



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS QUARTERLY NEWSLETTER

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IBEW 37th International Convention

We are likely the only organization to hold any type of official meetings 3 times over 3 centuries in Cleveland. This is the third time we've held our Convention there, in 1893, 1958, & 2006. We hold our Conventions every five (5) years with the purpose to review and vote on making any changes to our Constitution. This Convention's theme was the *"Rhythm of the Past – Drumbeat of the Future"*.

In attendance were over 2,000 delegates from almost 800 Local Unions, 110 Exhibitors lined the Trade Show Exposition, and the range of vendors showed the diversity of the industries our Brotherhood represents across both Canada and the U.S. Guest speakers included Senator Tom Harkin (D-Iowa); President of the AFL-CIO John Sweeney, who spoke to us about the split within that labor body; CNN TV Anchor Lou Dobbs who spoke to us about the middle (working) class, the values we share and how we (labour) should be setting the agenda in our communities; President of the Building Trades Ed Sullivan; who reported to us what



The City of Cleveland, Ohio.

Marine Core Major spoke to us on the "Helmets that is similar to what we've some time within the marine Nextel) CEO/Chairman Dan

President/CEO of the American Electric Power whose company provides power to 11 states across the Midwest, *"our story should be about education not confrontation"*, in relation to the changing generation and transmission industry. The delegates dipped into their pockets and raised over \$5,000 to go to Cleveland's homeless, and almost \$30,000 to go towards COPE as we raffled off a dinner with past U.S. President Bill Clinton along with other items like a signed saxophone, and signed guitars by Little Feat and John Fogerty.



is going on inside that labor General Mathew Caulfield, to Hardhats" Program, one employed in Local 230 for sector. Embarq (Sprint/Hesse) spoke to us about the changing marketplace within the telecommunications industry; Peter Tighe, General Secretary of the Australian Communications, Electrical and Plumbing Union (CEPU) spoke to us on the global marketplace and its impact on Australia; Ken Georgetti President of the Canadian Labour Congress spoke to us about the sensitivity of politicians in Democratic societies; Matt Klein III honoured our common goals in giving to the Industry the best skills matched with the best tools; and Michael Morris

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News/Notes:

- Please be advised the Local 230 Business Office will be closed from Monday Dec. 25/06 - Tuesday Jan. 2/07 for the Christmas Holidays.

Business Manager's Report



Philip M. Venoit
Business Manager/Financial Secretary

As our IBEW International Convention only occurs every five years I thought I would devote this Newsletter to the Convention proceedings. I am proud to report to the membership that our delegates were responsible and represented our Local very well during the entire week long event. On another note, at the end of each year I reflect on how our Local Union is doing. 2006 has been a positive year for many reasons, our work picture in the construction and marine sections have been very busy and show no signs of slowing down, we've

retained our traditional work in the industrial mills while at the same time expanding our market share in the high/low-rise residential market. We settled a number of collective agreements bringing up the standard of living for many of our members, all without job action or any lost time. Our Executive Board is doing a great job and all work well together, they are all leaders in their own right and I would be remiss in not thanking them on behalf of the entire membership for their collective interest and insight while working towards the same goals that better this Local Union. We've put many of our officers and stewards through Canadian Labour Congress (CLC) Training; we drafted and adopted a Local 230 Organizing Strategy document to help us better understand our organizing challenges on a going forward basis, because it's always best to understand the gap between where we are and where we ought to be; Maureen Allen has left our office to go back to the Painters and Allied Trades Union DC 38, I wish her all the best wherever life takes

her, Maureen provided Michelle with the help and experience we needed, and will be missed. I would like to thank the Social Committee for putting together a great Christmas Dinner/Dance and look forward to working very closely with them early next year in preparation in hosting the 2007 All Canada IBEW Progress Meeting. I would like to thank Len for being attentive to our employers needs in the dispatch of our members, which leaves me to Michelle who in so many ways makes our office run as smooth as possible, and without her it would be very difficult to do my job, she is as efficient as she is pleasant, and she is one of the most pleasant people I've been fortunate enough to meet. With that I'll close off this year with saying, yesterday is history, tomorrow is a mystery, and today is a present unwrap each day with fervor and care.

From my Family to yours, Merry Christmas and a Happy New Year.

Fraternally, Philip Venoit

Election of International Officers

President Ed Hill and Secretary/Treasurer Jon Walters were both acclaimed with no challengers to carry on their mandate. In the First District Canada, Brother Phil Flemming was



Left to right, International President Ed Hill and Secretary/Treasurer Jon Walters accept their acclaimed positions.

re-elected by a landslide as the Vice-President, and the International Executive Council member was replaced by Brother Rick Dowling the Business Manager/Financial Secretary of Local 213, Vancouver.



Left to right, International Vice-President Phil Flemming, and International Executive Council member Rick Dowling.

Pension Benefit Changes for "A" Members

There will be an increase to the Pension Benefit Plan for our "A" membership this plan is paid for from your monthly counter (out-of-work) dues. With an increase to the benefit comes an increase to the income, so the counter portion of our "out of work" dues will go up by \$0.70 January 2007, \$1.00 January 2008, & \$1.00 January 2010. Currently a member, who retires with 20 years of membership, contributes \$2,712 over the course of his/her career, resulting in a present benefit of \$79 per month at retirement. The change raises the total contributions for a 20 year member to \$2,995 and provides a payout of \$90 per month. A 20 year member will receive everything they put into the fund



Secretary-Treasurer J. Walters being interviewed on the exhibition floor.

after 2.8 years of retirement, after that it is all interest from sound investments.

These total increases will bring our counter (out-of-work) dues to \$38.00 per month; again comparing Local 230 to other construction IBEW locals across Canada where some are currently \$40 before these increases, in my mind still puts us at a place where we provide good value for our members' dues.

International Dues Changes

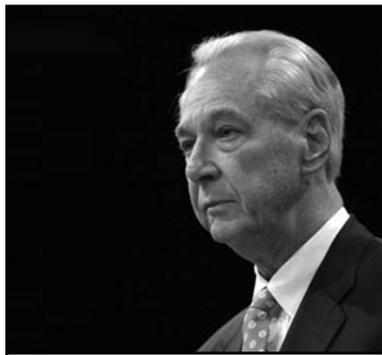
President Hill outlined an aggressive strategic organizing plan by hiring 100 Organizers who will be working directly from the International Office.

These organizers will be strategically focusing their efforts on specific targets and this shift in organizing will result in success. Too often, local union officers hands are tied with holding the local together, with things like negotiations and the administration of our collective agreements, running or training programs, dispatching and apprenticeship administration, along with grievances and complaints to various boards like the Employment Insurance Commission or Workers Compensation. This leaves very little or no time to seriously organize. Organizing is a full-time job, not

something to fill in the odd bit of time with. Of course, this will come with a price, and that price is a dues increase to the International; \$1.00 beginning

January 2007, another \$1.00 January 2009, and one more \$1.00 January 2011.

Comparatively speaking, the IBEW is in the middle of the road when it comes to dues structure or cost to the members when you compare to the rest of the Building Trades unions. Belonging to, and building a stronger union has its benefits. If those benefits come at the price of an extra buck a month I believe it's worth the investment, as long as we're not creating a bureaucratic group, but putting together a team of highly skilled organizers to get the job done. This will be to all our benefit in the long run.



International President Hill speaks to the Convention about the importance of Organizing.

IBEW's Partnership in Conservation

Convention delegates got a close look at the Theodore Roosevelt Conservation Partnership (TRCP), a leading umbrella organization of 9 million members whose mission is to protect the natural habitat of wildlife, conserve natural resources and guarantee sportsmen a place to hunt and fish. Fred Myers Jr., Vice-President of the TRCP, thanked the IBEW for support of the TRCP and for sponsoring (in part) the TRCP's popular television program, "Life in the Open" shown on the Outdoor Life Network (OLN). The delegates saw a video presentation on the TRCP's mission and its relationship with the IBEW. Myers also announced an upcoming all-union television program "Escape to the Wild" also on OLN which will feature union members hunting and fishing in the great outdoors. The first couple of IBEW trips will take some members into Africa on a big game hunt, then off to Alaska to hunt caribou. I know many of our members hunt and fish to help fill in some of their recreational time, these shows will likely interest you.



Constitutional Amendments

Article II, Section 13 and Article III, Section 3 – A spirited debate arose after a proposal to revise this Article on the subject of the nomination of delegates to other conventions, the committee concurred and recommended that the Constitution be amended to give the International President the power to nominate delegates to the conventions, with the IC continuing to elect the delegates, those in favour of the motion – 1225 to those opposed – 646, the amendment was carried.

Article II, Section 9 – Several members rose in opposition to the proposal to amend this Article which would change the reimbursement formula for travel and expenses to the Convention to a flat sum of \$2,000 per delegate. The amendment was rejected. Currently the funding formula is based on distance traveled; by far this is fairest method. Typically those local unions living furthest from the Convention would incur larger costs in sending their delegates, and therefore receive more in reimbursed monies from the International for sending delegates.

Article IV, Section 3(i) and Article VIII, Section 7 – This proposal will ensure that the IBEW will not incur financial obligations or liability of a local union when the International President or International Executive Council exercises its authority to protect and advance the interests of local union members by imposing a trusteeship on a local union. This addition passed with little discussion.

Convention Delegates heard Six Appeals

Under the IBEW Constitution, members and officers who have been disciplined and whose appeals have been denied by the International Executive Council (IEC) have the right to appeal to the International Convention. One of these appeals involved a member from a construction local who ignored the dispatch procedure and went to work without the Local Union's knowledge or permission, the member was removed from the job and consequently charged and fined \$665.60, the member filed an appeal which was denied all the way to the Convention floor and was denied there as well.

Three others were also charged while working under the National Maintenance Agreement, these three workers were involved in the same case of causing a disturbance on a jobsite, the disturbance was claimed to intend to promote or incite

Article XXV, Section 1 – The proposal to revise the current wording to say, "If a member, or officer or representative of a L.U., is assessed and fails to pay the assessment, a lawsuit may be filed to collect the unpaid assessment." This change was adopted. The reason

for the amendment is that some state laws expressly require this constitutional option for local unions to recover unpaid assessments.

Article XV, Section 11 (s) – This constitutional change would give the International President the authority to hire and set compensation for those organizing positions, was adopted.

There were a few other changes pertaining to the Railroad System Councils, affirmation that apprentices cannot hold office, and the necessary changes related to the dues

increases and Pension Benefit Increases as described on page 3 of this Newsletter.

Along with these Constitutional Amendment motions, there were also 44 Resolutions to discuss and vote upon which covered anything from supporting; renewable energy sources, the national manufacture of flags, the Boy Scouts of America and Canada, access to universal high-speed broadband, a "Buy American and Canadian union-made products" campaign, Girl Guides of the USA and Canada, the IBEW Hour Power website, an increase to the minimum wage, the March of Dimes, and many more.



The First District Canadian Delegation.

a strike or slow-down on the job, these members were disciplined and each fined \$6,000, all but \$1,000 were held in abeyance on the condition that no charges were filed against them over the coming 24 months. The three appealed these charges and were denied all the way to the Convention floor.

A Business Manager was charged and removed for drinking, driving and further being arrested on the job (twice), his appeal was denied on the Convention floor.

The final appeal we heard was for a member (and executive board member) causing a disturbance in the union hall, the member verbally attacked another member and barred the dispatcher's way from walking freely around the office. The member was removed from that Local Union's Executive Board, and not permitted to serve on any boards or committees of the Local Union, nor was he permitted to attend any Local Union function or Meetings for 5 years. His appeal was also denied on the Convention floor.



Local 230 Delegates left to right, Business Manager - Phil Venoit, Marine Unit Chairman - Gord McKinney, past President - Mike Vandervoort, President - Neil Banman, seated on the Convention floor.