

PIPELINE NEWSLETTER

January 2019

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

UA LOCAL UNION 488 | SINCE 1904



*Merry Christmas
and Happy New Year!*

On behalf of the Officers and Staff at Local 488,
we wish you a wonderful holiday season and all the
best in the New Year! We hope 2019 brings prosperity
and good health to all of our membership.



Canadian Piping Trades®
LOCAL 488

NEXT GENERAL MEETING

Date: Saturday, January 26, 2019

Time: 9:00 am

Location:

Norm Darbyshire Dispatch Hall

16214 – 118 Avenue NW

Edmonton, AB

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ROBERT TAYLOR

Business Manager

I hope everyone had a good and joyous holiday season and I wish all members the best going forward into the New Year. Hopefully this year will see some resolution on the delayed Pipelines situation and an increase in investments in Alberta energy projects which will put Albertans back to work.

For the past few years it seems like lobbyists with out-of-country financial support (according to a Nov. 14 article in the Edmonton Journal) are tying up the Pipeline projects in court actions and hearings. It's time for our Politicians, especially the Federal ones, to get some legislation in place and get this western part of our country moving again. Alberta has supplied jobs and taxes to Canadians from one side of the country to the other for the past 15 to 18 years. It is expected that by early in the new year the Federal hearings for the Trans Mountain Pipeline will be finished and work will begin on this project, which should spur investment in our energy sector.

As for the work situation this spring, there will be a reasonable amount of shut-down work with some pre-shutdown starting in late January to early February, with the bulk of hiring by late March. There are expected to be several smaller projects, some enabled, in Fort McMurray and other areas. There is a lot of competition in securing the work that is being put up for bid. UA Local 488 will do its part with enabling and in other ways to make our Union contractors competitive. Some recent announcements by the Alberta government about helping fund investments in upgrading our oil or secondary products like plastics or other finished products like gasoline and diesel oil may encourage investments in these endeavours. Whatever the case, Local 488 will be proactive in trying to secure this or any project work with our Union contractors.

Hopefully by the time our members read this we will have a new construction agreement (ICI) negotiated. Because of the economy these negotiations have taken a bit longer for both sides to come an agreement on some of the items; the biggest issues are wages and benefits, drug and alcohol testing and double time. Progress is being made, but it's slow. Beginning some time in December we will be more involved in the 'small table' bargaining which are the things that more directly affect our trade and work. There are several pages of items for discussion, although some are just wording changes. The small table items are expected to be easier to reach agreement on.

We look forward to negotiating an agreement that helps our contractors to compete and gives our members competitive wages with benefits. We don't want a race to the bottom. Unions stand for a better quality of life for working people and the three fundamentals that we don't want to lose sight of are our Pensions, Health Care and training. We will have more information for the membership at the January 26th General Membership Meeting.

In other areas, our Refrigeration sector is holding its own as it is mostly service work, that is on-going. Our Pipeline sector was busy through the end of 2018 with the Line 3 replacement work and smaller contracts in various parts of our jurisdictional area. The Commercial side represented by our Plumbers has slowed somewhat but we are still securing work, mostly with enabling.

We are starting to see some success with our organizing initiatives in this sector; this is one area where we must grow our market share. It's about the same for our Sprinkler Fitters; they've also slowed somewhat, and it is also very competitive in their sector of work as well. Again, enabling has been a major help.

As for Mod Yards and Fab Shops, there is some success to report. One of our major contractors has stated that they will be starting work on about 200 mods in early spring of 2019. This was done with the enabled Mod Yard terms. Our shops are actively bidding on work; some have been more successful than others. One shop in Nisku, with enabling terms from the Local has well over a million hours on several different bids. We hope that they will secure the majority of this work. We receive requests for enabling every day; the majority are for commercial projects but some industrial as well. This Local will continue to help our contractors secure jobs and put our members to work.

I would like to remind our members of Local 488's Educational and Training services. If you are off work, this could be a good time to get another ticket or upgrade your trade skills. The more knowledge and skill one possesses the more employable they become. An example of this was seen at last spring's shutdowns, where we experienced a shortage of Alloy welders, and it is projected that there may be a shortage again in 2019.

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ROBERT TAYLOR

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In closing, Brother Kelly Twa retired at the end of December to enjoy a more relaxed life. He's been with the hall quite a few years, first as a Dispatcher and then many more as an Agent. On behalf of the Staff, Officers and all our Members, a big "Thank You, Kelly, for a job well done". Thanks for all your work on behalf of the membership and your straight forward way of dealing with things. You will be missed. We will be hiring someone to work as a Business Representative in the New Year to replace Kelly's position.

Let's not forget thanks to our Staff, Officers, Committees and to all our members who support and contribute to the success of this Local and our Union. Our Officers and some Committees have written reports on their activities and areas of responsibility. Please read these reports and stay informed. The next General Meeting is on January 26th. I hope to see you there. It is your Union and your attendance helps keep it that way.

The very best to all in the New Year.

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	NAME	YEARS OF SERVICE
Brian J. Aiken	17 YEARS	Andrew Grof	38 YEARS
Hector J. Caron	34 YEARS	Derek C. Kiernan	25 YEARS
Ken D. Carruthers	16 YEARS	Donald H. Leard	19 YEARS
Hyup Chang	11 YEARS	Michael Lipinski	32 YEARS
Dean Charleson	36 YEARS	Ron J. MacDougall	22 YEARS
Daniel E. Cook	5 YEARS	J. Norman Macklin	27 YEARS
Mike A. Cormier	26 YEARS	Gordon McKiver	27 YEARS
Allen Couture	26 YEARS	George Naegeli	26 YEARS
Stewart Deitsch	30 YEARS	Rodney Nicholson	30 YEARS
Andre P. Duffenais	13 YEARS	Jim Noonan	18 YEARS
Alexander Erdelyi	10 YEARS	Calvin Ploof	38 YEARS
Daniel Fortier	15 YEARS	Urville Rogers	10 YEARS
Frank Fudge	19 YEARS	Daniel A. Ruelland	5 YEARS
Nicholas Furey	12 YEARS	Edwin Semeniuk	40 YEARS
Leo R. Gavigan	19 YEARS	Dale J. Sobczak	11 YEARS
Robert J. Gillis	18 YEARS	Kevin Tremblett	10 YEARS
David R. Gray	16 YEARS	Robert E. Tweedie	35 YEARS
Murray Grayson	19 YEARS	Adrian J. Wall	18 YEARS



ROD MCKAY

Business Agent/Assistant Business Manager

I hope that everyone had a peaceful Christmas and a safe and enjoyable New Years.

We are hoping 2019 will be the best year yet. In the past few months there has been some talk regarding our negotiations. I believe this round of negotiations to be the most important negotiation in our 115-year history. This agreement needs to be the best deal for our members and keep us competitive enough that our contractors are successful when bidding work.

We may have different ideas of how this contract should read. I just ask that all members when discussing and voting on the upcoming agreement, that they think of their Brothers & Sisters and the best way to increase our man hours and keep everyone working.

Negotiations can have a language of its own. Below are a few terms often used when negotiating an agreement.

Language of Collective Bargaining

Arbitration: In the collective bargaining context, this is called 'interest arbitration'. It is a very rarely used alternative to resolving collective bargaining disputes that normally require the agreement of both parties. If both parties agree they jointly select an arbitrator who will conduct a hearing and issue a binding decision resolving all matters remaining in dispute between the parties.

Arbitration also refers to a process for resolving grievances between the Contractor and the union after all internal steps of the grievance procedure have been concluded and the grievance has not been settled. An arbitration is similar to a court proceeding, where a representative of the contractors and a representative of the union make opening statements and present their arguments. Parties usually also call witnesses. The arbitrator or arbitration board renders a decision that the parties must follow.

Bargaining Unit: A group of elected members (chaired by the Business Manager) who represents Local 488 and are governed by the same collective agreement.

Conciliation: The action of mediating between two disputing people or groups.

Conciliator: A person who acts as a mediator between two disputing groups or individuals.

Collective Agreement: A binding written contract between the unions and the Construction Labour Relation of Alberta (CLR-A), that outlines many of the terms and conditions of employment for local 488 members. These terms and conditions are reached through collective bargaining negotiations between the Building trades of Alberta (BTA) & the CLR-A Large table and UA Local 488 & CLR-A small table. The types of terms that are included in a collective agreement often include wages, benefits, and the grievance procedure.

Collective Bargaining: The negotiation process between both parties that leads to a collective agreement. When a new bargaining unit is formed, the parties negotiate a 'first collective agreement'. The terms of the collective agreement will be either 2 or 4 years. The parties meet for collective bargaining and negotiate changes to the collective agreement. This changed agreement is commonly referred to as a 'renewal collective agreement'

Interest arbitration: Is a mechanism used to resolve disputes in the collective bargaining process.

Lockout: A refusal by the employer to allow employees in the bargaining unit to work. Legally the employer can only lock employees out after conciliation has taken place.

Strike: When the employees in a bargaining unit stop working or engage in other forms of

strike related activities in order to pressure the employee to agree to the unions proposals in collective bargaining. Strike activity is any collective action by employees to stop or curtail work and can take many forms including: a strike in which the employees all completely stop working at once, or one in which they conduct selective/rotating strike (postal workers), sit downs, slow downs, or 'work to rule' campaign. Legally, the employees can only strike after conciliation has taken place. In addition, a union must have concluded a strike vote and receive the approval of the majority of their membership.

Strike Vote: A Vote by the bargaining unit to tell the membership whether they will allow the union to call a strike. The membership legally can not conduct strike activity unless the majority of those who vote, vote 'yes' in the strike vote. All UA 488 in the relevant bargaining unit have the right to vote. The vote is by secret ballot.

Ratification: A democratic approval process whereby our members vote to accept or reject the terms of the tentative collective agreement reached by the Bargaining Unit.

Tentative Agreement: A collective agreement between the signatory Contractors (CLR-A) and the union but not yet accepted/approved (ratified) by the members in the relevant bargaining unit.

On another note, Local 488 has had another officer retire. Kelly Twa will be departing at the end of 2018. I want to thank Kelly for all of his time and effort he has put in to make the UA a better organization. Thank you, Kelly and wishing you all the best in your new adventure.

Thank you for taking the time to read this article. See you at the meeting on January 26th.



BARRY PRUDEN

Business Agent

Happy New Year!

The call for submissions for the January 2019 Newsletter came at the end of October 2018. This early lead-time was due to the fact that our printer was closed over the Holiday period. It takes *time* to get an edition of the Newsletter out and sometimes we must write these articles quite early to accommodate the editing, lay-out, printing and distribution of the Local 488 Pipeline Newsletter. Therefore, what you receive is sometimes our 'best-guess' as to the work situation. Currently, we can see the decrease in work on both winterization and projects as the year comes to a close and allotted budget are depleted. Hopefully, the New Year will see increased opportunities as the Owner community allots more monies to improve their facilities.

The current (at time of writing) price differential between West Texas Intermediate (\$69 US/bbl) and *Western Canada Select* (\$19 US/bbl) is \$50 US. This basically means that our oil costs more to produce than what the markets are willing to pay for it. This massive differential can be linked to two (2) main issues; we have only *ONE* customer – the USA, and a lack of pipelines to tidewater to get our oil to new customers.

It is *beyond* time to be civil in bringing up our concerns about this issue. It is time to demand what our politicians' positions are on this National problem and we must vote accordingly! We all know that when Alberta's Energy Sector works, *all* of Canada benefits.

Currently, most of the shutdown work has been completed and lay-offs have begun. You will see the pit-stops at Syncrude, Aurora, Albion and Jack Pine mines continue. The shutdown work at Syncrude Base Plant should be much smaller next year, however with their aging facilities and infrastructure, we never know for sure.

So, the news of the day (at time of writing) is the \$3.3 Billion purchase of Jacobs Energy, Chemical and Resource Assets by *Worley Parsons Ltd*, a major non-union contractor. How this will play-out and affect us is anyone's guess. We can only wait and see. Times are increasingly difficult for Union contractors and Union Members. We must remain united and show solidarity in weathering this storm; we have done so before and can do so again.

My thanks go out to the Shop Stewards who do their best to assist the membership in all they do.

A MESSAGE FROM THE ELECTION COMMITTEE

At the January 26, 2019 General Membership Meeting, UA Local 488 Members will elect a new Ballot /Election Committee.

This Committee plays a vital role in ensuring that the Election and Balloting processes and rules as defined by the UA Constitution and Local 488 Working Rules & Bylaws are followed. The work of this Committee is very important and requires the ability and willingness to attend the Committee meetings and to conduct any Votes and Elections that the Local requires. This work includes Nominations, ballot mail-outs for Elections and Ratification votes, processing of returned votes, and the reporting of results to the membership. The work and processes of the Election Committee are transparent and open to scrutiny by any member of this Local, at any time. *The physical work required is repetitive, requires the ability to lift and move boxes and bins weighing up to 40 lbs., and the ability to follow direction and complete tasks in a timely manner.*

This Election is held in-house; members in attendance at the January 2019 General Membership meeting will elect the Committee Members at that meeting. You must be present at the meeting to vote. If you wish to run for the Committee, you must either attend the meeting or send a letter to the Recording Secretary, as per Article 7.02 of the Local 488 Working Rules and Bylaws.

In accordance with Section 124 of the UA Constitution, in order to be eligible to vote, you must be a member in good standing for a minimum of one (1) year prior to voting and your dues must be paid up to and including November 1, 2018.

In order to be eligible to run for a position on this Committee, you must be a Journeyman Member in good standing for a minimum of one (1) year prior to the vote (Good standing date of January 26, 2018 or prior).

**It is YOUR Union ~ YOUR voice matters!
VOTE!**



RODNEY CARLSON

Business Agent

HAPPY NEW YEAR!

This year is going to be a year of elections, Provincial, Federal and voting for your next Union Officers. I can't tell you how to vote, but I may suggest who we might favour. Please take the time to research your choices for each election and talk to your Officers, MLAs and MPs. Questions you could ask your politicians are: do they know anything about DOUBLE BREASTED companies? What is their plan to get our oil moving? Have they heard of the Building Trades who are 75 thousand members strong across Canada, who are a ready, well-trained workforce and each union has their own training facility that they are encouraged to come see. The NDP government has had only had three years to make some needed changes, including improving labour codes, WCB for Farms with hired workers and the raising of minimum wage, among others. The previous governments of Alberta allowed the oil companies to build new plants but never looked ahead on how they would move the extra product and now we are dealing with out-dated rail cars and not enough pipelines to get our products to market. The Federal Liberal Government couldn't even remember Alberta when introducing the provinces during a televised speech. If the NDP hadn't put the carbon tax in place, the Federal Government would have, and we wouldn't have seen a penny coming back to Alberta. I am not saying we needed another tax, though.

Aptim have started spools for Suncor's spring shut down at base plant; they should receive more packages closer to the shut down. They are finalizing some work for Suncor- Sarnia and they have more bids tendering.

Aecon IPL Butane Loading Stations started in October and was to be finished in December. They are currently waiting to hear on some maintenance spools.

Academy has work from McDermott/IOL on K1 and K2 for the next few months.

Clearwater is working on some more Trans Canada Pipe Line spools and some other Suncor piping.

Edmonton Exchanger has 10 UA and are working on a few packages from IOL, Edmonton Suncor and CNRL.

Ganotec are working on Trans Canada Pipeline.

Jacobs is slow currently with not much to report.

PCL has about 20 UA in their shop. They are still working on the 50 Haliburton skids and off skid piping. They have about 171 of 28" Suncor Tailing spools that should keep everyone there till February. They are hoping for some future work come spring.

REFINERIES

Edmonton Suncor:

Edmonton Exchanger are currently on maintenance and had to downsize the crew before the Christmas season; the Projects crew has not been given any new packages for the new year, however this may have changed from the time I wrote this report.

IOL / Imperial Oil:

Bantrel, in the new year should pick up a bit with a few more hires. This may take place around April.

Edmonton Exchanger has about 37 UA and should increase to around 70 by May. They will be having an outage on the Catalyst to change out in the Diesel Hydro treater. This will go on for about a month. Keep in mind that some calls will be temporary. These positions will cover the long-term worker's positions, who are doing the shut down, and the temporary long term workers will be laid off once the outage is done.

Power Plants:

Alstom now called APM, has a small crew working between the power plants.

In closing I would like to thank all the Job Stewards who stepped up and helped the UA in last year's outages and to the stewards in our shops and on the maintenance sites. I would like to wish Kelly Twa and his family all the best with his retirement. Please be safe out there and be ready to vote.



NEIL FERGUSON

Business Agent

Let me begin this report by wishing everyone a happy New Year! I hope that all members enjoyed a safe and most enjoyable holiday season spent with good friends and family.

It is now time to focus so that we are ready for upcoming work which will occur in Spring 2019. This means that all members should be diligent in making sure that their "Work Ready" courses and training tickets/certifications are up to date. Something else to keep in mind before pulling a slip; make sure to pay close attention to the job requirements which are clearly stated on the dispatch slip. If you are not sure ask! If you can't fill the requirements, please don't take the slip.

On another note, make sure that you understand that the most current and amended Canadian Model for providing a safe work place *still* takes a front seat for pre-access to all work sites. Even though cannabis has been legalized in Canada, it has not changed how Contractors see the issue and has not and will not be allowed on *any site – period*. The present limits outlined in the Canadian Model (*updated as of July 1st/2018*) will stand until such time that legislation deems higher limits acceptable. Medical cards allowing consumption of cannabis are also not acceptable reasons for being non-compliant on site.

With the spring time months coming, we as a collective Labour Organization will need to vote on a provincial government. There are many different perspectives and realities to consider before making a decision on which party to vote for. The current NDP government has the Alberta Trades Council as a strong ally for unionized work opportunities. Personally, I have heard several of the NDP's announcements and they definitely see the working people of Alberta as an important asset to the future of Canada's energy sector.

I strongly urge all members to get involved and lobby their MLA's and let it be known just how important it is to construct the new pipelines with unionized personnel. This is essential in getting our oil to new markets safely and efficiently.

As everyone is aware, the work opportunities are going to be concentrated in the maintenance and shutdown sectors of our collective jurisdictions. As the numbers come in from the prospective contractors, I will have the spring shutdown schedule updated to reflect timelines and the number of personnel required at each site. This information can be easily accessed by logging onto our website at www.local488.ca.

In closing, please remember that our management team is hard at work negotiating a new ICI contract. The current contract is due to expire on May 1st, 2019. These are difficult times which demand much more from each and every one of us. It is hard work, determination and loyalty which will ultimately serve us moving through this difficult time. I would also like to take this opportunity to thank all of my job stewards whose hard work and dedication helped the union in sustaining a presence on all of my sites. Thank you all!

LEST WE FORGET

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

Walter Bereznicki

OCTOBER 28, 2018

Lawrence Bruton

OCTOBER 10, 2018

Thomas Karpiak

OCTOBER 5, 2018

Richard Kindley

OCTOBER 15, 2018

Melvin McKay

OCTOBER 30, 2018

Clyde Lyall Rice

NOVEMBER 3, 2018

Jason Storoz

NOVEMBER 12, 2018



BRYAN ROONEY

Business Representative – Refrigeration, Southern Alberta

Happy New Year Local 488! Hopefully everyone enjoyed some quality time with family, friends, loved ones and hobbies over the recent holiday season. When reflecting on the second half of 2018, there certainly were some highs and lows in Refrigeration.

Last summer we went through a terrible situation in Edmonton and Calgary with the sudden closure of *Concept Electric*. This affected over 30 members who showed up for work on a Tuesday morning and were told to empty their vans and find a ride home. It was a proud feeling to see Local 488 step-up in this situation and offer members assistance and legal advice, through what is a very unfruitful process. In some cases, members are still owed well over \$10,000 in wages, benefits, expenses, dues... The worst part is no matter how hard we fight, not everyone is going to get what they are owed.

On a positive note, we did have several union contractors step up and go after the work *Concept* left behind and they provided jobs for our members. Keep in mind that *Concept* was a big, diverse company of 450+ unrepresented employees. Our group of Refrigeration Mechanics and Plumbers were a small and profitable piece of the business. I'd like to give a big THANKS to the *Concept* members who all showed patience, professionalism and loyalty throughout what is still an ongoing battle.

Shortly after *Concept's* closure and mostly due to the member loyalty mentioned earlier, *Modern Niagara* is now signatory Local 488 Refrigeration Contractor throughout the province. With shops in Edmonton and Calgary we are very excited to have *Modern Niagara* on board as they expand their HVAC-R business in Alberta. Additionally, we also signed a multi-year Facilities Maintenance Agreement with *Johnson Controls* in Calgary to maintain a new 500,000 square foot transit facility which is scheduled to open in late January.

Here's some great news for Refrigeration and Air Conditioning Mechanics!! ("RACM"). This past fall, Alberta Apprenticeship implemented a new recognition pattern for RACM's when it comes to receiving credit in the Gasfitter trade. Journeyman RACM's now get credit for all the required time and hours for 2nd Year Gasfitter with the option to either challenge the test or go to school and write it. As an example of one approach: A Journeyman RACM with support of a contractor gets registered for a Gasfitter "B" Apprenticeship, then uses the available study material to challenge the 2nd year test and with a passing grade they receive a Gasfitter "B" Journeyman Certificate and are eligible for the Interprovincial Exam.

Getting advances for trades in any circumstance certainly doesn't just happen on its own. In this case, it was due in large part to the efforts of our members getting involved in the RACM Provincial Apprenticeship Committee. They stuck together and accomplished a long-standing goal for the trade. I'd like to recognize and thank the Presiding Officer- Don Smith (Cimco) and committee members Trent Brown (Gateway), Cory Foxall (Ainsworth), John Waeyen (CTR) and Tyler Russell (Gateway). Keep up the great work, Brothers!

Local 488 will be hosting Refrigeration Membership meetings in Edmonton and Calgary early in the new year. We will be presenting more information on Gasfitter Certifications and among other things, it's time to nominate *Alberta Refrigeration Pension Trustees* for the next 3-year term. If more than 3 eligible members accept a nomination for Trustee an election will follow. This is shaping-up to be an important meeting, so hopefully members try to attend one of these meetings where practical.

In closing, let's repeat a quote from a recent UA Journal; ***"Change is the law of life. And those who look only to the past or present are certain to miss the future."*** – John F. Kennedy

JASON ELIAS

Business Representative



BILL WILSON

Director of Education

I hope you all had a great Holiday season with family and friends.

Last year was challenging for many of our members; let's hope our fortunes change for the better in 2019.

As we begin the New Year, I want to reiterate to everyone that if you have the opportunity to work non-union pipelines, you must contact me or one of our Organizers directly before proceeding. Ensuring that you do so will ease logistics at the hall and will help to avoid dispatch discrepancies in future. The Local understands that these tough economic times call for a different approach; please follow the rules.

I would like to thank everyone who contributed to our major projects and maintenance work over the past year. Special thanks go out to all members who were involved on the Enbridge Line 3 Replacement. All of you did an excellent job and conducted yourselves in a professional manner. Your demonstrated proficiency and hard work will go a long way in helping us secure major projects down the road.

Please keep an eye on the Local 488 Dispatch board and the website for new opportunities and use some of your downtime to update any safety and/or Apprenticeship training you might need.

Wishing you all the Best in the New Year.

I hope everyone had a safe and relaxing holiday season. I wish you, the members, a Happy New Year, with good health and prosperity as we begin 2019.

Over the final two months of 2018, we were thrilled to see students from M.E. Lazerte and O'Leary High Schools attending the APTC as part of skills training program. During their time at the College, students gained substantial background and knowledge in all the piping trades. I have always maintained that providing students with hands-on experience with knowledgeable instructors is a much more effective recruitment/teaching strategy than trying to engage them at Trade Shows. We will continue our Community Outreach to reach additional high schools/junior high schools in 2019.

As many of you know, the College has worked tirelessly to secure public funding for the institution. Last year, my team and I met with numerous members of the current government in hopes of achieving some form of agreement. We reiterated that the College follows the same curriculum and guidelines for apprenticeship training, we have the same AIT designated apprenticeship client representatives, we attend the same training provider meetings, we have a world-class training infrastructure. Our message to government is simple: we want taxpayer money to follow the apprentice.

Clearly, a new funding model is needed that would be applied equitably on a per apprenticeship seat basis throughout our Provincial apprenticeship programs - this is currently not the case. In 2019, we will continue to raise this issue with the Ministry of Advanced Education and look for alternative funding where available. As this is an election year in the province, I encourage all members to get involved in the political process and attend upcoming forums and debates. Ask them directly what their vision is for post secondary technical schools and where they intend to use your tax dollars.

We are pleased to offer several NAUSC courses to begin the year at the APTC. In January, NAUSC Foreman Training, Job Steward, and Controlled Bolting are all scheduled as well as a wide variety of practical courses that will enhance your resume in these tough economic times. I encourage all of you to continue to build your resume and gain an upper hand in your quest for employment. As has always been the case, we will continue to work with you, the member, to ensure we offer programs that are relevant to industry labour demands.

ENTERTAINMENT COMMITTEE REPORT

Hope everyone had a great holiday season with friends and family.

For all those who attended the Children's Christmas party held on December 2, 2018, we hope you had a great time and that your children enjoyed themselves. If you have any feedback from this (or any) event please feel free to contact us at entertainment.committee@local488.ca.

As stated in the last couple of newsletters we will be having a **Ski Night at Sunridge Ski Hill on Saturday February 9th, 2019**, from 6pm to 9pm. Members can rent equipment but please keep in mind that rentals are limited, and it will be first come, first served. We will have access to 12 runs including the *Big Terrain Park* which has expert features with jumps, rails and boxes. Tickets are on sale right now.

Ticket prices are:

- \$10 for tubing or \$10 for skiing with no rentals
- \$15 for skiing with rental required

If you would like to go tubing and skiing you will need to **buy tickets for both tubing and skiing**. We have less tickets available for tubing due to limited capacity on the tubing hill and for those requiring ski equipment rentals.

Requirements for tubing are:

- Approved snow-sport helmet is required (includes hockey helmets)
- You must be at least 48" tall (4 Ft.)
- Children must be at least 7 years old
- Only Sunridge tubes will be used
- 1 person per tube at a time

Rentals for skiing will be for the skis and boots, snowboards and boots, and helmets. Sunridge will have ski patrol, rental shop technician and 4 instructors for 1 hour at the beginning of the event.

We will also be having our annual **WEM Waterpark event on March, 2, 2019**. Tickets will go on sale in February.

We would like to hold another **Poker Tournament on February 16th, 2018**. It will be \$125 to enter the tournament and will be held at the Yellowhead Casino. If you would like to be a part of this tournament please reach out to any one of our committee members or to our email address.

The Annual Banquet and Long Service Awards will be held on April 13th, 2019 at the Northlands Expo Centre. Those members who are eligible for an award will be receiving a personal invitation in the mail in January. Tickets go on sale February 4, 2019 and will require a deposit cheque. This event always sells out so ensure that you get your tickets early! Remember, your award is presented in the year following your achievement. When attending this banquet, please identify yourself at the Northlands Parking Kiosk that you are attending the Local 488 function so that the attendant will not collect parking fees. **You will not be reimbursed if you fail to do so.**

We ask that you please register as soon as possible for all of our well attended events. Late registrations may not be considered.

POLITICAL ACTION COMMITTEE REPORT

We wish everyone had a Merry Christmas and a happy holiday season and we wish all members and their families all the best in the new year.

We are commencing a new year and the political landscape has not changed from the past year.

The Federal Trudeau Government still has to deal with the situation regarding the pipeline dilemma. We have to get our oil to other markets in order that we can get a fair price. We have been shortchanged for a long time. The Trudeau Government is trying to find a resolve to some of the issues such as judges' decisions and court cases, that affect our ability to get our oil to different markets. We can then obtain a fair price for all Canadians. The government has other issues of concern to many Canadians such as legalization of marijuana, pensions, health care and taxes.

The Notley Provincial New Democratic government in Alberta is also struggling with the pipeline dilemma. It is Alberta as well as Canada that is shortchanged in a big way because as it sits right now, we only have one customer. It would be nice to see the Prime Minister take a much stronger position in getting Alberta's oil to different markets. Premier Rachel Notley has been trying a few different tactics to determine if there is any way forward to get a better price for our oil. Hopefully, some of these tactics will find us a way forward. The Notley Government has other issues to deal with as well that are of concern to most Albertans such as a Provincial Election in the spring of 2019, a Carbon Tax, Senior Issues, Education, Taxation and dealing with unemployment particularly in the energy sector.

The Tradespeople in the various Building Trades Unions are also struggling to find employment with a union contractor which is quite difficult. The non union element in the Province of Alberta is very aggressive and gets more than their share of the projects in the City of Edmonton and the rest of the province.

The Political Action Committee (PAC) would like to wish all the members and their families all the best in 2019 and thank the members for their interest and support.

"SAFETY CULTURE"

A Message from your Health & Safety Committee

What is a Tool Box Talk?

A *Tool Box Talk* is an informal safety meeting that focuses on safety topics related to a specific job. The talk could be regarding a particular hazard such as weather conditions or using unfamiliar equipment, or it could focus on best safety practices.

The safety meetings are meant to be short and are conducted on site prior to the start of shift. Tool box talks can refresh workers knowledge, cover safety checks and should be used as an opportunity to exchange information between long-term and newer employees.

When conducting these talks, consider these 5 tips for better sessions:

1) Be Consistent:

If you have ever trained for *anything*, you know that you don't just practice it once and then expect to be the best; you need to *regularly* practice in order to maintain a consistent level of knowledge and skill. One of the major benefits of consistency is that it maintains and reinforces your message. Pick a regular date and time to have your tool box talk and treat these talks as an important part of your job. If you maintain consistency in doing this, you will find that your co-workers and employees *also* treat the information and meetings seriously.

2) Keep It Fresh:

Bring up new topics and incorporate them into your training. These are excellent opportunities for more in-depth discussions centered around key themes and allows your team to have some input in problem-solving any issues.

3) Be Positive:

Scare tactics will only work for so long before becoming ineffective and your team will stop listening if that is all you have to say. Discussing a 'worst-case-scenario' to highlight the consequence of unsafe or negative behaviours can be effective but it is not the key for long-term compliance. Instead, stress the positive benefits of compliance, set clear goals and provide regular reminders of those goals.

4) Choose Your Venue Carefully:

Holding your meeting in the shop or the lunchroom may seem convenient but is it the most suitable location? Consider distractions in busy areas and remember that you will not get the full attention of your team if there are too many distractions. Find a meeting room, trailer or other quiet area to hold *both* your meeting *and* your co-worker's attention!

5) Keep It Short:

You will get your message across more effectively if you keep it short and relatively simple. The human attention span for listening is 18-20 minutes; after that, your team's minds will start to wander and most of what you say after this point will be lost on your audience. Be concise, brief and clear.

Please stay safe!

Local 488 Health & Safety Committee:
Brett Buck, Dennis Deans, Andy Gruber, Geary Hanlon, Manfred Patel

PS: Please contact the Committee Members listed above if you have any suggestions for a "Safety Culture" message. We welcome your input!

MOTIONS

presented at the November 17, 2018
General Membership Meeting

Please note: Motions are published as presented by the members and may contain grammar, spelling or other errors

#1 Out of Work List status while on travel Card

Whereas Local 488 members on occasion wish to deposit their travel cards into other Locals to obtain work in that Jurisdiction, and

Whereas when doing so their name is taken off the out of work board of Local 488, and

Whereas other Locals across north America allow their members name to remain on the out of work board when depositing their travel card elsewhere.

Therefore, let it be resolved that Article IV 4.01 of the Local 488 dispatching regulations have (d) added to state that any member depositing their travel card in another local to obtain work in that Local's jurisdiction shall have their name remain on the out of work list in Local 488

Respectfully submitted by Robert YAWORSKI UA Card #1618099

(# 2 - Motion was LOST and was not referred for Executive Board review by the Membership)

#3 Addition to Pipeline Newsletter Content

For the sake of important news eg. Health/Safety, the birthdate of our local, other important events, etc., being conveyed to the membership I wish to make the following motion: Starting with the January 2019 issue, I move that a "Did You Know" column be created in our Pipeline Newsletter and that it occupy a prominent location preferably on the front page.

Fraternaly submitted, by Allan HANSEN, UA# 1028087

RETIRED MEMBERS ASSOCIATION REPORT

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.

CALENDAR OF UPCOMING EVENTS 2019

JANUARY 2019

9 th	Lunch/Meeting
10 th	Crib
23 rd	Mayfield Dinner Theatre "Canada 151" <i>This production is promoting many of Canada's most well known entertainers.</i> Door: 10:00am; Brunch: 10:00-12:00pm; Show: 12:00pm Cost: \$50.00 per person
24 th	Crib

FEBRUARY 2019

6 th	Lunch/Meeting
7 th	Crib
21 st	Crib

MARCH 2019

6 th	Lunch/Meeting
7 th	Crib
21 st	Crib
24 th	Brunch and Show at Devon - "Lend Me A Tenor" Doors: 11:30am; Brunch; 12:00-1:00pm; Show: 1:00pm Cost: \$25.00 per person

BOARD OF DIRECTORS for 2019

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Mel Brenneis

Marvin Kowalchuk

Dave Campbell

RMA Social Committee

Jack Hubler 780-466-6310

James Danielson 780-454-1255

Leon Husereau 780-458-5072

Henry Storoz 780-457-6830

RETIRED MEMBERS ASSOCIATION

REGISTRATION FORMS

MAYFIELD DINNER THEATRE "CANADA 151"

JANUARY 23, 2019

Doors: 10:00am | Brunch: 10:00am-12:00pm | Show: 12:00pm

Showcasing many Canadian entertainers

Name(s): _____

Address: _____

Postal Code: _____ Phone: _____

Number of People: _____ Cost: \$50.00 per person

Please pay fees at time of registration with form and individual cheques for each event.

DEVON SHOW AND BRUNCH "LEND ME A TENOR"

SUNDAY, MARCH 24, 2019

Doors open at 11:30am | Brunch: 12:00pm – 1:00pm | Show: 1:00pm

Name(s): _____

Address: _____

Postal Code: _____ Phone: _____

Number of People: _____ Cost: \$25.00 per person

Please pay fees at time of registration with form and individual cheques for each event.

PLEASE NOTE:

As many of our trips & events have a maximum number of participants, we will require that you register **EARLY** with fees payable at time of registration *by individual cheques only along with the registration form.*

Please make cheques payable to: UA 488 Retired Members Association

Forward form and fees to:

Shelley Klassen, RMA Liaison

UA Local Union #488,

16214 - 118 Avenue,

Edmonton, AB

T5V 1M6

(780) 452-7080

A MESSAGE FROM LOCAL 488 DISPATCH

I hope you all had a safe and wonderful holiday season.

The new year is upon us and work should start picking up over the coming months. We would like all members to make sure all your safety ticket requirements are all up to date for the coming shutdown season. Contact the Education department and register for any classes or programs you may need updated.

A reminder to all members to keep your dues up to date to avoid going into bad standing. If you go into bad standing, you will lose your spot on the board and it will affect your benefits. All members can check their dues balance online with your account. For example, if your account shows 'October' with balance of \$170.00, this means that your dues are paid up to and including the month of October, with a balance or credit of \$170.00 remaining. Payments can be made at the dispatch cashier via cash, debit, or cheque. Cheques or money orders can be mailed to the hall for your payments. You may also set up an account on the Local 488 website to access and pay your dues with a credit card. **(Credit cards can only be used online.)**

We have now changed the way our members will sign out-of-work using the kiosks in the Dispatch hall. All you need to do is tap the screen, enter your social insurance number, then choose the board you want to be on and sign out-of-work. It is important to follow all the steps to ensure you are on the out-of-work board. If using a *ten-day rule*, you must come see one of the dispatchers to evoke the rule for you. **There are no more scan cards to sign the out-of-work board.**

It has been noticed on occasion that some members sending in their out-of-work forms are requesting to use the ten-day rule when they worked well **over** ten days. This is a violation of the Local 488 Working Rules & By Laws. If this continues the members who are abusing the system may have their dispatch privileges suspended as stated on the right.

4.02 (a) Members becoming unemployed will report 'in person' or by 'FAX' or 'EMAIL' to the Dispatch Hall to register on the unemployment list, registering their name, trade qualifications and certifying that they are unemployed. It remains the member's responsibility to ensure that he or she have terminated their employment with their previous Employer prior to signing the out-of-work board. Members registering by FAX or EMAIL will have their names placed on the out-of-work board, in the order they are received, at 3:00 PM on the following working day.

(b) Any member found abusing or defrauding the integrity or equipment of the dispatch system shall immediately upon determination by the Business Manager or his designate and the Dispatcher(s) have any and all access to the electronic dispatch services suspended for one (1) year.

In addition, should charges be filed, such member may be subject to additional disciplinary action including fines and/or suspension of dispatch privileges.

To all members taking short duration calls, **you must honor the dispatch slip you pull.** Some of the short-term jobs will last longer than ten days. It is very inappropriate to harass the contractor for a lay-off at days nine or ten when there is work left to complete. It clearly goes against our Standard for Excellence as UA members. You can be and will be held to this standard and may receive contractor suspensions. So, a reminder when you pull a dispatch slip of any duration **DO NOT REQUEST A LAYOFF, SO YOU CAN GET YOUR SPOT BACK ON THE BOARD.** Finish the job and discuss options with the Business Agent for that area after completion of the job.

Dispatch would like to wish you all a Happy New Year!! One Team, One Dream!! UA Proud!! Have a safe shutdown season.

**Pascal Contant and Rob Rankin
Dispatchers**



AWARDS (25-45 YEARS) @ 1:30PM
COCKTAILS @ 4:00PM
BUFFET DINNER @ 5:00PM
AWARDS (50+ YEARS) @ 6:30PM
DANCE @ 8:00PM - 12:00AM
LIVE MUSIC

Come for all or just the Dinner and Dance

25-45 Years Award Recipients should arrive prior to 12:30pm for registration.

Parking is covered by Local 488. Please identify yourself at the parking kiosk as Local 488.

Tickets are \$65.00 per person

Award recipients: CHEQUE ONLY - returned upon attendance

Purchasing for guests or family members: Cheque or cash only

Tickets available until March 30, 2019 or until sold out at the Edmonton Local Union Office, 16214 - 118 Avenue, Main Floor

Please ask for Ingrid at the Main Reception



THE ENTERTAINMENT COMMITTEE PRESENTS

A night out at the World Waterpark

Saturday, March 2, 2019

Time: 7:30 pm - 10:30 pm | Cost: \$10.00 per ticket

CASH ONLY (Limit of 10 tickets per purchase)

Free use of tubes & life jackets

Note: All attendees, including chaperones, require a ticket

TICKETS ON SALE STARTING FEBRUARY 4, 2019

Tickets will be available in the Dispatch Hall during regular hours.
Tickets must be purchased in advance and are not available at the Waterpark



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

T: (780) 791-6488 | F: (780) 790-9393
9703A Franklin Avenue, Fort McMurray, AB, T9H 2K1

CALGARY OFFICE

T: (403) 253-3516 | F: (403) 253-3534
165, 6223 - 2 Street SE, Calgary, AB, T2H 1J5

HEALTH & WELFARE OFFICE

T: (780) 452-1331 | F: (780) 487-4063

EPT - EDUCATION OFFICE

T: (780) 488-1266 | F: (780) 482-9520
16120 - 118 Avenue, Edmonton, AB, T5V 1C6

WELDING SHOP

T: (780) 451-6880 | F: (780) 454-6040
16107 - 121A Avenue, Edmonton, AB, T5V 1H1

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.*

www.local488.ca

View available Job Calls on-line!

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To be determined