

# IBEW 230

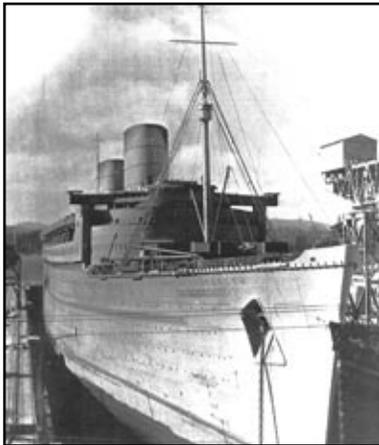
## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

# QUARTERLY NEWSLETTER

www.ibewloc230.bc.ca

### Shipyards, A Proud Tradition In The Local

**DU**ring the 1850's, the undeveloped British settlements on the northwest coastline feared the threat of Russian invasion. The invasion threat instigated BC's union with the rest of Canada and a long term naval commitment to Esquimalt Harbour. Esquimalt was chosen, due to its large deep sea harbour and strategic location, with swift access to the Pacific. A dry-dock was constructed by 1887 in Lang Cove. This dry-dock, now in HMC Dockyard, remained in constant use by both naval and commercial shipping until 1927 when the new dry-dock was completed.



SS. Queen Elizabeth, 1942 Conversion To Troop Carrier

The Esquimalt Engraving Dock was the largest project in Canada at the time. Over half a million cubic metres of earth and rock were excavated before the project could even begin. In the private sector, in 1893 Mr. W.F. Bullen, General Manager of the Albion Iron Works began construction on one of the first proper shipyards in Western North America. This new Shipyard was to be named the Esquimalt Marine Railway Limited. Bullens' original intent was to perform simple repair and overhaul work. But within five years he had a building berth constructed and one year later launched their first ship, a stern wheeler, the SS Casca. Shortly thereafter, the Company reorganized into the BC Marine Railway Company. Six months before World War 1, in 1914, Sir Alfred Yarow, a prominent British Shipyard Operator, took over ownership of the yard and expanded it with trades shops, wharves and two more building berths. At this time collective bargaining was carried out under Voluntary Recognition and a good deal of the voluntary aspect was under the threat of a strike. Later, the Second World War brought with it a very busy and prosperous time. Canada became a leading maritime



HMC Protecteur Refit 2001, Photo: Tim Bragg

nation, with the third largest naval fleet in the world and over three hundred ocean-going freighters. West coast shipyards prospered as well as their large, skilled work force.

The struggle for Union recognition was just as much a goal of the workers in the public sector as it was in the private coast. On February 17th, 1944 the federal government by Order-in-Council, set out the right of employees to form and join unions and affirmed the right to strike except during the term of an agreement. This was a major turning point in labour relations in Canada's private sector. Trade Unionism became an integral part of public policy. At this time, wage rates in the Dockyard were established by comparison, with the many private yards on the west coast. A

lot of lobbying followed by local M.P.'s and the minister of DND. Then, in the nations centennial year, Prime Minister Lester B. Pearson brought in the Public Service Staff Relations Act. This act allowed our members at Dockyard, the right to negotiate a collective agreement.

The 60's and 70's saw many commercial yards like Victoria Machine Depot boom with new ship construction and repair.

The new BC Ferry fleet added more work to the yards, allowing tradition and workers' skills to continue, through generations of shipyard workers, to the very members we represent today.

Although, both Public and Private sectors have seen dramatic changes over the years, they have adjusted well to the challenges and continue to sharpen the cutting edge of technology in their industry. The challenges will continue in the wake of 9/ 11 /01, The new diesel-electric Upholder Class Submarines,

### FALL 2002

#### INSIDE THIS QUARTERLY

- Shipyards, A Proud Tradition p1
- All Canada Progress Meeting p2
- Business Manager's Report p2
- Vote Vote Vote p3
- Golden Pliers Winner p3
- Market Recovery Attacked p3
- Assistant Business Manager's Report p3
- Quarterly Financial Overview p4
- Rock Solid Volunteers p4
- Sector Report p4
- Fallen Brothers p4
- Day Of Defiance p4

#### Nanaimo Unit Change

After another Unit meeting held on a holiday Monday, the Nanaimo Unit has decided to change its' meeting date. Effective January 03, unit meetings will be held on the 1st Tuesday of each month, at 7:30PM, at the Howard Johnson Hotel #1 Terminal Ave, Nanaimo.

The Business Offices will be closed on Tuesday Dec. 24th at noon and will re-open Thursday Jan.2 / 03

# Local 230 Quarterly Business Manager's Report



BUSINESS MANAGER/ FINANCIAL SECRETARY PHILIP M. VENOIT

**F**irst, I would like to thank all the members for their patience, while we worked the bugs out of our phone system, and the Office move. We have finally settled into the Victoria Office, and I would ask all members to direct their mail and dues, if paying by cheque to that Office. There was a time when our Office was

open 9 to 5. We had a staff of five and one office. Today, like everywhere else, we are expected to do more for less. Both of our Offices' will be open from 9 to 5, and closed between 12:30 and 1:30, so our members on the job can reach us during their lunches. The Nanaimo office will be closed on Tuesdays and Thursdays. The change allows Dave to service the Courtenay, Campbell River and Port Alberni areas, along with carrying out his Organizing responsibilities. This should leave him free to do his paperwork in the Nanaimo Office on Mondays, Wednesdays & Fridays. Although the work picture has been slow, our Office has remained busy keeping up with the Provincial Governments' changes, to the Labour Code, Employment Standards, Health Care, WCB and ITAC. These are just a few changes that impact our members daily lives. We are enclosing a "Support Public Power" information pamphlet, with a letter of intent to join the class action suit, with the newsletter. Joining requires no money, but the suit needs your help, by pro-

viding your address and signature. The stamp will be a lot cheaper, than the difference in your Hydro bill, next year, if the suit is not successful. The Western JETS, have traditionally been subsidized by the BC Government, like all other institutions. The BC Liberals have withdrawn that subsidy. We are exploring other opportunities, through the Federal Government, for assistance. We need to exercise extra financial diligence, so we don't deplete this important resource. We are scheduling Code Courses in the New Year to stay abreast of the changes. We are sending a special mail out to our Apprentices, to keep them informed on ITAC changes their Apprenticeship. Finally, the Standard Inside Wiremans (Construction) Agreement is settled, signed, and off to the printers. We are enclosing a list of members, due to receive their membership pins, at the Christmas meetings this year. For members not able to attend those meetings, from my family to yours, "Merry Christmas".  
Philip M Venoit.

## Shipyards From Page 1

and highly subsidized private shipbuilding and repair nations of the world in a global economy. In 1994 the BC Job Protection Commissioner released the Kerr report. The focus of this Report was, shipyard sustainability in today's global market. Shipyard stability would translate into job protection. The preceding investigation found that west coast shipyards were dependent upon three revenue streams; the Federal Government in Naval and Coast Guard vessel work, the Provincial Government through BC Ferry contracts and the Private Industry in freighters, fishing vessels and luxury liners. The Report concluded the Shipyard Industries' future relied on all three customers participating, and indicated that the Provincial and Federal Governments had a responsibility to commit to a sound maintenance program to ensure permanence, as all three customers were dependent on the Industry to be there when they needed it. The first of five BC Ferry contracts tendered under the provinces new global tender policy, proved a BC firm, Vancouver Shipyard, to be low bid, at \$18.3 million. Judith Reid, the Transportation Minister, continues to tender the work to countries like Spain, Poland and Singapore. If this work goes offshore, it will damage the Industry, apprentices will not be trained in the marine sector, and in the long term it will cost us more in future repairs. With oceans on three sides and the greatest inland waterway in the world, it is obvious to me Canada's wealth and future growth will continue to be dependent upon maritime trade and resources. In short, this Industry is still a good distance from smooth sailing.

## All Canada Progress Meeting

**T**he 4th annual All Canada Progress Meeting was held in Mt. Tremblant, Quebec. International President, Ed Hill addressed the Canadian delegation. Beginning with empowering our International Vice President, Don Lounds and International Representatives to enforce the Constitution when it specifically relates to organizing. President Hill continued, "We have had a great century, and we're still growing, albeit slower of late. We have to return to the basics of trade unionism." and, "As Business Manager's you are all accountable and responsible for your own Local and it's progress." International Secretary/Treasurer, Jerry O Connor followed with an arresting speech on Political Action, although we are a nonpartisan organization we have a duty to inform our membership of political candidates, their parties and track record. And, if those candidates and parties will support our objectives of seeking an ever higher standard for our families and our workplace. Some

highlights presented in the construction caucus were, the new Electronic Reciprocal Transfer System, which will be completely implemented in the U.S. by January 1st./03 and will replace all paperwork related to Pensions and, Health and Welfare contributions, while our members are traveling throughout other locals. We discussed Pension Power, which has the potential of increasing our market share in several different sectors. There was a strong case presented to take the letter of intent on the shared instrumentation jurisdiction, back to the UA International President to impress upon him, the need to have that letter enforced in Canada. The BA to BA dispatch policy also came under considerable debate. Carol McLeod continued on with the "Vision of Excellence", a program the 1st District is using to monitor, our locals and it's own performance, demographics, etc... Ives St. Germain, Business Manager of Local 586 was our cordial host, promoting National Solidarity and Brotherhood in every sense. For that, Je vous remercie.



## Golden Pliers

**T**he Local's 2001 Top Apprentice was presented the Golden Pliers Award.

Port Alberni resident, Kyle Penner was initiated into the Local in 1997.

Kyle's four year grade average along with his on the job skills and positive attitude netted him this prestigious Award.

The Award is a Western Joint Electrical Training Society sponsored initiative. Seen here with Kyle

is his employer, Mark Addey owner of Bailey Electric.



## Market Recovery Program Attacked

**O**ctober 5th the Vancouver Sun Newspaper ran an article attacking market recovery programs (MRP), the article used a Work Research Foundation report to create a perception of credibility. The Work Research Foundation is an arm of CLAC (Christian Labour Association of Canada). This poorly written report was built on "a hypothetical model to measure the taxation effects" and reported, "no net effects on overall tax revenues". Other data collected was reported to be accurate "within a ballpark." It also hid any real names, although over forty were alleged to have contributed. Philip Hochstein of the Independent Contractors and Business Association (ICBA) contributed to the news article and is trying to persuade his friends in the BC Provincial Government to outlaw job targeting programs. We believe the article to create a serious libel and is malicious in intent, as all the questions raised on the legalities of our MRP have been answered directly to Hochstein in the past. This sort of yellow journalism is what we can expect from our enemies, those that would like to see the end of Trade Unions. Job targeting programs are an obvious concern to the "open shop" (nonunion) contractors, as it threatens their market share and profit margins. This sort of attack should tell us all one thing, our Market Recovery Program works and our enemies are threatened by it!

## Vote Vote Vote

**T**hat is the only way in a democracy you can be sure to register your voice. In this election more than ever it is important to get out and support candidates who will act on behalf of working people. When you have a Provincial Government who has completely turned it's back on the citizens of BC you need to elect people at the local level, who will hold their provincial feet to the fire. Municipal governments have a great deal of control over your everyday lives, more so than most people realize. When a council makes a decision it is usually right in your own backyard, issues such as zoning, water meters, garbage pickup are directly decided by Local officials. Burnaby Council is a good example of what a progressive council can accomplish. Burnaby's

## Assistant Business Manager's Report

**N**ever a dull moment is an old saying, but a useful one, when it comes to describing the past three months. We are currently preparing for negotiations with Campbell River TV, as of December 31 will see the end of a three year agreement. The members have already had one proposals meeting, with one more scheduled for November 13th in Campbell River. The local and employer have agreed to begin bargaining prior to the expiry date of the agreement. We have set November 26th and 27th to begin talks. All has not been smooth with this employer. To date the union has filed three grievances and an unfair labour practice complaint.

To suggest labour relations at CRTV are good would be misleading at best. With the support of all the members working for the cable provider, I am sure we can get things back on track.

As you are all aware, one of the objects of the IBEW is to organize. On Friday November 1, the local applied for certification on Bert's Electric. Bert's is an Abbotsford based contractor doing work in Victoria. We were able to get enough signatures to apply for certification, and not a moment to soon. When I met the workers, they had just been sent home by the site Engineer, as there were no journeymen on site. Bert's, has done this kind of thing before. It is against regulations, such as the Workers Compensation Regulations, but that doesn't seem to matter to this contractor.

Bert's is a member of the ICBA, the organization which opposes our Market Recovery Program and donated \$147,000 to Campbell's election. While claiming they want a level playing field, they simultaneously break any number of regulations and jeopardize young workers safety along the way. Our information is, workers have been forced to do any number of unsafe acts, including working on hot circuits with no lock out. The workers recognized the need for support, and turned to the Union. This is not the first encounter between the IBEW and Bert's Electric, previously recovering approximately \$39,000.00 for workers, under the old Employment Standards Act. Do workers at Bert's need a union? You bet they do! Our Locals' Web News project, presents members with interviews and current issues relating to our industries, while Mainstream Media suffocates the voice of Labour. We have the technology to bring information to the our members



ASSISTANT BUSINESS MANAGER DAVE THOMPSON

via the World Wide Web and we intend to use it to keep you informed. Currently on the web page, under the media tab is an interview with Jim Sinclair, President of the BC Federation of Labour. Upcoming interviews include; Tom Sigurdson, Executive Director for the Building Construction Trades Council (BCTC), and Joy MacPhail, leader of the New Democratic Party.

Technology being what it is, Web News is gaining more acceptance, we expect it to grow as more people gain access to high speed internet services. In September the IBEW lost a friend in Sean McShane, past Business Manager and Financial Secretary of local 344. Sean passed away after a difficult struggle with cancer. He will be missed by his IBEW family, and we at local 230 extend our sincere condolences.

Future courses, planned for the membership will include; shop stewards, construction organizing, leadership training and new membership orientation. The new member orientation program will be approximately three hours long and feature pertinent info for those new to the union. The Shop Stewards course will be a continuation of a successful program. Current shop stewards, or those interested in becoming one, can learn more about the legal side of the union, and are encouraged to attend. The course will be a one day, seven (7) hour interactive session. The construction organizing course (COMET2) as well as a Salting course, are being planned. This is a part of our commitment to organize our jurisdiction and maintain working standards for members.

Thanks for your support. I look forward to meeting many of you in the up coming courses, and on the job sites.

books are in order, they haven't contracted out services such as garbage pick up, and they have built beautiful sports facilities while maintaining a municipal construction fair wage policy. The citizens of Burnaby have benefited from a sound relationship between Politics and Labor. November 16th is Municipal Election day in British Columbia and, it is your turn to get out and support Labor friendly candidates. Ray Cleugh, an IBEW local 230 member is running for council in View Royal. Ray needs your support but most of all he needs your vote. If you or your friends and relatives live in View Royal let them know

Brother Cleugh is on the ballot and to mark an X for labor friendly candidates like Ray. If you're not sure of the labor friendly candidates in your area, the BC Building Construction Trades Department has conducted a survey amongst the candidates on whether they would support a construction fair wage model in their area. We have included our supporters in this newsletter to help our members with their decision. We also urge you to attend debates, ask questions then most importantly, get out and vote.

## Local 230 Bros. light up the Hood

**T**he Rock Solid Foundation was formed in 1997 by a group of police officers in Victoria, British Columbia. The foundations' purpose; providing young people with positive solutions to violence, threats, intimidation and aggressive behavior. Currently, the Foundation is upgrading an area along E&N Railroad's, "right of way", in the light industrial area of Esquimalt. The up-



Pictured above from L-R: Wes Schuck, Mike Isbruker and Terry Roberts

grade includes a new track side art gallery or TAG. Gallery murals are 10' x 20', painted on the upper half



Pictured Above: From the Trackside Art Gallery

of several warehouses, by local artists. The TAG effort creates the world's largest outdoor, Youth Art Gallery. Thanks to IBEW members and Houle Electric, these murals will be "highlighted" throughout the evening hours. Great job guys!

## Day Of Defiance

**O**ctober 7, 2002 a day of defiance for British Columbians. Organized to coincide with the opening of the fall session of the legislature. The day began early with protesters shutting down the University of Victoria, other targeted government agencies immediately followed. People from all walks of life then began marching through downtown

Victoria. Stopping at various locations to hear speeches denouncing the Campbell Governments attack on the people of this Province. Speakers, like Debbie MacPherson of the BC Nurses Union, warned of the effects of



dramatic cuts to our healthcare system, vowing to fight the privatization of medicare. The growing number of protesters heard how this government has turned it's back on working people by gutting WCB, raising MSP and attacking the Employment Standards Act by instituting a scheme that effectively reduced

**Construction** - We're finally seeing some work coming out of the ground; South Island our contractors are on the Marriot Hotel, Mt. St. Marys Hospital, Marina Bay Condos, the Colwood refueling jetty and the second phase at Mayfair Mall. Mid Island, the Passenger Ferry in Nanaimo and the BC Ferry docking controls, Nanaimo Airport, Malasipina College, Chemainus School, Ash River Substation, Kiwaniss Village and the RDN contract. North Island is still slow but there seems to be work coming out of Elk Falls. **Marine** - Dockyard has been steady with the HMCS Regina. The New Year will bring HMCS Protecteur and the Calgary to be readied for the Persian Gulf. Victoria Shipyard is beginning their Aluminum, Coast Guard, Search and Rescue vessel contract and have work on the Queen of Burnaby.

## Fallen Brothers

**Jens Oster:** Passed away May 23, 2002, Initiated November 1976.

**Pierre Guerin:** Passed away July 5, 2002, Initiated January 1982.

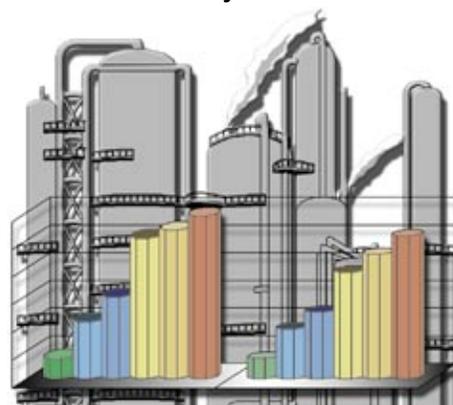
minimum wage. At the same time, eliminating employment standards officers and stripping workers of their ability to protect themselves from unscrupulous employers. As the rally made it's way to the legislature lawn it's numbers had swollen to about 2500 people. Representatives from seniors groups, students, environmentalists, workers, anti poverty activists, and many others added a voice to the collective demand for the Campbell Government to stop its attack on innocent citizens. Each groups' specific issue may have been different, but the focus of their anger was not. They've identified Campbell and his and his crew (so called Liberals), as the source of the problem. A call for his resignation was a common theme. Organizers were pleased with the peaceful, disciplined way the group conducted themselves. Obviously not what the Victoria Police had expected as they were out in mass and equipped for trouble. The only adrenaline rush they got was when a group burned a huge paper mache' Campbell on the Legislature lawn. Police responded with fire extinguishers, but not before the flames had engulfed the effigy of Campbell and reduced it to ashes.

We're sure, this will not be the last protest in this Province, as clearly, Campbell isn't listening. When asked what he thought of the day of defiance. Finance Minister, Collins sloughed it off. Big mistake Gary. The voice of British Columbian's are not being heard inside the Legislature, rallies and protests on the lawn outside is the only to get the message of working people out. Visit your MLA's office, to voice your concerns with where this government is going.

## Sector Report

**Cablevision** - CRTV have just finished a new fiber optic upgrade project to the Campbell River School Board. **Motor Winders** - Duncan Electric Motor has stayed relatively busy over the past couple of months and is about to begin their second Grinder Motor in the Port Alberni Pulp and Paper Mill. **Health Care** - The Royal Jubilee members have been busy moving labs and may soon see a new 5,000 square foot Mental Health Care Unit addition beside the Emergency Care. **Municipal** - Our members at Street Division, City of Victoria are in the middle of changing 70 traffic signals to the new LED style. **Railway** - Rail America has switched tracks and decided to stay servicing the Island. They are attempting to regain some of their lost freight from Norske Skog which will allow the Rail Company to return to a viable business while exploring possible growth options. **Appliance Repair** - Camco on Burnside in Victoria has been slow, but if your shopping for a new kitchen appliance or service to your appliances, you could help them out by stopping in if your looking for GE Products.

## Local 230 Quarterly Financial Overview



**D**uring the past four months, I've observed a need to do something about one of our largest expenditures, our rent. Over the last four years, we have spent over \$70,000 in rent. To continue this way, I believe, would be an irresponsible waste of our dues money. Real Estate is a time relative asset and this Local is 100 years old. Can you imagine, renting for the next 100 years, Or alternatively, if we had purchased property in Victoria 100 years ago? Buying an office makes sound financial sense. So somewhere, in the future, we are not solely dependent upon dues to offset rental increases. So, how do we finance it? First, as a not for profit Society, we are not the most lucrative of investments for the bank to consider, for a mortgage. Second, we have no down payment. As the Business Manager/Financial Secretary it is my job to ensure this Locals' financial well being in a global sense. Our Defense Assistance (Strike) Fund was made whole earlier this year, its' balance is greater than ever before, and, our largest Unit in Construction is finally settled. It is time to re-asses our needs. Therefore, I propose, a basic dues *change* to Article 9 of the Locals' Bylaws. The intention is, to move \$2.00 per month, per member, out of the Defense Assistance Fund, and into a new Fund to be named the "Local 230 Building Fund". The change, commencing upon the approval of the International Office, will be effective as of January 2003. This allows us to begin saving, for a down payment on our future. A motion to allow this Change will be read out through the month of January, and then voted upon by secret ballot at the Unit Meetings throughout the month of February.