



Canadian Piping Trades

## UNITED ASSOCIATION

of Journeymen and Apprentices of the  
Plumbing and Pipe Fitting Industry of the  
United States and Canada

LOCAL UNION 488 – Edmonton

16214 – 118 Avenue, Edmonton, Alberta T5V 1M6

Telephone (780) 452-7080 Fax (780) 452-1291



July 29, 2022

Greetings Brothers and Sisters,

We are writing to inform you about legislative changes affecting all trade unions operating in Alberta, including Plumbers and Pipefitters Local Union 488. The changes relate to the collection, administration and payment of Union dues, assessments or initiation fees payable after August 1, 2022.

Plumbers and Pipefitters Local Union 488 receives dues, assessments, and initiation fees from its members and all persons working in bargaining units represented by Local 488 (collectively these will be referred to as “dues payers”). Dues, assessments, and initiation fees are used for a variety of purposes, including such matters as:

- Advancing and advocating collective workplace goals, including such matters as creating public awareness, and lobbying in matters directly related to or affecting the workplaces and working conditions of our dues payers;
- Costs relating to the operation, governance and administration of the local Union, including staff and administration salaries, rent, copier expenses, phone and internet expenses, educational or labour related news subscriptions etc.;
- Costs related to negotiation and administering collective agreements, including expenses for communication and meetings with dues payers, related research, mediation fees and expenses etc.;
- Providing support or representing union dues payers in various proceedings, investigations or hearings related to their employment activities, and expenses incurred relating to the Union participating in legal proceedings, including grievances, and court actions etc.;
- Expenses incurred to comply with requirements under the law, for example, filing related costs, professional fees (auditing, accounting, and legal fees, etc.);
- Trade union staff and steward training and education;
- Matters relating to the governance of the trade union including creating, developing, and maintaining the by-laws and constitution;
- Organizing and recruiting new dues payers through certification, or taking steps to achieve a voluntary recognition in the workplace, and relating legal proceedings;
- Operation and administration of hiring halls;



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- The education and training of union dues payers to acquire, maintain, and enhance industry related skills;
- The provision of benefits, and establishing funds, including Union benevolent funds, or death benefits, or assistance benefits, that directly benefit our members and union dues payers and arise from or are in relation to their employment.

The Alberta *Labour Relations Code* refers to these important activities described above as “**core**” union activities.

Changes made to the Alberta *Labour Relations Code*, and the *Election of Union Dues Regulation* (AR 260/2021) and the *Financial Disclosure Regulation* (AR 264/2021) require all trade unions operating and representing workers in Alberta, including Plumbers and Pipefitters Local Union 488 to review their respective operations and activities, and determine and report to dues payers about what portion or amount, if any, of the trade union dues, assessments or initiation fees payable by Alberta dues payers *for the period after August 1, 2022, and continuing for a period not exceeding 12 months*, will be used to pay for “**non-core**” activities during that period.

The legislation describes **non-core activities** as being:

*“political activities and other causes, including (i) general social causes or issues, (ii) charities or non-governmental organizations, (iii) organizations or groups affiliated with or supportive of a political party, and (iv) any activities prescribed by the regulations [as being non-core activities]”*

Under the legislation, this review and reporting is required for the period commencing August 1, 2022, and thereafter every 12 months, and whenever there is a material change in the use of Union dues, assessments or initiation fees. Where there are expenditures of Union dues, assessments or initiation fees for “non-core” activities”, the legislation requires that individual decisions or “elections” be made by dues payers regarding payment for them.

We have reviewed our operations and activities, and have determined that for the period beginning August 1, 2022 and ending not later than July 31, 2023:

- a) All of the Union dues, assessments or initiation fees payable by all dues payers represented by Plumbers and Pipefitters Local Union 488 will be used to fund “core” activities, and



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- b) None of the Union dues, assessments or initiation fees payable by dues payers represented by Plumbers and Pipefitters Local Union 488 will be used to fund “non-core” activities”, and that there are no “non-core” activities” that require individual decisions or “elections” be made by dues payers regarding payment for them.

If you have questions or concerns, please contact our office.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'Rod McKay'.

Rod McKay  
Business Manager/Financial Secretary  
UA Local 488