

# LOCAL 30 NEWS

APRIL 2008

## POSITIVE FEEDBACK

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The feedback from the first edition of the newsletter could not have been more encouraging. The positive response has only made us want to work harder to produce a newsletter that meets the high expectations of the

membership. We urge members to continue providing us with ideas for making the newsletter even better. There is no end to what we can achieve when we work together.

### NEWSLETTER COMMITTEE

**Henry Vertolli — Chair**  
 Jason Addison  
 Glenn Jewer  
 Steve Kilgar  
 Joe Manso  
 George May  
 Audie Murphy  
 Chris Paswisty  
 Lea West

## BUSINESS MANAGER'S MESSAGE

### Buy Union, Buy Canadian

Some time ago our International Association began a campaign to remind us of the importance of the union label. Many of us had forgotten what the label stood for. We had forgotten that the union label is a symbol of quality and craftsmanship, that it means jobs, wages, health & welfare benefits and pensions. We had forgotten that it is an essential part of protecting the standard of living of each and every one of our members and their families.

How do we know that the sheet metal material we install is union? The answer is simple. Look for the union label. The union label affixed to sheet metal material is our guarantee that it has been fabricated under fair conditions by our union brothers and sisters. If we fail to ensure that the union label is affixed to the material that we install we are only hurting

ourselves. You can be sure that the absence of the label means that at least one of our brothers or sisters is sitting at home waiting for a job. That member could be you.

For now, Local 30 members are fortunate that benefit coverage can be maintained for those who become unemployed. Will this be the case in the future? Unless we are diligent in using the union label we could face some difficult decisions down the road. There is no guarantee that benefit coverage can be maintained if the money to sustain it is not there. The math is simple: as unemployment increases the benefit plan funds decrease. If there is no money, there are no benefits.

**The Union Label means**

**Union Jobs.**

**The Union Label means**

**Benefits.**

**The Union Label means**

**Pensions.**



**James Jackson  
Business Manager**

When Local 30 started its own label campaign a few years ago we understood well the seriousness of the situation. We held information meetings in various locations throughout our jurisdiction to remind our membership of the importance of the union label. We knew that the membership took the matter seriously too. Through collective effort we were able to reeducate ourselves about the importance of the label and the result was job creation.

More recently, however, we have lost some of our momentum. We have become complacent, forgetting once again that the label is the key to insuring our futures.

*Continued on page 2*

### UPCOMING EVENTS

Building Trades/ District Councils  
 2008 Hockey Tournament  
 April 25 & 26, 2008  
 Canlan Ice Sports York  
 989 Murray Ross Parkway,  
 North York, Ontario

Try outs will be held:

April 11 & 18,  
 2008

At the Montgomery CRS Rink 2  
 (formerly Mid-Scarborough Arena)

For more information contact:  
 Art White  
 416-299-7260

**BUSINESS MANAGER'S MESSAGE ~ CONTINUED**

We need to rededicate ourselves to the cause. If we do not believe in ourselves, and care enough to insist on union-made products, how can we expect others to purchase our services?

**The Union Label is our  
Livelihood  
It is our Future**

This leads me to a broader point. We all want support for our struggles for a better living. Should we also not support those that are fighting the same battles? We expect that purchasers of construction will recognize the skill and craftsmanship that we bring to the table, and that they will choose union because it makes sense. We should expect no less of ourselves when it comes to the

products we buy in our day-to-day lives. We should not pretend that the choices we make about the products we buy have no impact on the livelihoods of our friends and families, and of our neighbours.

When you shop do you think about where you are shopping, what you are buying, where it was made, who made it, and whether or not any of these issues affect you or your livelihood? If you think that your decisions on any of the above don't affect you I say that you are 100% wrong. I urge all of our members to shop consciously, to buy union-made products when you can and to buy Canadian-made products when you can't.

**Buy Union-Made Products  
Support those who support  
Us**

By buying union-made and Canadian-made products we support our own economy and we create jobs for ourselves and others. It's easy to see how. Products made in Canada require buildings in which to manufacture them. Our members help to build and maintain these buildings. Employees working in these manufacturing facilities who purchase union-made or Canadian-made products in turn use their earnings to put money back into our economy, and the process regenerates itself.

I urge all our members to buy consciously and help secure all our futures.

**"The Union Label  
means Union Jobs.**

**The Union Label  
means  
Benefits.**

**The Union Label  
means  
Pensions."**

**EDUCATION NEWS**

There is a growing need for ticketed welders, including MIG, TIG stick and pipe welders. The cost of upgrading is covered by the Provincial Training Trust Fund. Members wishing to register for a course must provide an advance deposit of \$500.00. Members who miss a class without informing the instructor in advance will have the cost of that class deducted from the deposit. Upon completion of the course, the remaining deposit will be returned to the member. Contact your closest training facility for course times.

**Weldtech Training Inc.**  
1705 Argentia Rd., Unit 6  
Mississauga, 905-567-1388  
[www.attcanada.ca/weldtech](http://www.attcanada.ca/weldtech)

**Northern Ontario Welding School**  
122 Saunders Rd. Unit 10  
Barrie, 1-800-858-4566

**Canadian Welding Skills**  
1010 Ward St.  
Bridgenorth, 705-745-6226  
[www.weldingskills.com](http://www.weldingskills.com)

**UPCOMING COURSES:**

**Level 2 Committees**  
May 3, 4, 10 & 11, 2008  
Prerequisite Level 1

**Cranes, Hoisting & Rigging**  
May 24, 2008

**Welding**  
Ongoing

**Pre C of Q**  
As class is filled

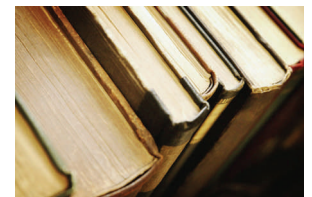
If you are interested in any of these courses please contact:

**Art White**  
(416) 299-7260 Ex. 230

**Henry Vertolli**  
(416) 299-7260 Ex. 241

**Michelle Georgievski**  
E-mail:  
[mgeorgievski@smwia-L30.com](mailto:mgeorgievski@smwia-L30.com)

The Education committee is committed to providing training to our membership. Any enquiries regarding training offered through this committee should be forwarded to the local union office, attention Education Committee/ Training Positions

**EDUCATION COMMITTEE**

**Administrator: A. White**

**Chair: F. Scola**

**Recording Secretary: S. Steele**

**H. Vertolli**

**D. MacLachlan**

**J.R. White**

**B. Rogers**

**J. Popadynetz**

## THE FUTURE OF ROOFING



The workforce in the roofing industry is aging. This reality only serves to highlight the importance of attracting large numbers of apprentices to address the skilled labour shortage in the roofing industry in Ontario.

### SOME FACTS

- \* The average age of a roofer today is between 39-50 years of age.
- \* The ideal age for roofing is between 20-45 years of age.
- \* Due to the physical demands of the job many leave the trade in their 50's.
- \* Roughly 80% of roofers retire at 60 years of age vs. the national average of 65 years of age.
- \* 8 out of 10 roofing apprentices will out earn individuals with a Bachelor of Arts degree (B.A.).
- \* Union apprentices are paid roughly 50% of the journeyman wage during the 3-5 year apprenticeship program.
- \* While learning on the job, a unionized apprentice working full-time can earn over \$50,000 per year.

### CURRENT LABOUR SOURCES

Currently, most new recruits are coming from Spain, Portugal and Latin America. Many enter the country through the immigration program CREWS (Construction Recruitment External Workers Services), which has assisted Local 30 in meeting the labour demands of our signatory contractors.

Otherwise, workers from the East Coast have helped to fill out shortages in roofing crews during peak times, only to return home for the winter season.

### THE IMAGE OF ROOFING

One of the places where new apprentices do not seem to be coming from is our own backyard. Why is this? Why have we done such a poor job of attracting young Ontarians to the roofing trade?

Part of the problem with the image of roofing is the demanding nature of the job. With other opportunities available to them, young people are reluctant to view hard physical labour, often carried out while exposed to extreme temperatures of heat or cold, as an optimal career choice. The statistics related to apprentice retention speak to this problem. The drop out rate for roofing apprentices is well above 50%.

The other main problem is that we are not encouraging young people to seek out the roofing trade as a career. Training coordinators say the lack of industrial arts pro-

grams and the emphasis on getting a college diploma or university degree are combining to deny today's high school students exposure to the trades. As parents we tend to encourage our kids to look at higher education as the answer, although college and university grads often start out making less money than a roofing apprentice.

### WHAT WE MUST DO

In order to address the problem of recruitment we need to change the image of roofing in the minds of our young people.

There is no doubt that roofing is physically demanding work. But what's wrong with good, honest labour? We need to promote roofing as a career choice that makes sense, stressing the plentiful work opportunities and the relatively high rates of compensation.

We need to find new ways to get this message across. We need to go beyond job fairs to make the roofing industry attractive to youth who are becoming more media savvy. We should consider the kind of web-based recruitment strategies that have been used in the United States to attract young people to the trades.

There is no question that the prospect of severe labour shortages requires an innovative response. One option that we CAN'T afford is sitting still. The future of the roofing industry depends on it.

Submitted by Glenn Jewer

**“We need to go beyond job fairs to make the roofing industry attractive to youth who are becoming more media savvy.”**

## KEYS TO SUCCESS

- Gas up your car the night before work.
- Never cash your cheque at a bar.
- Don't burn bridges at any company.
- Go to the doctor when you need to.
- Earn respect (above all else).
- Compliment co-workers when they deserve it.
- Coach co-workers when they need it.
- Quit smoking (or at least cut down).
- Take advantage of any & all union—provided training.
- Mentor an Apprentice.
- If you are an apprentice, find a mentor.
- If you know this industry is not for you, find something else that fits.
- Do your share of the grunt work.
- Learn people's names.
- Know the boss' name, face and truck.
- Believe in yourself.
- Eat breakfast.
- Don't take a bad day on the job home with you.
- Don't bring home issues to work.
- If everybody hates you, get a dog.
- Learn CPR.
- Don't shortcut safety for production.
- Don't shortcut quality for production.
- Don't shortcut production for socializing.
- Push to be foreman if you want it.
- Learn your company's history.
- Splurge for quality boots.
- Drink tons of water when it is hot.
- No horseplay.
- Learn a couple of good jokes.
- Don't lend your stuff.
- Don't borrow stuff.
- Don't lend money on the job.
- Put things back.
- Check the crew truck one more time to make sure you have what you need.
- Be someone people look up to.
- Never put yourself above others.
- Go to union meetings.
- Be proud of yourself.
- Show up early.
- Save for something you really want & pay for it in cash.
- Do something really nice for your spouse at least once a month.
- Stand up for others on the job when it is right, even if it is unpopular.
- Make sure to love your kids as your first priority.
- Don't assume - get & give the facts.
- Don't gossip.
- Smile.

Source: SMWIA International Publication



We should all strive to be the best we can be. Here are some tips to ensure success on the job.

## MEETING DATES

### GENERAL MEETINGS

Wednesday, April 23, 2008  
 Wednesday, May 28, 2008  
 Wednesday, June 25, 2008

### BARRIE MEETINGS

Tuesday, April 8, 2008  
 Tuesday, May 13, 2008  
 Tuesday, June 10, 2008

### PETERBOROUGH MEETINGS

Wednesday, June 11, 2008  
 Wednesday, Sept. 10, 2008

**It is YOUR Union  
 Plan to attend!**

## PENSION AND BENEFITS REPORT: IT'S YOUR SHEET METAL PENSION

The most significant issue impacting Local 30 Members in this decade is the issue of pension plan funding. For some reason most pension plan members seem to think this may be “someone else’s problem”. In fact, pension plan funding is a real problem which impacts every member of the Union. The measure of the financial health of a defined benefit pension plan’s funding is dominated by a “solvency test”. Did you know that “solvency” has prevented your Pension benefits from being improved? Solvency is meant to test, if the Pension Plan was (hypothetically) to cease operations, whether the promised benefits could be given to the Plan’s members. Solvency assumes that the Pension Plan has to purchase the pensions from an insurance company and that the insurance company will use a very low interest rate to calculate the price of the pension. Even though your Pension Plan is not ceasing operations, the Plan’s Pension benefits have to be based on the assumption that the Plan *is* terminating.

The difference this makes to Local 30’s Pension Plan members is immense. It’s a fact that Ontario’s solvency regulations can take a healthy pension plan — one that is invested well and has, in fact “surplus” or excess funding over and above what the plan needs to pay all pensions earned — and drive it deep into a deficit position. It happens all the time. It has happened to your Pension Plan. Your Plan has a surplus but when tested on the “solvency test” it has a deficit. Unfortunately for Local 30’s Pension Plan members “solvency” has been the focus of pension regulators for almost seven years. So, without breaking a mirror, Local 30 Pension Plan members have had, in fact, seven years of bad luck – years in which the Pension Plan’s Trustees might have improved the benefits of Active and Retired Members, using the Plan’s surplus.

Your Trustees, on behalf of Active and Retired Plan members, have been vocal in their opposition to “solvency”. The Trustees have participated in

lobby efforts to have the Ontario law changed. Finally, the Ontario Expert Commission on Pensions was formed. One of the Commission’s chief functions is to examine Ontario’s “solvency” laws. The Commission received over 60 written submissions from interested organizations – most opposing “solvency” legislation. Many mentioned the tragic impact this law has had on the pension benefits earned by Ontario’s active and retired members. The Commission’s web site is [www.pensionreview.on.ca](http://www.pensionreview.on.ca).

If you care about your Pension, you should take the time to become informed about this problem. You can send an email with your thoughts directly to the Commission under the “contact us” section of their website. It will make a difference if you, the Local 30 Pension Plan member, make your feelings known. It’s not up to someone else. It’s your Pension!



Submitted by  
**Susan Bird**  
 President of  
**J.J.McAteer &  
 Associates. Ms.**  
 Bird is the ad-  
 ministrator of  
 the Local 30  
 Sheet Metal  
 Health &  
 Welfare  
 and  
 Pension Plans.

### IN MEMORIAM

We regret to inform you of the deaths of the following brothers :

**Alexander Cole**  
**Reginald Munden**  
**Warren Van Every**

**David Cartwright**  
**Donald A. Felix**  
**Charles Degeer**

**Joseph Pascoe**  
**George E. Melbourne**  
**Joe W. Gaudet**

**Keith Nichols**  
**Arthur Schibler**  
**Nicholas Montemurro**

**Derek Kinnersly**

**Our sincere condolences go out to their families.**

**SAFETY CORNER WITH JASON ADDISON**



The steps involved in refusing unsafe work are complex and commonly misunderstood.

As promised in the previous newsletter, here are the steps that are required when a Local 30 member identifies a workplace situation that is likely to endanger himself, herself or another worker:

1. The worker must promptly report the circumstances of the refusal to the worker's employer or supervisor. The employer or supervisor is required to immediately investigate the report in the presence of the worker and one of the following if they are available:

- (a) a committee member who represents workers, if any;
- (b) a health and safety representative, if any; or
- (c) a worker who because of

knowledge, experience and training is selected by the union to represent the workers.

2. The worker must remain in a safe place near his or her work station until the investigation is complete.

3. If following the investigation or any steps taken to deal with the circumstances of the refusal the worker has reasonable grounds to believe that the workplace situation continues to endanger himself, herself or another worker, the worker may continue the work refusal. In such case, an MOL inspector must be notified.

4. The inspector must investigate the refusal to work in consultation with the parties.

5. Pending the investigation and a written decision of the

inspector:

(a) the worker must remain in a safe place near his or her work station during normal working hours unless the employer has reasonable alternative work that can be performed; and

(b) no other worker shall be assigned the refused work unless such worker has been advised of the other worker's refusal and the reasons for it. This advice must be given in the presence of one of the individuals identified in paragraphs 1(a), (b) or (c) above, if available.

The above should not be interpreted as legal advice, but rather information aimed at assisting Local 30 members in following the correct procedures when refusing unsafe work. For more information, please consult section 43 of the OHSA.

**IS WORK MAKING YOU SICK?**

It's not hard to tell when you are feeling sick. But it CAN be hard to tell that you are sick because of your job.

Despite health & safety rules and regulations, exposure to workplace hazards continues to affect workers in shops and on job sites. Since some exposures are difficult to detect, and the medical relationship between the exposure and the resulting dis-

ease is often uncertain, the fact that a worker has developed a work-related disease can easily go unrecognized.

Workers today may understand the relationship between a condition such as lung cancer and asbestos exposure. But how many workers know that they can develop respiratory and skin problems from exposure to chemicals released by the welding process, or that the use of vibrating tools can lead to white finger disease?

Workers need to understand the range of diseases that can develop in the workplace so that they can be proactive in preventing harmful exposures, and so that they can

respond quickly when signs of disease appear.

If you are feeling sick, or you have been diagnosed with a disease and you are unsure of the cause, do not overlook the possibility that there is a work-related explanation for the ailment. Speak to your doctor about it. If there is a relationship between the medical condition and your work, contact the union, take steps to combat the problem in your workplace, and file a claim with the Workplace Safety & Insurance Board for services and benefits. Do not suffer in silence.

Submitted by Robert MacDougall



**“Despite health & safety rules and regulations, exposure to workplace hazards continues to affect workers in shops and on job sites.”**

## MEMBER TO MEMBER

### JOE AND HIS GUITAR



Traditionally, apprentices create a final project at trade school each year. When I was an apprentice, I decided to attempt something a little bit different – I laid out and fabricated a metal acoustic guitar.

The fabrication took about two weeks to complete. The guitar's sides are made of copper; the top is brass, and the back is stainless steel. I used traditional sheet metal seams to assemble the guitar: Irish lock top and bottom, and grooved seams on the sides. I used a bell brass cone inside the body to provide a long tonal decay; caus-

ing the sound to resonate for a long time, much like a bell. The final touch was a recycled neck from a broken acoustic guitar.

I call the guitar "Jobro" inspired by the "Dobro" brand of metal bodied guitars. I tune "Jobro" in an open "D" so that it is set up for slide playing in the Delta Blues style that I enjoy playing. I use a spark plug socket as a slide, which creates a sound that is surprisingly resonant.

I hope to build another guitar soon, so I can improve some aspects of the original design.

Submitted by Joe Popadynetz



"Member to Member" is a column reserved for submissions from members of Local 30. Members wishing to submit their opinions on an issue relevant to the local and its membership are invited to send their submissions to the Newsletter Committee. The Newsletter Committee reserves the right to edit any submissions chosen for publication. The views expressed in this column are those of the author only.



## CLUB 30

Club 30 members recently took a tour of the Sheet Metal Workers' Training Centre and were impressed by the state-of-the-art facility. They took the opportunity over lunch to speak with the apprentices being trained at the Centre.

Club 30 President Bob Collie said that his members enjoyed the outing and that it was a good opportunity for the apprentices to meet with some of the local's retired members.



**There are no strangers at "Club 30" - just friends we have yet to meet!**  
For more information contact  
Bob Collie 416-267-1907  
or June Mahar  
416-757-1014  
Members may drop into the Union Hall any Wednesday from 10 am to 4 pm.

# in brief

### MEMBERS NEEDED

Local 30 is looking for a few good people.

New applicant apprentices are welcome.

Do you know any journeymen sheet metal mechanics, apprentices, sheeters, or roofers who are looking for benefits and good wages?

Have them contact the Organizing department to discuss a future with Local 30

416-299-7260

### WANTED

Photos of you and your brothers and sisters on the job!

We plan to have a photo gallery in the next issue.

E-mail photos, job locations and the names of the members in the picture to:  
Lwest@smwia-L30.com

### DON'T BE LEFT BEHIND

You'll never have to worry that you aren't paid in advance or whether you are heading towards suspension.

Sign up today for your pre-authorized dues withdrawal

For more information call  
416-299-7260

### LOCAL 30

#### FAMILY PICNIC

Saturday, June 14, 2008

Petticoat Creek,  
Pickering

### LOCAL 30 GOLF

#### TOURNAMENT

Saturday, June 7, 2008

Maples of  
Ballantrae, Stouffville

### LABOUR DAY PARADE

Monday,

September 1, 2008

Toronto

### SHEET METAL WORKER

#### POCKET MANUAL

\$15.00

A must for every  
tool box.

Get yours today!

Available at the Union  
Hall

## SHEET METAL WORKERS' & ROOFERS' LOCAL UNION 30

14 Cosentino Drive  
Scarborough, ON M1P 3A2

Phone: 416-299-7260

Fax: 416-299-7734

Toll free: 1-800-268-3562

Website: info@smwia-L30.com



Local 30 was chartered as a local of the Sheet Metal Workers' International Association in 1896. The Roofers' section of Local 30 started in 1952.

Local 30 has approximately 4,000 active and retired members. Local 30 members work in the sheet metal, roofing and siding & decking sectors of the construction industry, as well as the production sector.