



LOCAL 276 NEWSLETTER



December 2020



Business Manager's Report

Dear Brothers and Sisters,

Coming up on the end of the year we have all been through a lot, and we hope we are seeing a light at the end of the tunnel. We can count our blessings that through all of this, construction has remained strong on the Island and most of our membership has been able to continue to work where a lot of other industries have not been so lucky.

Mid-Island seems to have taken the longest to get moving again, and we have also seen a drop in work at SeaSpan with the cancellation of cruise ship work. Through this all, we have seen our unemployment rates stay low, at around 9%.

With BC being one of the few provinces with a labour friendly government right now, we hope to see more infrastructure projects on the horizon. Construction is key to keeping our economy strong, and we believe our government recognizes this, as we see them continuing to work with the BC Building Trades on Community Benefit Agreement projects and supporting Union labour.

The work picture still looks strong as we go in 2021. Many of our associated contractors are securing some large projects and all signs point to a busy time in construction for the next couple of years. That being said, we are also seeing growth in both the non-union sheet metal and roofing companies here on the Island. Controlling the labour is the only real way to hold these non-union companies at bay, and by doing this, we protect our wages, pensions, and benefits. If we all work together, we will be able to protect the middle class from the downward spiral that comes from those who heavily profit off the backs of the workers who build their empires.

For this new year, I hope everyone remembers to be patient, kind, safe, and to take care of themselves, their families, and their friends.

Have a great Christmas and a Happy New Year.

Fraternally yours,

Jason Pedersen
Business Manager / Financial Secretary

Congratulations

Congratulations to the latest members to join the ranks as Red Seal Journeymen!

Ross Eckert Andrew Bushby Jose Millan Matthew Kordyback Tyler Ritchie Wes Miller

Rory Foresmen Andrew Hall-Burke Nathan Edgar Geoffrey Atkinson



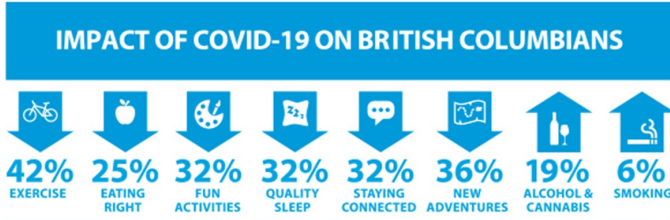
Health Awareness



This has been a year like no other, with the health and welfare for our members being at the top of the list for our local.

Throughout this pandemic we have worked with many of our members who needed a helping hand either for themselves or their loved ones. From getting members connected with professionals, increasing our health spending benefit, as well as helping members cover their medical payment if they were struggling, we believe the locals health trustees has heard what the membership needed and was there to help.

We have seen a huge strain on mental health this year, as we are faced with working and living in this new environment. If you or a family member is struggling, there is help available.



Construction Industry Rehabilitation Plan

CIRP offers long-term counselling to assist members dealing with depression, anxiety, substance use, pain management, and other mental health concerns. All services are free to members and their families.

Visit the CIRP website, email info@constructionrehabplan.com or call 1-888-521-8611 for more information.

Counseling benefits through the local

Our Local Union benefits have \$1000 a year for counseling services which can be topped up with your health spending account.

A great resource if you are looking for someone to talk to is The BC Association of Clinical Counselors (BCACC)

You can find them at <https://bc-counsellors.org/>

New online programs are now covered through Pacific Blue Cross benefits

<u><i>Beacon</i></u>	<u><i>ALAViDA</i></u>	<u><i>AbilitiCBT</i></u>
<p>BEACON digitally connects people to therapists focused on improving mental health. This guided digital therapy takes everything that is effective about face-to-face Cognitive Behavioral Therapy and has made it far more accessible. BEACON has helped thousands of Canadians with depression, anxiety, post-traumatic stress, and insomnia.</p>	<p>ALAViDA is the alcohol and substance use solution that creates healthier workplaces from the inside out. Through their member-loved app, employees access empowering tools to track their consumption, learn, regain control, and contact their specialized care team from anywhere. With a confidential and science-backed approach, we help companies build compassionate and productive cultures.</p>	<p>AbilitiCBT by Morneau Shepell can help plan members deal with anxiety, depression, pain management, and insomnia with clinically effective digital mental health programs guided by a therapist who checks in regularly. Getting started is easy. After completing a 5-to-7-minute assessment, plan members can begin right away!</p>

For more information on any of these online support programs please see what is available at www.pac.bluecross.ca

If you have any question on any of the benefits, please call the office at 250-727-3458 or email carrol@smwia276.ca

Pension

Our pension plan administrator, D.A. Townley, has sent out letters to the membership to update beneficiary records. Please fill this out and send it back to D.A. Townley to make sure they have your correct information. If you have not received a form, call D.A. Townley at 1-(604) 299-7482 to request one.

New Union Hoodies Available

If you are interested, please contact the office. \$30



Joint Apprentices Committee

At our last JAC meeting we talked about succession planning and the future of training within local 276. As most of you know, we have been lucky to have Rick Carter work with our apprentices for a number of years, but he will be retiring sometime in the future, and we want to make sure we have someone to carry on supporting our apprentices as Rick has done.

The position of an apprentice coordinator wears many hats, some of the duties that would be required are:

- Registering apprentices with ITA, Camosun College and RCABC.
- Tracking hours.
- Developing and delivering apprentice classes for all levels of apprenticeship training.
- Instructing and certifying members in safety training classes such as fall arrest and elevated work platform.
- Attending upgrading classes
- Helping apprentices one on one, throughout their apprenticeships.
- Writing reports and providing feedback to the JAC and ITA.

Some of the qualifications we are looking for are:

- A Red Seal Journeyman Sheet Metal or Roofing Certificate
- A minimum of 10 years of related experience as a Journeyman
- Strong communication skills and a command of the technical terminologies used in industry
- Experience in blueprint reading
- Knowledge of current and emerging trade practices
- A working knowledge of Microsoft Office
- Proven interpersonal and teamwork skills
- Previous instructional experience is preferred
- Instructional experience or certificates in safety training is preferred

Most class are taught in the evenings and sometimes on weekends, so you would need to have a flexible schedule.

If this position might interest you, please give Jason Pedersen or Rick Carter a call at the Office 250-727-3458

Office Holidays hours

The Union office will be closed at 12:00 pm on December 24th, and we will be back in the office January 4th. We will be checking in at the office periodically during this time, so If you have an emergency, please leave a phone message and/or email and we will get back to you as soon as we can.



Union Office Contact Information

Jason Pedersen, Business Manager
Rick Carter, Apprenticeship Training
Cathy Nelson, Office Administration
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