

ICEBREAKER

March 2011

Richard Seder

Lifelong education

With spring around the corner, I can't help but notice that we are not spring chickens anymore. Within the Local 516 membership 284 members are 50 or older. This means that we will have to train that number and more to keep up with demand. We have experienced almost 10% growth per year and that has to be considered as well.

The equipment that we install, service and maintain has become more complex and the variety of equipment is amazing. It seems that each year brings us something new. All this raises the question of "how do we keep up?" It is not only a relevant question but one that has more than one answer.

Obviously, the first answer is to train apprentices to replace retiring journeymen. However, this is an ongoing practice that takes five years to complete and barely meets the needs of today. A contributing factor is that contractors have to be willing to hire and train these people. Otherwise they will have to contend with a severe shortage of qualified, skilled technicians.

The second answer is to open up learning for those in the trade, exposing them to new types of equipment and scopes of

work such as environmentally friendly systems. We cannot be content to just be journeymen thinking that we know everything already. Knowledge is a wonderful thing and gives you enthusiasm and confidence to venture into new things while still attacking old problems. No one wants to be left behind.

The current collective agreement calls for union apprentices to attend extra classes while attending apprenticeship school. These classes are to give the apprentices an opportunity to gain hands-on experience with all the various types of equipment in all the different sectors of the trade. This experience and knowledge will place them above the others.

In the fall, classes for journeymen will be ongoing four nights per week. Schedules will be posted on the JARTS website at www.jarts.ca under JATC classes and open to all unionized journeymen. Again, training will encompass all sectors of the trade and a great variety of equipment. All supplemental training for unionized journeymen and apprentices will be free. Any courses outside of these training sessions that are relevant to the trade

will also be free. You will pay for the courses but be reimbursed upon completion.



Courses for night time pre-apprenticeship have been ongoing and daytime Entry Level Training classes will start in the fall providing Local 516 with an ample supply of apprentices for the future. This multi-pronged attack will hopefully start members on a career long educational track which will keep our skill levels and our hourly rates the highest in the country.

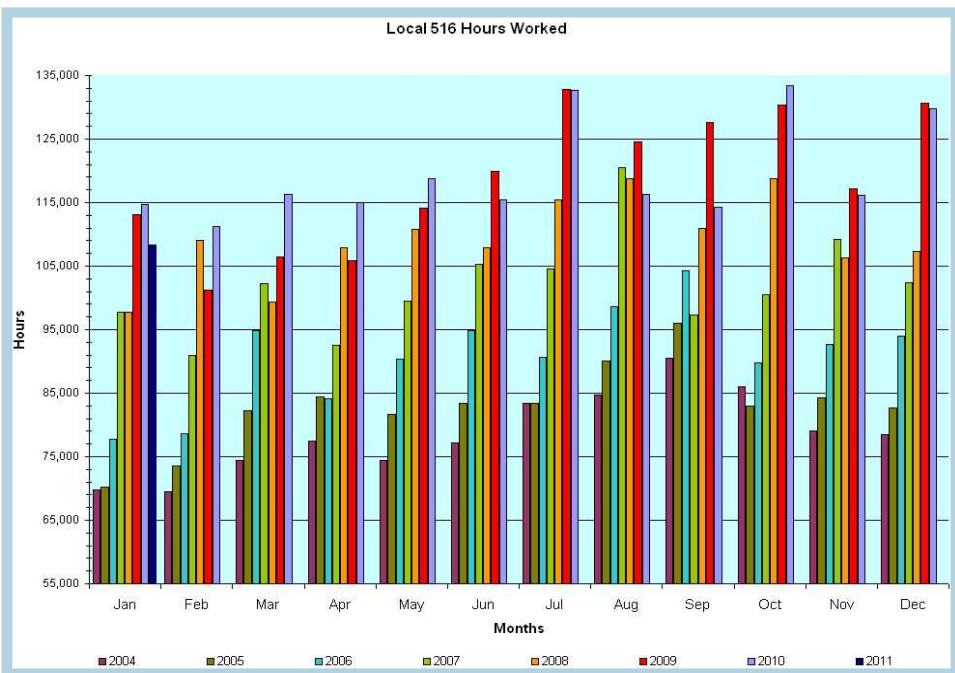
The JATC Fund, which provides the money for union member courses only, will pay for all of this. This is a fund which is paid for by the contractors. It is their way of ensuring their future as well. Participate in these educational classes and become a better well rounded technician. With knowledge comes respect.

Convention Delegate Election Results

As Business Manager, Richard Seder will be an automatic delegate to the 2011 UA Convention. The results of the recent election for additional possible delegates are as follows:

Name	Votes
Matt Buss	108
Doug Pringle	107
Dennis Crocker	102
Gord Fyffe	100
Dave Schroeder	96
Curt MacDonald	92
Bryan Harris	86
Jason Amesbury	82
Dale Chapman	53
Wayne McArthur	42
Brian Whitehead	42
Michael McKnight	40
Ralf Suessenbach	39

The final number of delegates to attend the convention will be determined by the UA Head Office after the processing of our March per capita report.





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JARTS is now accepting applications for full and part-time instructors. Please send resumes to: Unit 2, 19560 96th Avenue, Surrey, V4N 4C3 or fax to (604) 882-2798 or email to astrid@jarts.ca.

The general membership meeting held on January 13 of this year was attended by a number of new Local 516 members who were sworn in to the Local by our President, Bryan Harris. Congratulations new members!

Life Liberation

Life with Type 1 diabetes poses challenges for every member of a family. It is a seriously misunderstood disease that has great detrimental effects on many families. According to a report from the National Diabetes Surveillance System in Canada: *Adults with diagnosed diabetes hospitalized with other health problems had longer hospital stays than individuals without diabetes. For hospitalized adults with diagnosed diabetes, the number of hospital days was 5 to 6 times the number of hospital days for adults without diabetes.* A lot of the problems caused by Type 1 diabetes can be prevented or greatly reduced with modern technology and education. The Medical Services Plan has been very slow to come around in providing anything but the most rudimentary forms of care and supplies for diabetics. It is only recently that MSP has changed its support to include providing insulin pumps to people under the age of 19.

As with many Type 1 diabetics across the country I had serious issues controlling my diabetes and balancing that with my life and work. The average diabetic does two to five injections of insulin and tests their blood three to six times per day. At some points my diabetes was so bad I was doing

up to 12 insulin injections a day and testing every time I felt even a little off. This caused a lot of health issues and those aside it was very hard to explain to people what was wrong and why I was late for work *again*, would not show up *again* or while at work, had to stop to eat or rest due to blood sugar fluctuation. Everyone is different, but for the majority of people I have had to deal with at work I have experienced a lot of ignorance and bigotry.

When my struggles were brought to the attention of my health care professionals they informed me that the best option for my problems would be to acquire an insulin pump. With the information supplied to me I went in search of the next best thing to a cure, only to discover that I was about \$8,000 too poor to purchase this marvel of technology. My first thought was that if this would allow me to lead a more normal, healthier and longer life then MSP must be able to help. I could not have been more wrong. According to MSP such helpful technology is a *luxury item* and not covered at all. MSP policy is slowly changing their views but for now that is the way things are. So my next option was to try our Local 516 Health

and Welfare Plan. I was told after Sharon Clark looked into it for me, that our union medical plan also does not cover it and the best that could be done was for me to write to the Board of Trustees to amend the plan. So I did my research and, with the help of my wife, composed a letter in the hopes of swaying the board to help.

The Trustees approved medical coverage of an insulin pump. In a few short weeks I was no longer doing daily injections. Needless to say, things have only gotten better in my personal and work life. Within three months of having the pump I was the healthiest I had been since I was 12 years old and diabetes free. I cannot speak enough about how it has changed my life and the life of those around me. For the first time since I was a kid I feel free to live my life like a regular person and my diabetes no longer defines me. I have experienced true personal liberation all in thanks to our hard working members of our local union. Thank you to everyone at UA Local 516.

Fraternally yours,

Brother Brendan Parker

Allow me to introduce myself...

My name is Jason Amesbury and I have been a member of the UA for 10 years. I was an HVAC and Refrigeration Service Technician at Hallmark for the tenure. I must thank all the people at Hallmark for the years I spent there and for their time and effort in making it a truly great place to work.

In January of this year I accepted a position as an Organizer for Local 516. Quite often I'm asked why I accepted the position. I had it so good working in the trade, why would I ever take a "desk job" like this? The answer for me is in the question. I did have it good; great training and friendship from the journeymen that trained me and from management throughout my career, great schooling, and good wages that helped build a home and a lifestyle for my family and I. A great start even during the most troubled economic times my generation has ever seen. I came to realize just how good I had it. I also realized if it were not for our membership, our executive boards and our Business Managers past and present that have fought to sustain this quality of life for us all I may not have achieved these things I hold so high. My wife Nicole and I have recently started a family with the birth of our son, and I felt it was a good time for me to give back and do my part and help our union move forward.

Since I have been here at Local 516 I have received a very warm welcome from the staff. I have been visiting the hall for ten years now and have always been impressed by the warm welcome you always receive at the office. Now that I see the day to day operation I am even more impressed by

the efficiency and professional manner in which it is run. As a member for ten years it is nice to know that we are in good hands. New careers are always a little nerve racking, but the office staff is helping me through the transition. I am lucky to be able to work and mentor along side Richard Seder and Doug Pringle. With 10 years experience as Business Agent and nearly 20 years as Business Manager, Richard Seder has a wealth of knowledge and a great teaching style. Rick has been there to help every time I have needed it. Doug, with 29 years experience in the trade and 4 years teaching at JARTS has been a great help showing me the ropes for all the day to day business. I have a great deal to learn, but feel very confident moving forward as part of this team.

I look ahead to the challenge of growing our membership and strengthening our industry. We have a good base of qualified, hard working men and women that deserve fair representation. I am a big believer that it is time to stand up and give our support to the hard working honest members. I believe our local union should stand behind those who do their jobs with honour and integrity. These men and women have always been the majority and should be the true role models for the generation coming up. We have the best and most technical work in all the building trades; we should be proud of that. I believe we should fight to maintain our jurisdictions, and to always increase our training which will ensure we are, and always will be the best.

Our Local has the best contractors in the industry bar none. I hope to do my part to

help in any way I can towards their continued success. I believe in fair wages for fair work. I believe a strong unified partnership between the contractors and our membership will ensure continued success. This will perpetuate growth and ensure the end consumer the same high quality results we have provided for over the past twenty years in our industry. I believe in a balance between our contractors and our membership. With balance we can grow our market share and increase profitability across the board. Our world is changing at a fierce rate. Competition is increasing all the time as more and more of the work force are being trained, and are being imported to keep up with the demand. More of our work is being deregulated to promote this competition. Now, more than ever, we need to be the best. The best qualified and the best at working together. It is time to truly stand united. We do have it good and if we keep up with the times and move forward I see it getting much better! We are in the best trade. I intend to do my part to keep it that way.

This is my commitment. I will stand together with you, my brothers and sisters, through good and bad, to secure and protect our greatest future.

As an organizer I am here to help out in any way I can. If anyone has any questions feel free to call or email anytime (604)-309-7099 or jasonamesbury@ua516.org, I would be glad to hear from you.



Tempco Refrigeration wins awards

Powell River's Small Business of the Year Winner: Tempco Refrigeration and Air Conditioning. Shown left, Tye Leishman accepts the award from Sandra McDowell. Congratulations to Tempco's owner Tye Leishman who also won the award for Powell River's Entrepreneur of the Year.



Douglas Pringle

The three R's

The "3 R's" of Reading, wRiting and aRithmetic are subjects that we all grew up on and they laid the foundation for our education from an early age. We use these subjects continually in our daily lives when we read service literature, wiring diagrams and blue prints, write service reports and recommended repair proposals, calculate costs of parts, how much we are making on OT and how much we have to pay to the government in taxes, etc.

Now consider an additional "3 R's" that play a significant role in our day: Responsibility, Reliability and Respect.

Responsibility: We are responsible for a great many things in our day to day jobs. A refrigeration mechanic who works on food store equipment has the responsibility to ensure that all of the refrigeration systems in the store are working correctly. When a meat or dairy case fails to operate properly products can spoil and may be unknowingly sold to the public who can become ill from ingesting the food. An A/C mechanic has the task of ensuring that heating and cooling systems are maintained correctly or run the risk of CO poisoning or fire. Local 516 members should take great pride in the work we do and the responsibilities we shoulder on a day to day basis.

Apprentices have the responsibility to make sure that they receive the best possible training. It is important to make sure that you are registered for your next level of training classes well in advance. Its every members responsibility to ensure that their records with both the Local 516 and JARTS offices are current. Mail is often returned due to an incorrect address.

And sometimes we are unable to contact members because we don't have a current phone number. If you have an email address it is a good idea to advise the office of that as well.

It is also the responsibility of each one of us to be aware of our impact on the environment. The "3 R's" of Reduce, Reuse and Recycle are considered to be a cornerstone of ecological awareness and a way of promoting environmental balance through conscious behaviour and choices. These patterns of behaviour and consumer choices will lead to savings in materials and energy which will benefit the environment.

Reliability: This is something we often take for granted. We assume that when we get into our vehicles they will perform without any problems. We rely on them to get around. Our computers: its hard to imagine how we would survive in today's world without them, both on and off the job. Within a few short minutes and a couple of "clicks" of our mouse we are able to update our employers with our days activities, our time records, parts orders, etc. In the next few minutes we may be looking up a restaurant for dinner, paying bills, planning our next vacation or communicating with someone half way across the world.

It is important to provide our customers with that same type of reliability in the service we provide. If we go the extra mile for our customers it will pay off in the long run.

Respect: It is said that respect must be earned and not given. Some people earn respect by the way they handle a particular

Dream...Change...Inspire

In 2010 Brother Ian Woods was involved in a motor vehicle accident at the Duke Point Ferry Terminal. He was very lucky to survive the accident and was airlifted to the VGH Trauma Center suffering severe life-threatening injuries. Ian has shown an incredible will to survive and since the accident he has spent the past year at GF Strong Rehabilitation Center in Vancouver. His outlook on life is an inspiration to all. Ian would like to express his deepest gratitude for all the support he has received from the members of Local 516.

situation without having it escalate to a confrontation. Other times a person will earn respect based on their actions. In the refrigeration trade apprentices will find that respect usually begins by the way you are treated by a journeyman. Journeymen earn the respect of their apprentices based on how they are treated and because of their vast knowledge and ability to complete difficult tasks.

Respect is also earned from people you encounter each day. A customer may have had your company in their building for a good number of years providing service. If they have a piece of equipment that is continually breaking down they will look to you for an answer to the problem. Your input and recommendations will garner respect when you offer them a workable solution. This trust from the customer comes after months and sometimes years of observing you as a professional both in performance and appearance.

Apprentices need also to respect their instructors who put in endless hours developing course material, lesson plans and taking courses themselves outside the normal work day to bring you the best possible training in your refrigeration apprenticeship. The UA Local 516 Negotiating Committee worked very hard in the last negotiations to ensure that training would be supported by the Collective Agreement and we would be able to provide the best trained apprentices and journeymen.

The final word on respect is that we need to treat others in the same way we would like to be treated ourselves. Being responsible, reliable and respectful will guarantee us good relationships with our customers, our employers, our instructors and our families and friends.