and is involved in making our Local successful.

The Building Trades of Alberta (BTA) coordinates and promotes the interests of 16 Alberta trade unions whose 75,000 members work in the residential, commercial and industrial construction, maintenance and fabrications industries. Each year the BTA hosts a variety of events throughout the province, but I want to focus on the hockey and softball tournaments they hold annually in Southern Alberta. Given Local 488's strong presence in Southern Alberta, I think we need to be represented at these types of events and be more visible within the BTA. These tournaments are held on a weekend with the hockey being in April and the Softball in September. Any members who are interested in being involved in either or both of these tournaments, please contact me at bryan. rooney@local488.ca so that we can start assembling teams for next year's events.

Notices for Refrigeration sector meetings will be hitting mailboxes shortly as we will be having meetings in Edmonton and Calgary before the end of the year. There has been a lot of activity in Refrigeration since our productive meetings in the spring of 2015. We hope that you will make every effort to attend and participate in these important upcoming meetings as they will guide the future of our Union.

As yet another Alberta winter approaches, the majority of the membership will soon be up against some frigid and difficult working conditions. Everyone should remember to take the proper precautions this winter in keeping warm and hydrated on the jobsite. We'll see you at the next meeting, please stay safe and productive!





# **DOUG DORY**Safety Officer

Hello Brothers and Sisters, we have had some very serious injuries in the past few months. Below are some common types of fatal incidents investigated by OH&S.

Two of our incidents fit into these categories and both of our incidents could have been much more serious than they were, thankfully our incidents were not fatalities. I know none of us want to be a statistic, injured or a fatality, so please stay focused on your task.

When you're on the jobsite, are you totally focused on the task you are performing? Is your mind on your task or are you making plans for after work? Take note of what distracts you during your shift. Recognizing what interrupts your concentration on the job and dealing with it can help you avoid a serious accident.

I know we can we go out to site with great pride and show ourselves, our families, contractors and clients that we are not only the best at what we do, but also the safest at what we do. By intervening with our Brothers, Sisters and co-workers, by mentoring our inexperienced, by eliminating taking those shortcuts and by staying focused during each and every task until its completion; we can go home injury free after every shift.

## COMMON TYPES OF FATAL INCIDENTS

- 1. STRUCK BY OBJECTS approximately 20 per cent of all workplace incident fatalities are caused by being struck by an object. For example, a worker is clearing debris from a seismic line behind a lead cat and two hand fallers. The worker walks into the path of a tree being felled and is struck.
- **2. FALLS** around 15 per cent of workplace fatalities are the result of falls. For example, a worker is installing and insulating a sheet metal roof. He was not tied-off to a fall protection system and fell approximately 30 meters.
- **3.** CAUGHT BY OBJECTS responsible for approximately 12 per cent of all workplace incident fatalities. For example, a worker is clearing debris build-up and performing general maintenance around a limestone crusher. The worker is crushed to death when caught between a roller and the belt.
- **4. TRANSPORTATION INCIDENTS** approximately 12 per cent of workplace incident fatalities involve industrial equipment or work related vehicles. For example, an asphalt compactor used in road construction comes too close to the edge of the road, slides sideways into the ditch, pinning the operator and causing fatal injuries.
- 5. EXPOSURE TO HARMFUL SUBSTANCES around 10 per cent of all workplace incident fatalities are the result of exposure of harmful substances. For example, a worker was setting up tower for monitoring a drilling rig location. While raising the tower, contact was made with an energized power line. The worker received an electrical shock and was killed instantly.



## **BILL WILSON**Director of Education

The new school year is upon us and we have just finished the first block release 8 week apprenticeship courses. Alberta Industry Training came and administered the Government exams.

The College tries to provide as many training days as possible to accommodate the membership. We still have to cancel courses on occasion due to lack of participation. I have been saying for years that our skill is our value and with all the courses we provide, you can take that value to the job immediately. If you can make time to take a course you will not be disappointed! The college has brought some new courses to light and is looking for more, like Bolting and Tensioning coming in the near future. Most of our Apprentice classes are full but there are waiting lists for you to get on if need be. Give Leanna a call if you need to be put on one. There are a few members who cancel for school that open up a spot.

The new Welding building is up and running. We had our Grand Opening on October 7, 2015. Everyone in attendance agreed what a great facility we have. The Energy Minister was here and gave a speech on her support of pipelines and that she came from a Trades family and understood what we are all about. Mr. John Carson, the MLA for our area, was an Apprentice Electrician when he was elected to Legislature. He spoke very well and congratulated us on our new Welding Training Center. The UA Head Office sent John Telford, Larry Cann, Larry Slaney, Steve Morrison, Rob Kinsey and Bud Tozer. Mr. Telford said he had not seen a training facility like ours in North America. The six o'clock news reported that the Alberta Pipe Trades College is becoming known as one of the best Training Facilities in Canada. All in all it was a great day!

I would like to thank everyone who helped out with the Grand Opening; the RMA for providing the lunch and all who volunteered for tours and of course, our Instructors!

On October 22, 2015 we had Channel 7 Dinner Television on site doing live segments for the news that evening. Bridget Ryan interviewed Nick Diduck and Stephen Nykiforuk did the welding segments. I hope some of you got to see it. What a great way to advertise.

The College is looking forward to the Premier and the Education Minister's visit sometime in November. We will give them the tour and speak to them about funding for our school. This is something we have been lobbying for years. With a new government we are hoping that they will take the steps to include us in the funding scenario.

If you haven't picked up a course calendar please come and get one. I think you will find something that can help you advance your skills for the job.



## **ENTERTAINMENT**

### **COMMITTEE REPORT**

The UA Local 488 Annual Children's Christmas Party will be held on December 6, 2015 at the Mirage Center, the same location as last year. Pre-registration is mandatory and must be submitted prior to November 20, 2015. Please see the registration form below.

Once again, we had a complete sell-out for the Galaxyland event held on October 17, 2015. Unfortunately, we had a call from West Edmonton Mall, informing us that an organization purchased tickets from us and proceeded to re-sell them. This is against the terms of our contract with the Mall and cannot be permitted. The Entertainment Committee has therefore decided to implement limits on the number of tickets that can be purchased for future events in order to prevent a recurrence.

The Local 488 Entertainment Committee wishes all members and their families a wonderful Christmas and a joyous New Year!



## EDMONTON CHILDREN'S CHRISTMAS PARTY REGISTRATION FORM

### SUNDAY DECEMBER 6, 2015

11:00 AM - 4:00 PM Mirage Banquet Centre 360, 8170 - 50 Street

## REGISTRATION IS TIME SENSITIVE!

Immediate Family Members Only

MEMBER'S NAME:			
MEMBER'S CARD #:		PHONE #:	
ADDRESS:			
CITY:	PROVINCE:	POSTAL CODE	3:
CHILD'S INFORMATION	(please print clearly)		
NAME:		AGE:	GENDER:

In order to be registered, the registration form must be received in the EDMONTON office **PRIOR TO NOVEMBER 20, 2015**. FAXES are acceptable. PHONE CALLS WILL NOT BE ACCEPTED! Registrations received after the deadline will not be considered registered and cannot be guaranteed a gift in the appropriate age group. PLEASE NOTE THAT THIS PARTY IS FOR MEMBER'S AND THEIR CHILDREN ONLY (SORRY, NO GRANDCHILDREN). WHILE ALL MEMBER'S CHILDREN ARE MORE THAN WELCOME TO ATTEND, ONLY THOSE 12 YEARS OF AGE AND UNDER WILL BE ELIGIBLE TO RECEIVE A GIFT.

## **POLITICAL ACTION**

### **COMMITTEE REPORT**

Since the Federal Election was called in the late summer of 2015 the political activity has been non-stop from coast to coast to coast. The citizens of Canada did not expect to have to contend with such a long campaign.

We are all aware of the results of the Federal Election on October 19, 2015. Canadians expressed a desire for change and subsequently gave Justin Trudeau and the Liberals a majority government. The conservatives are now the official opposition and Steven Harper has indicated he will resign as leader of the Conservative party. The New Democrats also lost a considerable number of seats and went from the official opposition to the third party in the House of Commons in Ottawa. With the Liberals forming government and the New Democrats in third party status, Bill C-377 will probably be repealed. That should be good news for the Trade Union movement in Canada. We will have to wait and see what else will happen or change once a new session of Parliament commences in Ottawa. The Political Action Committee will attempt to keep apprised of the happenings on the federal scene and pass it along to the members and their families.

In Alberta we are familiar with what happens when the citizens want change. In our province the citizens in the May 2015 Provincial Election gave the New Democrats a majority government under the leadership of Rachel Notley. At the time of this writing, the 'Budget' has not been presented. It will be presented on October 27, 2015 and the next sitting of the Alberta Legislature will begin on October 26, 2015. The Notley Government is doing a reasonably good job while contending with the 'price of a barrel of oil' which has still not made any major recovery.

The 'price of a barrel of oil' has had an effect on the overall economy of Alberta and Canada, but the economy seems to be reasonably stable at this time. Once the legislature commences for the fall session the Political Action Committee will keep the members and their families up to date as things happen.

The cities in Alberta have been doing reasonably well in spite of the 'price of a barrel of oil'. There still are work opportunities for those in the trades and in particular members of Local Union 488, at least at the present time. We will have to wait to see what all plays out in the future.

The Political Action Committee will continue to gain as much information as possible regarding political activity in our area and throughout the province and the country.

The PAC would like to thank the members for their interest and support.



## **HEALTH AND SAFETY**

### **COMMITTEE REPORT**



### **Understanding Racism**

**RACISM** is a set of beliefs, attitudes and behaviours that assert, imply and justify the assumption that one race is superior to another because of their race, colour or other physical characteristics.

**RACISM** is based on unproven ideas of 'race'. Although people have many physical differences, there is no biological basis for the idea of separate and distinct races.

**RACISM** can be a result of conscious or unconscious attitudes or values based on assumptions about characteristics of a particular racial group that link these characteristics to intellectual, moral, or cultural superiority.

**RACISM** is based on the process of racialization in which certain physical traits and attributes imply that some people have less worth than others. Characteristics of people that are commonly racialized include accent, name, clothing, beliefs and practices, places of origin and citizenship.

**RACISM** can lead to profiling or stereotyping of individuals because they belong to a certain race.

**RACISM** can occur when policies or practices that may seem, or are intended to be neutral, result in disadvantages for people of a certain race, ethnic or religious group.

**RACISM** can result from historical privilege of people who have power.

**RACISM** results in social and economic inequities in society.

**RACISM** is not excusable or justifiable because of lack of intent. Actions do not always have to be done on purpose for them to be considered racial discrimination. What is important is the impact of the action on another person, and how it affects their dignity and their life opportunities.

### What Can You Do To Stop Racism

**Listen** to the stories of those who have experienced racism and become aware of the impact of racism on their lives.

**Educate yourself** – read books and watch movies that provide a variety of perspectives and information about groups and communities from different ethnic and racial backgrounds.

### As an individual

- Learn about the history of racism in Canada. In particular, the impact of racism on Aboriginal groups.
- Think twice when you hear groups and/or communities referred
  to as "disadvantaged" or "underprivileged". These labels often have
  stereotypes that come with them that ignore or mask the attitude of
  underlying racism, that somehow the group is inherently 'lesser than'
  others.
- Recognize racist language, attitudes and stereotypes. Become more
  aware of the impact of your words and actions on others and how your
  biases and stereotypes may be impacting your behaviour. Find out what
  language is acceptable or offensive to groups or communities rather
  than make assumptions by asking someone from that group directly.
- Speak up. Make a personal commitment to object to racist behaviours and attitudes when you encounter them by speaking up in a respectful way. If you don't speak up, it may appear as though you condone these attitudes or behaviours.

### As a parent

- Form interracial friendships.
- Listen to other people's points of view.
- Never use or allow racially derogatory terms.
- Children need to know that comments and/or jokes that belittle
  or insult the racial or cultural ancestry of any person or group are
  absolutely unacceptable in our homes.
- It is also important for them to see us confront other adults about their language.

### In our communities

- Support and participate in initiatives to increase awareness of and combat racism.
- Volunteer for an organization that reflects your values and does antiracist work.
- Get involved with boards and community groups to help ensure that they are serving the needs of diverse communities.
- Support ways to identify, monitor and respond to acts of racism, such as hate crimes. (Link to the Alberta Government Hate Crimes report)
- Document incidents of racism and discrimination, and follow up with actions to respond to the issue.
- Help educate young people by providing information and encouraging conversations about racism and other forms of oppression.

CONTINUED ON THE NEXT PAGE

## **NOTICES OF MOTIONS**

### In our organization

- Speak up when you see racism in action. You can confront it yourself or take the issue up to the next level of management.
- Be aware of and examine your institutions policies, practices and decision-making processes that pose barriers to inclusion. Identify and name the structures and barriers that help to perpetuate racism.
- Provide appropriate education and training to employees that help them to create inclusive workplaces and provide appropriate services to those affected by racism.
- Take proactive steps to ensure that racial discrimination or harassment are not allowed to occur in our organization.

### As a supervisor

- Do you know how to show respect for people from various backgrounds, lifestyles, viewpoints and needs?
- Do you implement actions that promote, create and maintain an inclusive, welcoming and cooperative work environment for employees and residents? What are they?
- Do you take time to get to know each new co-worker?
- Do you work to understand the perspectives brought by all individuals?
- Do you have ways to actively gather input and ideas from staff and residents?
- Do you create teams composed of diverse perspectives representing different levels within your area?
- Do you give direct feedback to staff whose behaviour may be considered inappropriate?
- Do you acknowledge staff who contribute positively to creating an inclusive workforce?

### **RACISM RUINS LIVES**

Two (2) of the Motions presented for third reading at the September General Membership meeting were referred back to the Executive Board for review and amendment of the wording.

Please note that these Motions will be read at the November General Membership meeting and voting to accept or reject the Executive Board's recommendation will take place then.

The following are the AMENDED Motions.

### **#3 AMENDED MOTION**

Whereas Local 488 dispatches Journeyman and apprentice members to various contractors on a daily basis and

Whereas this is a very important function of our Local Union to provide manpower in a timely fashion and

Whereas there have been many referrals returned to dispatch and have to be recalled and

Whereas this causes delays in providing manpower to our contractors as well as hardship to members waiting in line for that particular call

And whereas this contravenes Local 488's Standard for Excellence

Therefore let it be resolved that any member, travel card, or permit returning a dispatch slip not in accordance with Article IV 4.06 of the By Laws and Working Rules of Local 488 be subject to a two week suspension before being issued another dispatch. A second offence within one year will result in a one month suspension of dispatch privileges and a third will result in an indefinite dispatch suspension until a meeting with the E-Board.

Special circumstances, such as illness, injury, family or other issues may be considered by the Business Manager or his designate.

### Respectfully submitted

Tom Bailey
Card # 1052700

### **#4 AMENDED MOTION**

Whereas Local 488's out of work list does not reflect the actual number of members available for work, as approximately only half of the steamfitter and welder lists have worked in the past year and whereas these numbers as shown give Local 488 and industry a false sense of availability to man shutdowns and jobs, and whereas members who have worked in the last year do not have the same opportunities as those, who for whatever reason choose to not take employment from the list that is available to them, from two to twenty-four years but have the wherewithal to take the favorable long term in town jobs, let it be resolved that an inactive work list be created.

Also, let it be resolved that the following be included as Article IV (4.18) in the By-Laws and Working Rules (Dispatching Regulations) of Local 488. Anyone working within the last year and becoming unemployed, will be registered on the "active" list and anyone not taking a referral slip past the 12 month period will be moved to the "inactive list." The "active list" will be called first, followed by the inactive list. If a member from the inactive list takes a referral and is laid off he will then sign on the active list. Members will be given consideration for time spent on the Benevolent Fund coverage or other circumstance which may be considered by the Executive Board

Life members wishing to return to work will be placed on the bottom of the "active list"

Name hires will not be affected.

Respectfully submitted

Tom Bailey Card # 1052700

The Executive Board recommends Concurrence with both Motions.

## RETIRED MEMBERS ASSOCIATION

### **REPORT**

## **BOARD OF DIRECTORS** *for 2015*

### **PRESIDENT**

John P. (Jack) Hubler

### VICE PRESIDENT

Brian Filax

### **SECRETARY**

Marge Barnes

#### **TREASURER**

Jim Homeniuk

### MEMBERS AT LARGE

Leon Husereau Oskar Nerenberg Mel Brenneis Marvin Kowalchuk Dave Campbell The RMA Social Committee as always continues to be busy organizing and setting up all the interesting and enjoyable events and trips for the members.

As well, the RMA continues to keep the Coffee Counter functioning as well as the Visiting Committee, Crib Tournament and looking after the Vending Machines. The Golf Club and Dinner Club continues to provide some excellent opportunities for those who wish to participate and want to see old colleagues and meet new friends.

All retired members and their spouses are invited to attend the Retired Members
Association events including the monthly
Lunch and General Meetings which are held the first Wednesday of each and every month excluding July and August. The meetings are held in the Norman Darbyshire Dispatch Hall. Lunches commence at 12:00 PM with the meeting following at 1:00 PM. All Widows of deceased retired members, all widowers, if they are retired members or single retired members are invited to bring one guest to all the events at the price outlined in the 'Pipeline'.

All events are advertised in the 'Pipeline' newsletter which includes dates, prices and locations.

All retired members and their spouses as well as those others outlined in this report, are encouraged to participate in the RMA activities where you will meet with friends and colleagues.

### **NOTICE OF ANNUAL GENERAL MEETING**

This is to advise all RMA members that the RMA Annual General Meeting will be held on Wednesday, December 2, 2015 at 1:00 PM at Local Union 488 Meeting Hall. Nominations and Elections for Board of Directors for 2016 will be held at the AGM.

## RETIRED MEMBERS ASSOCIATION

### **EVENTS**

## **CALENDAR OF EVENTS**

### **NOVEMBER 2015**

- 4<sup>th</sup> RMA General Meeting/Lunch
- 5<sup>th</sup> Crib
- 19th Crib
- 27<sup>th</sup> RMA Christmas Banquet and Dance

Kingsway Legion, 14339 - 50 Street Cost: \$25.00 per person

Please pay fee with registration by cheque only.

### **DECEMBER 2015**

- RMA Lunch/Annual General Meeting (AGM)
- 3rd Crib
- 17<sup>th</sup> Crib
- 18<sup>th</sup> Show at Festival Place

"Mary Poppins"

Cost: \$25.00 per person

Please pay fee with registration by cheque only.

### **JANUARY 2016**

- 6<sup>th</sup> RMA Lunch/Meeting
- 7<sup>th</sup> Crib
- 21st Crib
- 27<sup>th</sup> Mayfield Dinner Theatre "Back to the 80's" Cost: \$37.50 per person

Please pay fee with registration

by cheque only.

### REGISTRATION FORMS

Register early as these events often sell out

### RMA CHRISTMAS BANQUET & DANCE

FRIDAY, NOVEMBER 27, 2015

Kingsway Legion, 14339 - 50 Street

Cocktails: 6:00 PM | Dinner: 7:00 PM | Dance: 8:30 PM-11:00 PM

Name(s):Address: \_\_\_\_

Postal Code: \_\_\_\_\_ Phone: \_\_\_\_ Number of People: \_\_\_\_\_ Fees enclosed @ \$25.00 per person: \_\_\_\_

Please pay fees at time of registration by cheque only.

### SHOW AT FESTIVAL PLACE "MARY POPPINS"

FRIDAY, DECEMBER 18, 2015

Name(s): \_\_\_ Address: \_\_\_

Postal Code: \_\_\_\_\_ Phone: \_\_\_\_ Number of People: \_\_\_\_\_ Fees enclosed @ \$25.00 per person: \_\_\_\_

Please pay fees at time of registration by cheque only.

### MAYFIELD DINNER THEATRE BRUNCH AND SHOW "BACK TO THE 80'S"

WEDNESDAY, JANUARY 27, 2015

Doors open at 10:00 am | Show at 12:00 pm

Name(s): Address:

Postal Code: \_\_\_\_\_ Phone: \_\_\_\_ Number of People: \_\_\_\_\_ Fees enclosed @ \$37.50 per person: \_\_\_

Please pay fees at time of registration by cheque only.

## **RETIREMENTS**

On behalf of the Officers and Members of UA Local 488, good health and success for the future to those Members who have recently retired.

NAME	YEARS OF SERVICE
Brian Blanchard	37 YEARS
Stanley Blake	25 YEARS
Carman Bush	I4 YEARS
Wayne Cederwall	7 YEARS
Nigel Corden	28 years
Roy E. Demmons	26 years
Daryl Dickie	34 YEARS
Richard R. Doyle	23 YEARS
Barry G. Fedio	38 years
David M. Flett	16 YEARS
Donald Flieger	17 YEARS
Bob Yow Foo	17 YEARS
Romeo Gautreau	36 years
Jose Gouveia	38 years

NAME	YEARS OF
IVAIVIE	SERVICE
Ronald Grabas	38 years
Dwight Hagan	I4 YEARS
Garey Hanlon	18 years
Gerald E. Hodgson	22 YEARS
Choon Hong	15 YEARS
Nels A. Johnson	16 years
Thomas A. Karpiak	48 years
Calvin King	16 years
Kim Larsen	38 years
Eric Robert LeBlanc	IO YEARS
Michael Lefebvre	17 YEARS
Robert Lockyer	18 years
Ronald P. MacSween	27 YEARS
Doug Miltimore	20 YEARS

NAME	YEARS OF SERVICE
Andrew H. Nypiuk	40 YEARS
Robert Perrin	49 YEARS
Alfred Ratz	37 YEARS
Jim Rimmer	7 YEARS
Joao Carlo Rodrigues	33 YEARS
Rick Ruggles	35 YEARS
Neree Savoie	32 YEARS
Orest Z. Surowy	I2 YEARS
Garry Swain	IO YEARS
Siew Min Ting	24 YEARS
Gary Vienneau	4I YEARS
Leonard Walter	I7 YEARS
Larry H. Ziegler	32 YEARS





## **MAILBOX**

I am writing this letter to inform you that the pipefitters at Enbridge South Edmonton Terminal project will be finishing up at the end of the week. Everyone involved played an important role in executing such a successful project. The 488 members should be proud of what they accomplished here. The skill and professionalism shown was amazing, to say the least. I want to thank everybody involved, from the members that started the project, to the people still here at the end. I look forward to working with you all again!!

### **Shawn Haggerty**

Piping Superintendent, Aecon Industrial West

## **NEWS**

# Grand Opening of New APTC Welding School a Big Success

Hundreds of attendees, including politicians, contractors and stakeholders were on hand October 7 as UA Local 488 and the Alberta Pipe Trades College (APTC) marked the grand opening of their 10,500 sq.-ft. APTC Welding School.



The centre is part of the Alberta Pipe Trades College, opened by the union in 2009 to train welders, plumbers, gasfitters, pipefitters, steamfitters, sprinklerfitters and workers in related trades.

Built by the union at a cost of more than \$6 million, the two-storey building has three classrooms and 24 welding booths fitted with leading-edge technology that will make the APTC one of the premier welding centres in North America.

"Whether it's our 13 Pipeworx machines that are ideal for the pipe welding industry or our Suitcase X-treme portable mig welding feeders, apprentices will have the opportunity to learn on the latest equipment and be ready for virtually any situation when they reach the jobsite," says Dan MacKinnon, Assistant Program Head at the college.

Energy and innovation certainly wasn't lost on the dignitaries that attended the welding school opening. Alberta Energy Minister Marg McCuaig-Boyd stated that "every new business, facility and neighbourhood will need highly-skilled workers to get future projects built." McCuaig-Boyd also told the crowd she's pushing for more energy pipelines to be built, "which I hope translates into more good jobs for skilled workers like you."

APTC Director Bill Wilson echoed the Minister's comments by saying "We are seeing more and more people who are about to retire. We need to replace those people with younger skilled workers in all trades. What we have done with the building of the APTC Welding School is stayed ahead of the curve and recognized that there will be a demand for world-class training in future years."

As for the recent economic downturn, UA Local 488 Business Manager Larry Matychuk is eager to work with the provincial government. "We have worked hard over the past few months to make connections with various ministries in hopes that we can work together and provide people with the skills to work," says Matychuk. "I was very happy to see the minister talk about investing in further work opportunities for Albertans. I believe the largest contribution the building trades offers to the Canadian economy is the training that we do. I look forward to our upcoming dialogue with government and the possibilities they hold."

### **UA LOCAL 488**

# Annual Children's Christmas Party

December 6, 2015, 11:00 AM - 4:00 PM

Mirage Banquet Centre - 360, 8170 - 50 Street

Pre-registration is mandatory and must be submitted prior to November 20, 2015. Please see the registration form in this issue of the Pipeline.



### **CONNECTIONS**

For easier connection, call each department directly!

### EDMONTON OFFICE

**T:** (780) 452-7080 (press 5) **F:** (780) 452-1291 16214 - 118 Avenue, Edmonton, AB, T5V 1M6

### FORT MCMURRAY OFFICE

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### WELDING SHOP

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### EDMONTON DISPATCH TAPE

**T:** (780) 451-3620 | Call tape after 4:30 pm

### www.local488.ca

View available lob Calls on-line!

SUBMISSIONS: Please submit contributions electronically, Attention: Pipeline Newsletter Editor via e-mail to shawnf@ept488.ca. Contributions are invited from officers and members of UA Local Union 488.

PLEASE NOTE: Articles, statements or other materials published are not to be construed as the opinion or policy of the Union or this paper.

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TREASURER: Jack Hubler

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INSIDE GUARD: Oskar Nerenberg

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