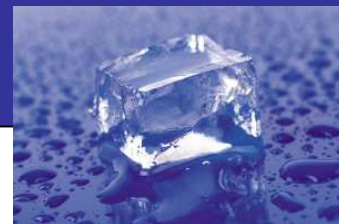


ICEBREAKER

Autumn 2011

Richard Seder



Business Managers Report

The demise of our golf tournament ...

Due to the atrocious behaviour on the golf course this year the ever popular Local 516 Icebreaker Golf Tournament will not be continued. Some have viewed the golf tournament as a display of public drunkenness with a bit of golf mixed in instead of a golf game surrounded by camaraderie and a couple of beers.

This is not the first time. While at Guildford Golf and Country Club, numerous carts were smashed or put in the pond with nobody taking responsibility. Had we not left Guildford we were sure to be pushed away.

When we moved the tournament to Surrey Golf & Country Club we imposed a policy whereby everyone signed a form taking responsibility for their carts. Despite this, carts were still smashed and put in the pond. Greens were ruined by people doing donuts with their carts. Members have been found passed out on the course. Holes have been played in various stages of nudity.

Running out of options and patience the tournament was moved to North-

view Golf & Country Club with the thought that a prestigious course that has hosted PGA Championship events would merit better behaviour by our members and the other participants. This was true last year as few incidents were reported. The fact that large coolers are not allowed on the course helped matters.

At this year's tournament everyone signed waivers for their carts as usual. However, the cart numbers were not recorded. Two vehicles were totalled by running into each other. Our members caused other minor damage to some carts. For some reason we think that playing "bumper car" with other people's property is okay. It is not okay. The people responsible have not paid for the damages. They have not stepped up to claim responsibility. The Union has had to pick up the tab for these individuals. However, we know who they are and the Executive Board will deal with them. But please remember, they are not solely responsible. The general behaviour was horrendous.

Northview has informed us that we are not welcome back next year. They have never seen such behaviour. We bare the dubious honour of being one of the few ever to be banned from playing at Northview. Shame on us.

JARTS logo contest

JARTS, the Joint Apprentice Refrigeration Training School, is in need of a logo to adorn the walls of their newly renovated training facility as well as to be featured on their web page. Entries should be emailed to astrid@jarts.ca by November 15, 2011. Be sure to put "Logo" in the subject line. The creator of the winning logo will receive a \$300 prize.

Sharon Clark

Overage dependents?

If your child is continuing his or her education please email or fax the details to our office in order to maintain Great-West Life and MSP benefits. We require:

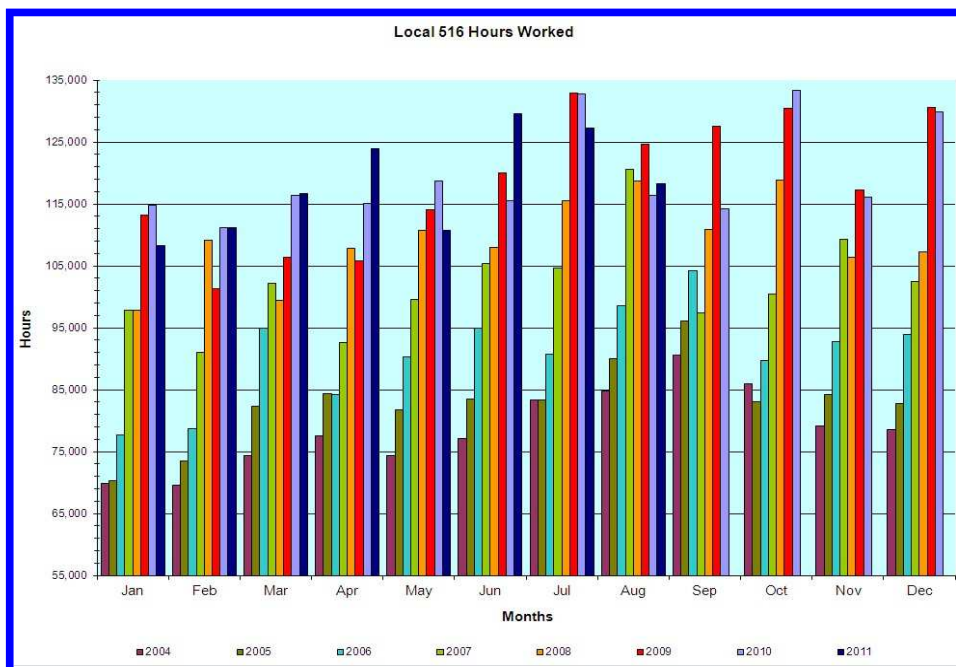
- Child's name
- Name of educational institution
- Enrolment date
- Expected date of completion

Your child may require an *opt out* letter from our office regarding benefits offered by the educational institution he or she is attending. Please email this information to sharonclark@ua516.org or fax to: 604.882.8207.

UA LOCAL 516

19560 96th Avenue
Surrey, BC V4N 4C3

Phone: 604 882-8212
Toll Free: 1-800-729-6699
Fax: 604 882-8207
www.ua516.org



JATC News

Apprentice Skills Competitions

The results are in and we have two winners in Local 516. This spring UA Local 516 member apprentices competed in Skills BC, Skills Canada, and the UA Regional and National contests. Congratulations to Kevin Barbisan and Curtis Thomson. Both of these Local 516 apprentices were put to the test as they competed against some of the most skilled HVAC/R apprentices in Canada and came home winners.

Skills BC & Skills Canada Competitions

Curtis Thomson, a 5th year apprentice, competed and won the Gold Medal in the Skills BC competition in Abbotsford. He then went on to Skills Canada in Quebec City where he demonstrated great skill and trade knowledge and brought the Gold Medal back to BC for the first time in years.



Curtis Thomson brings home the Gold Medal

UA Regional & National Competitions

Kevin Barbisan, a 4th year apprentice, also had a busy spring. Kevin competed in Skills BC

(Silver Medal) and the UA Regional Competition in Winnipeg where he won the Gold and then went off to Kitchener, Ontario for the UA National Apprentice Competition and came in second in the most complex HVAC/R skills contest I have seen.

Congratulations to both for a job very well done. Kevin and Curtis demonstrated great determination and skill in these competitions and can be very proud of their achievements. I look forward to working with other UA Local 516 member apprentices this fall as we prepare for next year's competitions. Apprentices interested in competing will receive specialized training which will help them not only prepare for competition but also provide valuable hands-on skills and knowledge which will serve them well throughout their career.

Training Centre Expansion

Phase One of our training centre expansion is nearing completion. The new shop area will allow us to provide the much

needed hands-on training in well equipped labs. The Hydronics Lab houses a functional chiller, boiler, associated pumps, valves, heat exchangers and accessories with a closed-loop cooling tower located outside with all equipment accessible and designed for training purposes. Our Commercial Refrigeration Labs will feature a functional food store rack with MT and LT cases, walk-ins and ice machines. In the Motor and Control Lab, single and three phase motors will be on hand for training in motor service, diagnosis, VFD installation, commissioning and trouble shooting. Other special purpose labs have been designed for brazing, welding, DDC, combustion control and testing, industrial refrigeration and Green technologies.



Director of UA Canadian Training Larry Slaney with Kevin Barbisan, Matt Buss and Rick Seder

The JATC is currently developing our fall schedule of after-school, evening and weekend courses for apprentices and journeymen. Watch for our Fall Program

Schedule which will be sent to all Local 516 members.

Summer is over and we have now completed both phases of our training center. The newly constructed second floor classrooms are already occupied. The design of the classrooms also provides a better environment for holding our union meetings and other larger gatherings as adjacent classrooms now have collapsible dividers between them. The shops are currently being outfitted with equipment and tools so upgrading classes will be starting soon.

If you have questions, comments or ideas for training, please contact Matt Buss at (604) 882-8212 or mattbuss@ua516.org.

If you have questions, comments or ideas for training, please contact Matt Buss at (604) 882-8212 or mattbuss@ua516.org.

A few words from Curtis Thomson

The skills competition was an all around great experience. During the run-off and the final competition there were definitely a lot of nerves, but once I got going on the projects I actually had a good time. The judges were all clearly there to promote learning in a positive way and to have it be enjoyable. I definitely stretched myself going into it trying to think of all the different things I might need to know in preparation for the competition. I don't think that I was the best mechanic in the competition; it certainly brought to my attention some areas where I'm weak. I made some mistakes and there was some prayer involved for sure. My only regret is that I didn't do any competitions prior to this year which is my last year as an apprentice. Skills Canada says the goal of the competition is to learn and I learned a lot. I think the point of life is to learn what it's about. If you're going to do a job you might as well do your best. Learning can only serve to benefit you. And if nothing else, it's good for job security.

A few words from Kevin Barbisan

As a 4th year apprentice with UA Local 516 I have had the opportunity to attend the annual Apprentice Skills Competitions. I found out about these competitions by attending the Local Union Membership Meetings. With the help of Matt Buss, I have done a lot of extra training to prepare for the challenges that were presented to me at these competitions across Canada. I have gained so much valuable knowledge for the trade that helps me every day I go to work. The competitions are not easy; they taught me how to deal with high pressure and stressful situations. Every time I participated in one I learned something new and gained more experience that will help be be a better apprentice and ultimately a more qualified journeyman. The extra training and knowledge that you get out of doing these is invaluable. You cannot pay for this kind of experience. I had a lot of fun and strongly encourage any apprentice to get involved in these competitions. They will only make you better at what you do. I can't thank Matt Buss and Rick seder enough for encouraging me to get involved.

Local 516 Member, Calvin Dirks, breaks world speed record

Last October Local 516 member, Calvin Dirks, owner of CCS Climate Control, set a world speed record at the Bonneville Salt Flats in Utah, USA, TWICE. Calvin and his team were a little unprepared. "We didn't think it was going to come so quick." They had taken the car (with a 900 horsepower NASCAR engine) to Bonneville for testing after having made some improvements subsequent to its last performance at the Salt Flats in August 2010.

During the first couple of runs the car went 263 mph. That evening the team was talking about making the car go faster. They made a third run the next day, early in the afternoon. The car went 275.65 mph which qualified it for the record. The old record was 273.400mph. When the team got to Calvin and the car, though, something was amiss ... two things actually ... one of the front tires had gone flat and the parachute had gotten all torn up during deployment, although it did bring the car to a safe stop.

Record runs the next morning saw the team back on the Flats and getting ready for the big event. The oil was heated and the pressure was primed; the engine was started and brought up to operating temperature and they were ready to push down to the starting line. As their turn came up, Calvin was suited and put in the car. The engine was fired again; seven bags of ice were added to the cooling system and they were ready to push off. As the car was pushed to 65 mph, and Calvin saw the 1/2 mile mark coming up, he engaged the clutch and took off. 251+ mph in the 1/4 mile. Wow! ... 259 mph, 271 mph, 275.7 mph and out the back door at 282 mph!!! A new record and a new 200 mph club member from Canada. The official record speed was 275.674 set in the car's class of CG Lakester. C denoting the engine size and G (gas) the fuel and the car style. According to the Southern California Timing Association, the record is the fastest on the books by a Canadian in any car class, ever.

But Calvin is not ready to quit. The team is considering getting this same car past 300 mph which they feel is doable if everything lines up like it did during the October runs. Congratulations to Calvin and his team. We'll keep you posted on future developments.



An organizer's perspective on the state of our union

Since my first *Icebreaker* article it has been a busy and exciting seven months. I would like to thank all of the wonderful people that have welcomed and supported me these first few months. During this time, my goal was simple. Learn the ropes, listen to what was being said, ask questions, and take advantage of any opportunity to bend the ear of experienced UA organizers and business managers.

The focus of this article is to touch on some of the key issues and concerns regarding the state of our union, both locally and nationally. There are many procedures and techniques used for organizing and recently I discovered what may seem to some as an unlikely resource, the contractor. Both union and non-union contractors are key factors in any organizing campaign. You would be hard pressed to find an owner/contractor that hasn't had to deal with a "pain in the ass" organizer. Realizing that these contractors are not the enemy and may actually be an ally was a revelation to me. Contractors have a real vested interest in what each other do. A healthy partnership between competing contractors creates a healthy industry as a whole. Gaining the trust and respect from our contractors can only help to strengthen our local. In addition to this it will provide us with a clearer picture and better understanding of the true state of our industry. Meetings with contractors are important, just as important as our local union meetings. The more voices we hear the more we can open up a better line of communication between contractors and technicians. We are all partners striving for the same goal; prosperity. Remember, "good communication is not whether we agree, but whether we understand." Our goal is to maintain a solid foundation from which we will produce a healthy and prosperous industry.

The world is at a crossroads in economics, trade, communication, business and politics. When times change, we must also change. Unions have been under attack for a long time, but never more than they have been this past 10 to 15 years. We in the refrigeration and HVAC industry have been fairly well insulated from the economic down turn, and the harsh anti-union sentiment which is quite prevalent in today's news. Never lose sight of the fact that the union movement is under attack and we should all do our part, as members, to aid others in this cause. Collective bargaining is a valuable means in which to protect and preserve our middle class.

It would be wrong to say that at a local level we are not feeling the pinch, and as a result of this we are starting to see a trend towards new one and two man operations. These operations are breaking away from union contractors, some of whom are leaving the local union all together despite the fact that there are great programs in place to help new union companies get a good start. Some of these newer companies, once established, are recruiting our well trained union members. Historically this occurs during hard times. The shortage of employable hours combined with one's mortgage payments, children's education, etc. are deciding factors in the decision to get work where you can by any means possible, and loyalty to the union is replaced by survival. This leads to "undercutting" and "price slashing." Obviously everyone must feed their families. I certainly could not blame anyone for that. However, at what point do we turn our backs on the fundamental principles and values that have worked so well to build a quality of life we so cherish. Let us not forget why the prices have been set at a level that matches our training and reflects our solidarity. Let us not forget those that stood before us and

their sacrifices. We have not seen a strike in twenty years. For this we can all be proud. The time is now to take a hard look at where we have been, where we are now, and where we want to be. I am all for free enterprise and healthy competition, but not on the back of a union contractor or a local union. If any of us suffer, we all suffer, because the industry itself suffers. We must always ask, "How did we get here, and how do we best honour that which brought us to where we are?" We are all in this fight and unity is where strength lies. If we make the right decisions now we will maintain the healthy industry we found waiting for us and build a better and stronger industry to pass on to the next generation.

I have to ask, "at what point will our union topple from the constant shifting of the very foundation upon which it was built?" "At what point, regarding the loss of training, benefit packages, safety, working conditions and wages do we say enough is enough?" These are only a few things our mothers and fathers fought so hard for and we all stand to lose if we make knee jerk decisions to appease short term hardships.

As an organizer I would be remiss not to appeal to the non-union contractors that may wish to join the fight to maintain our standard of living and build solid foundations for future opportunities. There are many options and benefits to being a member of this local. Allow me to show you our plan for the continued success of our industry, and offer my committed efforts to all members and contractors. Contact me at the Local 516 office at (604) 882-8212, on my mobile phone at (604) 309-7099 or via email at jasonamesbury@ua516.org.

memberperks[®] from **Great-West Life**
your Benefits Solutions People

MemberPerks[®] gives you access to **over 700 discounts** from some of the world's biggest brands and those smaller shops around your home and work that you love to visit.
You and your family can access perks online, anytime, from anywhere.

start saving

<http://groupnet.greatwestlife.com>

MemberPerks[®] is a registered trade-mark of Venngo Inc.