



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS QUARTERLY NEWSLETTER

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Organizing, or in other words... "Membership Development"

Back in 1996 when I first started working in our Business Office I believed organizing was a moral crusade, to get out there and get the bad guy, but after a decade I now realize our organizing efforts are more about growing our business in the electrical industry, and our organizing must be measured by results, not activity.

The results I'm speaking of should be measured by: the number of new contractors signed to our Local collective agreements; the number of new end users, developers and the customers of our labour; noticeable increases to our market share and the number of man-hours worked in every subsequent year. In all these items considering the activity in the construction sector we are doing OK, our market share and man-hours have been steadily increasing over the past few years. Over the last year or so we have begun to sign up new construction contractors and this is something we obviously need to work at as we come into a very busy construction cycle. We have also begun a marketing strategy to encourage developers and customers that union electrical work is the right choice.

We attended a "Membership Development" conference which provided us with some new tools. As President Hill has stated in the past, the only unions who will survive into the future

are those that can offer a skill above all others, and execute that skill in a professional manner. In this vein our organizing strategy going into the future will look more and more like a business plan forwarded by the most successful in the business community. This plan's focus will emphasize our member's quality, accountability, behaviors and responsible attitudes on the job. We don't have to look that far to see the results these characteristics can have. In the Marine Sector for example, Victoria Shipyard completed the 26

Search and Rescue Vessels under budget and 14 months early, with nothing but great accolades from the Canadian Coast Guard, and before the last vessel was complete the Federal Government announced that Vic Ship would be awarded the Orca vessels, a \$70 million program that will keep our members working for years into the future. Our servicemen know how important it is to give their customers what they need with the best attitude, this is what helps ensure them getting called back to do more work. This is the basics of our market share strategy, putting our best foot forward on every project by every member. To help facilitate this we will be presenting a program for our membership to heighten the awareness of what the right productivity and attitude can bring.

Over the past quarter we are proud to welcome our new signatory construction contractors; Intensive Electric, King Electric and Western Technical Services who have signed to honour the standard inside Wiremen's Agreement & Canadian Maritime Engineering shipyard. We also currently have a poly-pay application at the BC Labour Relations Board to represent the electrical workers at Nanaimo Shipyard and I will be reporting the outcome in the next newsletter.



C McLaughlin, General Manager and Bob Hall, Superintendent of CME.

Autumn 2005

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News/Notes:

- Change to Unit Meetings will commence January 2006:
- Victoria Unit Meeting 7 PM
2nd Thursday of each month
411 Gorge Road East, Victoria
- Nanaimo Unit Meeting 7:30 PM
1st Tuesday of each month, Nanaimo
- The Business Office will be closed over The Christmas Holidays From Dec. 23th noon to Jan. 3, 2006

Remember to send all dues and correspondence to 204-2780 Millstream Road, Victoria BC, V9B 3S6

Business Managers Report



Philip M. Venoit
Business Manager/Financial Secretary

On October 17th many of our job sites were shut down by political protest of how the Provincial Government handled the Teacher's strike. Fundamentally we have to apply the same principles we would ask for ourselves of open democratic debate, discussion and good open dialogue at the bargaining table. I was happy to see no confrontation on those job sites, our members honoured those protest or picket lines, and many of us joined the Teachers on the Legislature lawn later that morning. Through third party intervention, the parties agreed to a way ahead so teachers, parents and children could go back to some normality. Looking at a survey a solid 67% of the general public believed BC Teachers should not have had an agreement "imposed" upon them, and over 78% believe the provincial government could afford a pay raise for our teachers, (note the survey was conducted prior to the 15% proposed MLA wage hike).

Many of the Trades are still miles apart in the construction negotiations and the Bargaining Council has applied for an arbitrated process to help the cement masons reach a tentative agreement. They have further applied to the Labour Relations Board for relief to bring the CLRA back to the table for six (6) of the other Trades as they have not concluded bargaining, and the Boilermakers have been locked out by their independent contractors. I have heard some negative undertones from some of the members for me enabling the contract and I want to be perfectly clear, *this was the only way for the IBEW to receive our increases until the entire unionized construction industry settles*; the Labour Code is also clear in this respect. As I've stated in the past, once the balance of the Trades have settled, the membership will have an opportunity to vote on the contract, meanwhile enjoy your raises!

As one of the Executive Directors of the Highway Constructors Council during the late 90's when we built the Inland Island Highway, it saddens me to inform you that the Directors have voted to dissolve that Council.

We attended the 37th Annual BC Building Trades Convention in Victoria. One of the more important issues brought forward to us was the ongoing health concerns stemming from malignant pleural mesothelioma asbestosis, and that some of the International Unions are investing in a mobile CT Scanning Unit to take out on the road. During our Provincial Legislative session we brought forward three (3) main issues again this year to almost 70 MLA's those being; poor decisions coming from the BC Labour Relations Board by inexperienced Vice-chairs and problems with the Employment Standards Branch self help program; continuing problems in the Apprenticeship system; and the instability in the construction industry.

David Podmore, CEO of Concert Properties announced that they have won the top Canadian Residential Developer Award again this year. This is the second year running and has never happened in the history of the Award; as the projects are completed with 100% union labour this is something we can all be proud of.

Some TWU members in Alberta have made application to the CIRB to have the Board reconsider their prior decision in creating one (1) union. This application is based on the complete lack of Labour harmony and if successful, would allow the Alberta members to return to the IBEW.

We attended the All Canada Progress Meeting held this year in Ottawa where we heard from the PRIME Committees struck from the last Progress Meeting. The summary response was to hire six (6) organizers to work directly under

the International First District Office in various locations throughout the country:

- 1) British Columbia
- 1) Alberta
- 1) Saskatchewan/Manitoba
- 1) Ontario
- 1) Quebec
- 1) Maritime Provinces

The plan also calls for an IBEW lobbyist/media person working from the Ottawa area. I am sure we'll hear more on this initiative over the coming months as financing the plan has yet to be decided upon.

On October 27th the Business Office met with our Island construction contractors to discuss issues like safety on the job, recent negotiations, membership development, the need to develop "better foremen" courses and the changes to the clearance forms for apprentices when dispatched to define their term change date and registered school date.

We attended the "Public Consultation" for new Apprenticeship Outline in BC... This process is intended to help facilitate a more standardized system within the Province as currently every Trades College teaches a slightly different curriculum and writes separate exams. This will become a very important issue with the introduction of private trades' schools and the emphasis will shift from education to making money.

Merry Christmas and a prosperous New Year.



BC Teacher Rally October 17th

37th IBEW International Convention

The 37th IBEW International Convention is being held in Cleveland, Ohio, September 2006. The nominations for Delegate(s) will be held at the Regular Unit Meetings throughout the month of February 2006. The Convention criteria, nomination and election process will be that as described in the IBEW Constitution Articles 2, Sections 8, and 10, and the Local Union Bylaws Articles 3, and 7, Sections 2, and 3. If an election is necessary the election date will be posted with the candidate material.



CanWest Mall in Langford lands many new stores with Houle and Canem receiving most of the work.

Federal Elections January 23rd, 2006

What a year and a half! It was only June 2004 we went to the polls to elect the last Federal Government, the Provincial Government in May /05, the Municipal elections in November /05, now we're back to the Federal elections again. Well we've all had a year and a half to see how well a minority government works, and I'm sure many of you will have your opinion on that topic. I believe many of you will appreciate me not urging who you should vote for; however I am urging you to vote. As long as governments have a hand in labour, we should have a hand in government.

As long as governments legislate our hours of work, safety standards, apprenticeship and other issues which affect the way we work on a day-to-day basis, we need to be politically aware and active. So get to know the candidates in your riding, present them with the issues that matter to us as blue collar trades workers, and most important of all, get out on election day and vote with your heart and mind.

Sector Report

Appliance Repair – As I reported in the last newsletter MABE has officially purchased CAMCO and they are in the middle of a small renovation to allow for more retail space.

Cablevision – We are in the middle of negotiations with Campbell River tv, at the time of writing many of our items have been resolved, and we will be moving forward with the balance of proposals, and look forward to reporting on it's conclusion in the new year.

Construction: Commercial – Canem picked up the Saint Michael's University School House project and the Ladysmith Community Centre. Houle has picked up the Nanaimo Regional Hospital Pre-natal Care Addition, and the Millstream Village in Langford. FMI has picked up the twin arena project in Nanaimo, Raylec Power has picked up the new offices and shop for Mainroad Contracting, the Shop change over at the Dockyard, and the New Wells system at 19 Wing Comox.

Industrial – Aines & Tyler have been busy in the Alberni Pulp & Paper Mill just finishing off a new de-mineralization building, an MCC replacement on the #4 Sub, and new feeders and switchgear for D & E bus. Vicar is finishing up a Fibre Backbone with 500 terminations and a fire alarm upgrade in the Elk Falls Mill.

Residential – Canem has picked up The Cape,

the Island Hall Beach Club, and the Victoria Parkside Resort and Spa. Houle has picked Ironwood Place in Campbell River.

Dockyard – Our members at Dockyard have been working flat out, and finally Treasury Board has allowed for some significant hiring mainly to work on the sub-program.

Motor Winders – We will be going into negotiations with our Motor Winding Shops on Vancouver Island early in the New Year. We have started visiting the shops to look for proposals, any winders wishing to forward proposals I would urge you to do so through my email at bmfs@ibew230.org.

Municipal Government – Our members at the City of Victoria found themselves behind a protest line on October 17th in support of the BC Teachers Federation Rally, they are busy at this time with SCADA work in connection with new sewage treatment.

Private Marine – After 9 months of negotiations, the Metal Trades Council have signed a collective agreement with the Canadian Maritime Engineering (CME) Victoria Division. This ship repair group from Halifax set up shop on the west coast in late 2004, Raylec Power has been providing their electrical work for the better part of the year. Raylec has also recently sent members over to assist Nanaimo Shipyard



Elk Falls Mill in Campbell River

on the Coast Guard vessel Tully.

Provincial Health Care – We have forwarded proposals to the Facilities Bargaining Association on behalf of our members at the Royal Jubilee Hospital, as the Provincial Agreement comes into its open period April 1, 2006.

Railway – The sale of the E&N Railway is still pending at this time, but the issues appear to be narrowing and they expect some possible movement by the end of this year.

Wholesale – Remember in the Nanaimo and Port Alberni area please support our members at Westburne Wholesale.

Dispatch and Training

Union Made Arc Flash protection

The IBEW has partnered up with Dupont (NOMEX) with the manufacture of flame resistant (FR) clothing. Dupont is one of the worlds leading experts in the technology of flame resistant clothing and the workers that look after the plant which manufactures this clothing are represented by the IBEW Local 1434. An electric arc is the discharge of electricity through a gas. The gas is the air we breathe and the arc is the flow of fault current through that air. The intensity of the arc blast depends on the arc length, duration, fault current, and the distance from the arc. It is important to understand that the duration of the arc is a key factor in the burn hazard to electrical workers. A low fault current with a long duration can create a worse burn than a higher fault current with a short duration. Even voltages in a 480/277 volt system can create a 3 to 4 inch arc that can become “stabilized” for an extended period of time. The intense thermal energy from an arc fault can create some of the highest temperatures known to occur on earth. The blast from an arc fault will ignite 100% cotton clothing, melt polyester, nylon and polypropylene and can cause second and third degree burns to unprotected skin. Wearing this sort of traditional clothing can actually make the burn we can receive even worse than not wearing anything at all! These clothes can either extend the burn next to the skin or even melt and adhere to the skin, which then has to be scraped or surgically removed. We wear hard hats, glasses, gloves, and use insulated tools, but this is just not enough. Some provinces like Alberta and Ontario are recognizing this with appropriate legislation. There are 2 distinct different types of FR clothing. garments labeled “FR cotton” are usually heavy cotton that’s been treated with fire resistant chemicals, but NOMEX clothing fibres are naturally fire resistant, and also include 10% Kevlar for added strength from arc blasts, and 1% carbon filament to reduce static. If you choose “FR



Union made arc flash protection

cotton”, remember never to use bleach on these products as it will wash the FR chemicals out of the clothes, and remember to count the number of times they have been laundered as they will eventually be completely washed out leaving you with cotton. With the NOMEX alternative they are not chemically treated so they will always retain they’re fire resistance and protection against arc fault flashes and fires, and with NOMEX you know you will be supporting an IBEW Brother with work at Dupont.

Construction Industry Training Institute

The Construction Industry Training Institute (CITI) is sponsored by the BC & Yukon Building and Construction Trades Council. CITI’s purpose will be to coordinate, promote, and support unionized training programs to meet the demands of the unionized construction industry.



Ron Callaghan Scholarship Topic for 2006 is:

“The cost, effects and benefits of Green Power sources in our Province.”

Remember the essay must be a minimum of 1000 words and your application along with a list of craft unions in your community and a list of people and sources you used for research must accompany your essay.

All essays must be received by March 31, 2006.

For further information, check out our training page on our website