



LOCAL 276 NEWSLETTER



January 2020



Business Managers Report

Dear Brothers and Sisters,

With a new year and a new decade upon us, I would like to take the time to focus our attention on starting out on the right foot. Over the last couple of years, I have had many conversations with Members and Contractors regarding things such as overtime, travel, shift premiums and tools, to name a few. After investigation into these concerns, one of the biggest problems we keep finding is SIDE DEALS that are being made between members and contractors. We must remember that our Collective Bargaining Agreement has been put in place for signatory Contractors to follow AND all Members! The CBA has been hard fought between the negotiation teams for Members and Contractors to benefit both parties.

Working overtime for straight time: We have overtime in our agreement, not to add crew cost to our Contractors, but to improve quality of life for our members...that's YOU. Without overtime, 10hr days and 6 days a week would once again become the norm. We see overtime disappearing in agreements in all different sectors. Do we really want to give up something that was fought so hard to get!?

Shift premiums: Do you agree to wave shift premiums for working nights because they are more convenient for you? That's great for you, but before you know it, it's not being paid to anyone and it starts to become a standard. Then when someone speaks up, they are told they are a troublemaker because everyone else is good with breaking the CBA.

Tools: Everyone wants to do the best job they can out there, to the point of bringing their own power tools to a job site. Whether the reasoning is "I know I will have what I need when I need it." Or "I don't want to spend the time looking for tools Etc." We fight at every negotiation to keep this language in our agreement, if members keep bringing in their own power tools "i.e. coreless drills", this removes it from even being a bargaining point when we sit down next time at negotiations.

Do you follow the CBA but turn a blind eye or "mind your own business" when it comes to others who don't? Every member who does this, is in turn weakening our Union Agreement and everyone else's rights.

We see rights, benefits and a living wage being stripped away more and more these days. From the right to work campaign's in the States, the non-union and so-called Union contractors of CLAC and ICBA, the growth of the Gig Economy such as Uber and UberWorks. It's groups like this that strip away basic rights such as minimum wage, overtime, vacation pay and severance as well as banning the right to organize. The race to the bottom is very real and the only way to stop it is to stand up and stay **Unified**.

Paying people what they are worth is the foundation the middle class was built upon.

Fraternally yours,

Jason Pedersen
Business Manager / Financial Secretary

Health and Welfare Update

As you know our Health Plan Committee looks at the sustainability of our plan every year to see how we can provide the best benefits to the membership. These benefits that are provided above our extended Blue Cross plan are looked at on a year to year basis and we are happy to say that we are once again able to offer:



Smoking Cessation

Is it finally time to get rid of smokes? We offer up to a \$500 lifetime maximum.



Viagra / Cialis

Up to \$500 a year



Wills

\$400 available every three years. To make this experience easier and to bring the cost down, we have created a will package to be filled out and returned, no hunting down a lawyer, no time off work and through a bulk deal the average will is covered within the \$400. To have a will package sent to you please contact the office.



Bereavement

If you have had a loved one pass, we will cover up to 3 days wages. For more details please contact the office.



Gym / Yoga

This has been increased in 2020 from \$150 to **\$200**. The better shape you are in now, will help your health down the road.



Health Spending

\$450 is once again offered per year to help cover medical costs that might run above our Pacific Blue Cross coverage.



Work Boots

\$250 is once again covered within your health spending for 2020.

PS- Buy good boots, your back and legs will thank you for it!

Original receipt required.

As stated above these are benefits that are offered above our extended blue cross health plan. Don't forget about the benefits offered on our EHP such as:

- Eye Glasses/Exams
- Chiropractor/Naturopath
- Massage therapy
- Speech pathologist
- Acupuncture
- Counselling
- Hearing aids
- And much more

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

Please Update your Personal Information

To help us provide you with the best coverage we can, please make sure all of your personal information is up to date at the office such as change of address, change of dependents, new dependents, change of beneficiary. Don't have yourself or the ones you love miss out on coverage that is rightfully yours.

Plan Improvements for 2020

Increase to the Yearly Dental Maximum

We have increased the cap to our dental plan from \$2000 a year to **\$3000** a year.

This increase is for First Year Members, Union Member and Associate plans.

Increase to therapy

We talked throughout November about how the construction industry is one of the hardest hit by substance abuse, suicide and mental health issues. Along with our coverage through Construction rehab <http://constructionrehabplan.com/> our plan covered up to \$500 a year for counselling. We have now increased the maximum to **\$1000** a year, for our members and families to get the help they might need.

This increase is for First Year Members, Union Member and Associate plans.

Gym Pass

We have increased the allowance for a gym/yoga membership from \$150 to **\$200/year**. (Members only)

MSP Changes

In 2020 the government evolved MSP into EHT (Employer Health Tax)

We have adjusted our medical premiums and self-pay rates for active members, associates and retirees.

Please see the chart below with the new rates that will come into **effect as of February 1st 2020.**

Plan	Category	2019 Rates	2020 New rates
Plan B	Single	\$95	\$90
	Couple	\$190	\$130
	Family	\$205	\$165
Plan A	Single	\$210	\$145
	Couple	\$305	\$235
	Family	\$380	\$315
Retiree*	Single	\$172	\$125
	Couple	\$328	\$240

*Rates above reflect having the Retiree plan still subsidized by 10% through the active plan

Statutory Holidays for 2020

New Year's Day	Wednesday	January 1 st	BC Day	Monday	August 3 rd
Family Day	Monday	February 17 th	Friday before Labour Day	Friday	September 4 th
Good Friday	Friday	April 10 th	Labour Day	Friday	September 7 th
Easter Monday	Monday	April 13 th	Thanksgiving Day	Monday	October 12 th
Victoria Day	Monday	May 18 th	Remembrance Day	Monday	November 11 th
Canada Day	Wednesday	July 1 st	Christmas Day	Friday	December 25 th
Friday Before BC Day	Friday	July 31 st	Boxing Day	Saturday	December 26 th



Local 276 members and VISMCA contractors are working with HeroWork to help rebuild charities on Vancouver Island. HeroWork has found a unique way to maximize the ability to help people in need. Charitable organizations are unfortunately stuck in the same dilemma, with most of their resources going to the people they are trying to help, their buildings are quite often run down and in desperate need of repair.

HeroWork partners with local businesses and organizations such as **Local 276** to help with a full array of construction services, suppliers, and hospitality, to complete renovations in a fraction of the normal time.

Watch for new projects coming up in the spring. Hope to see you there!



Bylaw Correction

There was a misprint sent out in the Bylaw Updates, we are sorry for the confusion.

Printed:

ARTICLE XII - OFFICERS

New e) The Business Manager's (salary) shall be calculated as ten (10) hours per day times five (5) days per week times fifty-two (52) weeks per year. The rate of pay shall be the straight time "A" Foreman rate of pay. Time worked in excess of the stipulated salary is not to be accumulated and added to annual holidays, nor to be paid as overtime.

Correction:

ARTICLE XII - OFFICERS

New e) The Business Manager's (salary) shall be calculated as nine (9) hours per day times five (5) days per week times fifty-two (52) weeks per year. The rate of pay shall be the straight time "A" Foreman rate of pay. Time worked in excess of the stipulated salary is not to be accumulated and added to annual holidays, nor to be paid as overtime.

Movember Contest Winner



Bro. Logan Bood was the winner of a new Union Storm Rider jacket in our Movember mustache contest. Movember is the month when we should all stand back and have a serious look at men's health issues.

2020 Ski trip

Last year's Union ski trip was a huge success. Discounted lift tickets, amazing BBQ lunch sponsored by Local 276, UA 324 and IBEW 230, it's hard not to have a good time. We are growing every year and we hope this year will be the biggest and best yet. We don't have a date nailed down yet, but we are looking at early February. We will keep you posted. Hope to see you there.

In Memory



Joseph Charette
Andy Wallace

"Gone from our sight, but never from our hearts"

Congratulations

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

<i>Logan Bennett</i>	<i>Jordon Thomassen</i>
<i>Kyle Northmore</i>	<i>Jake Jordon</i>
<i>Dick Danger</i>	<i>Mark Lee</i>
<i>Ross Eckert</i>	<i>Jordan Smith</i>

Union Office Contact Information

Jason Pedersen, Business Manager
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