

We are you

We are carpenters, plumbers, electricians, welders, labourers, ironworkers, insulators, bricklayers, millwrights and members of many other trades - just like you.

All we want is to be able to support our families and work in an environment that is safe. And where training is a priority. An environment where we are treated with dignity and respect.

Some workplaces already offer those things. But some don't.

That's where unions can help.



Ashley
Insulators Local 118

“Thanks to my union, I've been able to advance in my trade, and take on leadership roles that would never have been possible in a non-union company.”



Sonny
Operating Engineers
Local 115

“To me, union means opportunity. The opportunity to learn and excel at a trade, to take pride in my work, to support my family, and to build B.C.”

“It's your career. It's your decision.”

Unions truly give workers the best protection against exploitation. Although we hope you will join us, we also respect that the decision to join a unionized workplace is entirely yours. This brochure is intended to provide you with basic information about unionization in the construction sector. For more information, feel free to reach out to the members below. All contact is confidential.

Contact Us

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THE
UNION
ADVANTAGE

Please Recycle

Why join a union?

Unions set the standard for the wages and working conditions that benefit us all. In fact, countries with higher union density experience lower wage inequality.

- ✓ **SAFETY** Unionized construction sites are 23% safer than non-unionized sites (Source: Ontario Construction Secretariat).
- ✓ **TRAINING** Our unions invest \$18M annually in apprenticeship training and have \$44M in capital assets for training.
- ✓ **APPRENTICESHIP** Our apprenticeship completion rate is more than 85%.
- ✓ **WAGES & BENEFITS** Our wages are generally higher. Although some non-union employers offer competitive wages, our benefits far exceed the non-union sector.



My boss will freak out

There is an expression that goes, “a company gets the union it deserves.” If your company treats you well, compensates you fairly, gives you a voice and supports your advancement in your trade, why are you reading this brochure?

The decision to join a union is yours. It is your right under the Canadian Charter of Rights and Freedoms.

If your employer is truly devastated by you leaving or joining a union, they should have recognized your worth while you were still there.



Myths & Facts

MYTH You can't fire anyone in a union

FACT Anyone who can be hired can be fired. No contract requires an employer to keep workers who are lazy, incompetent or chronically absent.

MYTH Unions make companies less profitable

FACT Unions know that without profit, there wouldn't be a company. They have a stake in ensuring the company makes money, along with treating workers fairly.

MYTH Employment Standards are good enough

FACT That's like saying we don't need police or lawyers because the Criminal Code is good enough. The fact is, unions are advocates for their workers.

MYTH If I leave the union, I lose my pension

FACT In B.C., pensions are immediately vested, which means you take with you whatever you accrue.

Did you know?

Strikes and lockouts make great headlines, but the truth is about 95% of collective agreements are successfully negotiated without job action. And here in B.C., large-scale public infrastructure projects such as bridges and dams are built under agreements that ensure there will not be any work stoppages for the duration of the project.



COMPENSATION

A union contract sets out regular pay raises for your work, which means you don't have to ask the boss for an increase. You know when your next raise is, and you can plan for it.



CONNECTION

Union membership means you're part of a larger group of workers who share a love of your trade. Unions also support many worthwhile causes, helping those who are part of your community.



VOICE

Union membership allows you and your co-workers to negotiate a fair pay system, ensuring you're paid fairly for your experience, commitment and length of service.

Thousands of Canadians are injured on the job every year. When you join a union, you have the support of a workers' advocate to ensure your health and welfare are priorities.