

UNITED ASSOCIATION
of Journeymen and Apprentices
of the Plumbing and Pipe Fitting Industry
of the United States and Canada



John Telford
Director of Canadian Affairs
International Vice-President - District 6

June 1st, 2009

Dear Sir & Brother,

**Re: Canadian Standard for Excellence Disciplinary Guidelines
Canadian Standard for Excellence Operating Rules and Regulations**

The UA Canadian SPC has identified the Standard for Excellence as a cornerstone for bringing about change in the United Association both within our membership and in our relationship with our Industry Partners.

In our recent survey the membership of the UA across Canada told us in no uncertain terms that they want us to take action to deal with members who violate job rules, show up to work unfit or do not live up to our Collective Agreements. This sort of behavior hurts our image with our contractors and most importantly with our clients.

To that end it is imperative that we develop an enforcement mechanism that is reasonable, universal in application and most importantly will withstand any legal challenge.

The Canadian Standards for Excellence Disciplinary Guideline and Operating Rules and Regulations attached have been accepted by the MCAC Unionized Contractors Council and have been distributed to all MCA Zones across Canada.

It is now your turn to implement and deliver awareness of this program to your Officers and Members. You can expect to receive further information in the near future on training for your Foreman, Shop Stewards and Officers.

Thank you all for your support of the Moving Forward Campaign. I remain,

Fraternally yours,

John Telford
Director of Canadian Affairs, UA

CC... International Representative, Special Representatives

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