



December 6 2018

Fellow Members and Contractors of UA Local 516:

2018 has been yet another record-breaking year. Because of our members, we continue to exceed the worked hours of previous years, with some months experiencing massive increases over last year. I am proud to represent such a dedicated group of individuals, **The 516**. You really are the best at what you do, and it is my privilege to serve in this capacity. It's not all blue skies and sunshine though.

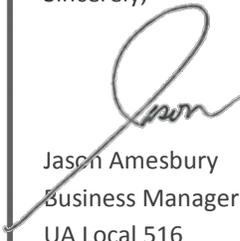
Along with growth, each passing year seems to bring new challenges. If you've attended a recent meeting, visited our website, or read the mailed correspondence earlier this year, you no doubt know that this year has been eventful to say the least. With litigation ongoing and imminent change just around the corner, it's looking like 2019 will bring its own set of challenges. It's not going to be easy and it's not going to be quick, but it is the right thing to do and we are well positioned to meet and handle every challenge so that in the end, our membership, our contractors, and our industry are stronger going forward. We have nothing to fear about the upcoming changes; our focus could not be clearer.

It should go without saying that apprentices are our future. As more and more of our journeymen begin to reach their well-earned retirement, we need to replenish their ranks. As most of you know, there is simply not enough apprenticeship training in BC to accomplish this in the time it needs to be done. Most, if not all, of the refrigeration training providers in BC have very long waitlists. Combined with the fact that UA 516 apprentices may now attend training at any ITA accredited school, the creation of the not-for-profit Refrigeration Training Institute is a major step towards UA Local 516 reducing those waitlists, while ensuring accountability and industry standards. Since the equipment purchased and owned by the UA Canadian Training Fund is already on-site, we expect that the Refrigeration Training Institute will be able to pick up the training of our members on that equipment once the current tenant relocates.

Our Health & Welfare and Savings Plans remain strong in the face of increasing costs, shifting costs, market fluctuations, and politics on local, national, and international scales. The Trustees of both plans are always keeping abreast of changes due to innovation and legislation, while continuing to seek the best ways of meeting our families' needs. Both plans are something to be proud of, especially in the fact that even non-union operations try to offer benefits that they consider "comparable". The fact that they even try to compare with us is a testament that we are doing it right. If we force the non-union to chase after us, we win. We set the standard, and we pull people up, not seek to push people down. We seek to be transparent and accountable, not hide behind closed doors. It's the best way forward and we want to work together with others that seek to help others. That's why, for instance, we continue our commitment to helping food banks across the province. That's why, from time to time, we donate to other charities and organizations that seek to help others.

On behalf of the Officers and Staff of Local 516, I want to wish you all the best for the season. As 2019 nears, we have much to look back on and be thankful for, and so much more to look forward to. We have much to accomplish in 2019, and together we will.

Sincerely,


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