



Cannabis

Well October 17 has arrived and here are few things that you need to know. As of now nothing has changed as far as A&D testing is concerned. The current levels for testing are still the same which will cause many problems and confusion. So please use caution if you do smoke or consume any cannabis products. Be aware that if you will fail the A&D test, you will have to go for an assessment with Homewood Health.

Please review the latest version of the Canadian Model V6.0

<https://www.coaa.ab.ca/COAA-Library/SAF-CDM-CBP-01-2018v6%20Canadian%20Model.pdf>

Nov 4th Wage Increase

A lot of people have been asking about a raise due to the high price of oil. Good news we will be getting a raise November 4th for more information please visit: Sheeter and Deckers:

<https://clra.org/p/sheeters2c+deckers+and+cladders>
Sheet Metal
<https://clra.org/p/sheet+metal>

This raise only will apply to the Industrial sector and come into effect Nov 4th, 2018 but won't come in to affect in the Commercial sector until May 4, 2019. The reason for this is in the letter of understanding in the Collective Agreement (CBA).

Also, the (CBA) only allows for changes to the benefits/Pension in the wage adjustment in May. So, if there is no raise in May, we may have to take .10 to .15 cents per hour from the wage and put it towards the Health benefits to avoid any cuts to the coverage. The total package will not be affected. I'll keep everyone up to date if any new information becomes available.

Framework Bargaining

Hello Brothers and Sisters,

The Local has commenced Framework Bargaining. This is a process where the Building Trade Unions and Construction Labour Relations (CLRA) meet at what is called the 'big table' and discuss common issues in the collective agreements. They compile a list of common interests and try and come to an agreement on these issues. This process is very time-consuming and is scheduled to run for two days a week until mid-December. Once we have a full list of interests, each union can opt-out of specific interests that they feel they need to deal with at the small table (which consists of their trade specific contractors). Local 8, after discussion at the September Executive Board meeting, has decided to opt out of the following:

3. Competitiveness and Compensation

 - b) Wage Levels
 - c) Premiums
 - i) overtime;
 - ii) shifts;
 - iii) supervision;
 - iv) ICCS designation
 - d) Health and welfare Contributions
 - h) Equipment: tools, clothing, PPE
 - j) Pension plans and contributions;
 - k) Other benefits plans and contributions
8. Project Performance:

 - a) Hiring
 - b) Jurisdiction / composite crews
 - c) Ratios (Apprentices, Foremen, General Foremen)
 - d) Membership requirements
 - e) Layoff protocols
 - f) Dispatch Ready / Work Ready / Assessed for Physical Demands
5. Workforce Development:
e.g. contributions to and the operation of the Workforce Development Trust Fund

Shawn Griffin
Business Manager/FST

Bi-Election

I would like to start by apologizing. The nominations that were held at the meetings in September will have to be redone. The constitution states that 15 days written notice must be given by mail before any special called meetings involving nominations and due to scheduling issues in September, we had to move the Edmonton and Calgary meetings forward by 1 week. Since no notice was given by mail, we will be holding nomination meetings in the month of December and Vote at the meetings in January 2019. Positions up for nominations: **1 Executive Board North, 1 Executive Board South, Fort McMurray Warden, Edmonton Warden and we are also looking for an alternate Trustee.**

Location	Address	Nominations Date	Elections Date
Fort McMurray	9713 Hardin St	December 11/2018 8:00 pm	January 8/2019 8:00 pm
Lethbridge	2801 2 nd Ave North	December 13/2018 7:30 pm	January 10/2019 7:30 pm
Edmonton	17310 106 ave	December 18/2018 7:30 pm	January 15/2019 7:30 pm
Red Deer	Sheraton Hotel 3310 50 Ave	December 19/2018 7:30 pm	January 16/2019 7:30 pm
Calgary	#125, 5723 10 St NE	December 20/2018 7:30 pm	January 17/2019 7:30 pm

Rumour Mill

As I am sure we all have noticed, the work front for the last while has been slow at best. The near future unfortunately is not looking much better. Calls continue to trickle in but not in the volume we would normally expect. It is bound to turn around in the future but in the meantime we thought it would be a good idea to inform the members of what we are hearing behind the scenes.

For some time, I have been hearing that NWS has "something" coming soon, but at this time I have still not seen anything concrete so far as a start date or manpower numbers.

Flynn has been able to remain steady. They have several jobs underway mostly with the necessary manpower in place. However, one of the contracts they have just started on we expect to see manpower requests for in the very near future.

Arpis has for the most part wrapped up at Stantec. Bus Barns is also very near completion. No word on any other big projects from them at this time.

Vets is staying steady with several HVAC/Blowpipe jobs around the Province, Manpower on those jobs is right about where they need to be at this time. The Willow Square project downtown Ft Mac is still in the early stages and we expect that we will see manpower requests for that one before or around the start of the new year.

Crosstown Heating has a couple of contracts underway at this time and are approaching start up dates on a few smaller projects. Not sure at this time what kind of manpower numbers we can expect them to be looking for.

Shaun Koropchuk
Northern Business Representative
Local 8

Remembrance Day

The Sheet Metal Workers Local 8 would like to thank and honor the Fallen Soldiers, Veterans and Men and Women currently serving in the Armed Forces, for the sacrifices they have made throughout history.

*Local 8 will be closed Monday November 12 in lieu of Remembrance Day holiday. *



MAP



START THE JOURNEY

In construction we face many challenges due to scheduling, missing material, trade overlap, worker moral, and a rapidly changing work culture.

Good clear communication, workplace respect, and best work practices (when employed correctly) can solve many problems.

*The MAP course is designed to address these issues in a fun and creative environment.

*You will learn and discuss Communication between employers, supervisors, and workers

*Adapting attitudes and behavior in a changing workforce including:

*Race, ethnicity, gender, language barriers, etc.

*Workplace respect, best practices and current legislation as it relates to the employer and employee.

*Skills to improve productivity and workplace moral

**Please call to register 780-245-3227 ext. 3 or email: adrienne@local8.ca*

Address Update

* Please update any address changes with all the following departments. *

Alberta Sheet Metal Workers Retirement Trust Fund

(780) 466-1999
Toll Free (In Alberta Only):
1-800-642-3881

Coughlin & Associates (Health & Welfare Plan)

(204) 942-4438
Toll Free: 1-888-204-1234

SMWIA – Local 8 Offices:

Edmonton: (780) 426-3375
Calgary: (403) 250-1060

We will be sending out important tax documentation in the New Year and are already receiving quite a bit of returned mail

Toll Free (In Alberta Only):
1-800-642-3881

Training News



Apprenticeship Support & Knowledge Center
Building Trade of Alberta Training Society

ASK offers free classroom-based training in basic math competency, student finance and financial planning, and basic blueprint reading. In addition to classroom-based training, our advisors are available to provide practical advice and coaching on grant and loan applications, how to have a better apprenticeship, and personal issues such as balancing work and family obligations. This service is available for union members only. Please ask the training for more information and how to utilize this service.



*Remember to check your certificates regularly and don't let them expire. You can renew any course 3 months prior to expiration. Call Adrienne today to book your courses.



Better Super Vision strives to provide our learners with focused skills and perspective necessary to be successful as leaders. Supervisory challenges such as safe work performance, documentation, record keeping, workplace diversity, effective communication, and work planning are but a few of the key issues BSV graduates will be equipped to manage.

BSV strives to achieve excellence in both what we teach and how we teach it. BSV enables you to join with your peers in obtaining a qualification that is highly recognized throughout our industry. Contact the training department to find out more.



There will be a NO SHOW fee added to your file if you sign up for a course and do not show /cancel within 48 hours prior to start time. Please note that courses held at the hall must have a minimum of 3 members registered, or the course will be cancelled.

Please ensure that the hall receives a copy of all your training certificates for our records.

Upcoming Courses

November, 2018						
S	M	T	W	T	F	S
				1 Inhouse Fall Pro	2 Inhouse EWP	3
4	5 Inhouse SFA - day 1	6 Inhouse SFA - day 2	7 Inhouse - Conf. Space Math Refresher	8 Inhouse Fall Pro	9 Inhouse EWP	10
11	12	13 COMET course	14 MAP course Blueprint Reading 1 Day 1	15 Inhouse Fall Pro	16 Inhouse EWP	17
18	19 Inhouse SFA - day 1	20 Inhouse SFA - day 2	21 Blueprint Reading 1 Day 2	22 Inhouse Fall Pro	23 Inhouse EWP	24 MAP course
25	26 Intro to Welding Advanced Measuring	27	28	29 Inhouse Fall Pro	30 Inhouse EWP	

Please check the website (local8.ca) for the December schedule.

Dir Education & Apprenticeship - Jason Wright at Jason@local8.ca 780-426-3375 ext. 7
Training Administrator - Adrienne Bode at Adrienne@local8.ca 780-426-3375 ext. 3



Children's Christmas Parties



The Edmonton party will be held on December 2th at the Canora Community Hall. The hall is located at 10425 152 Street. The party will take place from 11:30am to 2:00 pm

Please contact LeeAnn at the Edmonton office to register **780-426-3375 Please register by November 20th**

The Calgary Christmas party will be held on December 2nd at the Royal Canadian Legion, Forest Lawn 755 40 St SE from 10:30 am to 1:00 pm

Please contact Colleen at the Calgary office to register **403-250-1060 Please register by November 20th**