

Electrical Workers Hold Successful Progress Meeting in Victoria

Late in August this year over 200 Delegates to the International Brotherhood of Electrical Workers (IBEW) Union held their All Canada Progress Meeting at the Victoria Conference Centre, attached to the historic Empress Hotel situated on the shore of Victoria's inner harbour. The delegates to the Electrical Workers Progress Meeting represent workers in the Utility Industry like BC Hydro and Terasen Gas; the Telecom Industry like Sask-Tel and Northwest Tel; The Railway like CP or CN; Government like the Department of National Defence, Nav-Can airport workers, Health Care and the City of Vancouver; and of course the construction industry from every province and territory across this great Nation, including the very busy Alberta Tar Sands. The issues that were discussed in the general sessions covered topics that effect us all in every sector as Canadians, such as Apprenticeship Training opportunities for our youth, industry Demographics on the eve of a retiring baby boom population, growing energy demands and the shift to a greener energy plan, the Temporary Foreign Worker Program, before breaking into recognized business sessions to discuss in detail specific trends in each area.

Local 230, chartered in 1902 was recognized for the long and beneficial partnership it enjoys with the City of Victoria, and a short video was commissioned to demonstrate the "Breadth of the Brotherhood" across Vancouver Island was presented and now resides on the Local 230 website's "About us" page, located at www.ibew230.org. The weatherman planned the sun and temperature to perfection, and there was plenty of time set aside to enjoy old friends and network with new ones.



IBEW Local 230 Executive Board, Staff and International Rep. Laird Cronk

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News/Notes:

- Long Service Pins to presented at December Unit Meetings
- Business Office Closed over X-mas Season from noon on Dec. 24th - Jan.2nd

Business Manager's Report



Philip M. Venoit
Business Manager/Financial Secretary

We have implemented a **new phone system** in the Office to better serve the members which will put the member directly through to the Admin or Reps voice mail you want to speak to during off hours. We have written the Industry Training Authority outlining our issues with what we see as severing the electrical trade between construction and maintenance. We included in this newsletter a notice of the **upcoming BC Electrical Association Trade Show at the Victoria Conference Centre** held on Thursday October 25th. Registration is free but is based on first come, so register ASAP at www.bcea.bc.ca.

Last month's correspondence held a **draft Drug and Alcohol Policy**; this

policy is being drafted by the Victory Law Office for use in BC, and was directed by the BC Bargaining Council for Building Construction Trades Unions to do so, it's content is similar to the Saskatchewan model and is guided by several Supreme Court cases, outlining screening for fatalities and near misses on job sites, we have been developing this policy for some time and the recent urgency to getting it in place is being prompted by TILMA a trade agreement signed by BC and Alberta which serves to "harmonize" (to what is the minimum standard) our two Provinces in terms of labour, environmental laws, and regulations around safety as well, the very real fear is if we don't establish something and soon we will be legally bound by Alberta's screening policies, which allow for pre-employment screening, and random drug testing, we see this as too pervasive into our rights to privacy and therefore must establish a made in BC model.

While hosting the All Canada Progress Meeting I was able to speak to our International Vice-President and First District Staff on several topics, one of them has been burning in many of the member's minds **the motion around the Market Recovery Program**. The original motion has been passed onto the International President's desk and is now being reviewed by I.P. Hill. After these discussions I am

very confident the motion to reduce the market recovery program based on Local 230's market share was the best motion to put forward, it was put to me that if we tried to stop or pause this program, the motion would have failed at the International Office level, and we would be waiting a further year for another motion to be considered. On another note as per the original motion I have hired an independent auditor to audit our market share on Vancouver Island, so we are prepared to set the lowered rate when the International accepts our proposal to amend our bylaws, and I hope this happens soon.

On a final note, we are losing one of Local 230's most treasured and talented staff. For the last seventeen years Michelle has been the pleasant and helpful voice on the other end of the phone, an extremely efficient individual and someone I have come to count on everyday to help me with my job in the Office's Administrative work. I have fondly referred to her as my "work wife" for last decade and I will dearly miss her, but I wish her every happiness she so deserves wherever life takes her. I hired Jennifer last year with the idea of doing some succession planning and helping with the increased Apprenticeship administration in our office, the learning curve is still fairly steep at this time when phoning in exercise a little patience please.

Local 230 Organizing Marketing Plan Hits the Road

One of the things I keep hearing from the construction Industry is that there are not enough foremen, people to run jobs, a service truck, or people who know how to run people. So we need to reach out to other construction workers to educate them about the benefits of the IBEW. In saying this the first step is making Local 230 more visible to the public with our message letting everyone know if they want on the job quality and professionalism contact the IBEW, and over the next year we have busses in Victoria, Nanaimo and Campbell River driving around with that message.



Sector Report

Appliance Repair – We began an initial proposal exchange with Direct Energy and have set dates to begin negotiations early in October.

Cablevision – Campbell River Television has reached a critical point in its development, faced with strong competition from large nationally based companies and new technologies like VoIP some important decisions must be made. Recently CRTV brought in outside consultants to do a strategic business analysis of the operations and they are waiting to hear back from the Association on how to move forward.

Construction – Commercial/Institutional – Canem Systems has picked up the Winrock Warehouse; Houle Electric has picked up ING Langford office, RONA store in Duncan, Fire Alarm upgrade at Saanich Municipal Hall; Emery Electric has picked up the Mt Douglas High School Seismic Upgrade the Bear Mountain Corporate Office Building, and the Andrew Sheret Building in Langford; Raylec Power has picked up the Victoria & Comox



Brothers Baxter & Laquement act as tellers to accept the DND - IBEW vote on rejected contract.

Airfield Lighting improvement projects; Watts Electrical picked up the new Slegg Lumber in Cumberland.

Industrial – F&M Installations has picked up replacing some 15KV switchgear in the steam plant in the Crofton Mill, and is starting the Trent Street Sewage Treatment Plant project; Vicar is pretty much out of Elk Falls as the Wood Industry strike is having an impact on Pulp and slowing down production instead of laying off the maintenance workers they

will be performing our traditional work, however Vicar has other ongoing work.

Residential – Houle picked up 365 Waterfront project in Victoria an 84suite low-rise condo; Canem Systems is doing the Pacifica in Nanaimo on the old Malispina Hotel site; Emery has been awarded a new Kiwanis Village assisted living project in Saanich.

Dockyard – Dockyard members rejected the changes to their Collective Agreement by 89% and as the Council voted to go to binding arbitration in the event of a rejected MoA we will likely not have any news 'till the end of this year (at the earliest), unfortunately the Council's Executive acting as the Negotiating Committee proposed a Trade rate which in effect would red circle IBEW members and other skilled trades amounting to approximately 40% of the total membership, I have never seen any group going into negotiations with the complete understanding and intent that they would piss off almost half the of it's membership? In reply I have forwarded a motion on the Council floor that beginning next round of negotiations with the federal Treasury board will be with the Business Manager's of each Affiliates Union to the Dockyard Trades and Labour Council (west), This concept is long overdue and only makes sense that the Business Manager's who negotiate contracts year round some on a monthly basis negotiate on behalf of our collective members at Dockyard as well.

Motor Winders – The Industry Training Authority is currently looking at re-instating a motor winder apprenticeship which will have electrical apprentices and motor winder apprentices sharing classes at our Island trades colleges.

Municipal Government – We have tentative dates to go into negotiations with the GVLRA on behalf of the City of Victoria Electrical crew in November.



Brother A. Beaument prepares for the slab at the Pacific Sports Institute.

Private Marine – Victoria Shipyards finished up a 7 week refit to the Sea Launch, a satellite rocket launcher which mis-fired on deck, you can watch the explosion on You Tube simply punch in "Sea Launch" into their search engine to watch the launch go off plan, it was announced they will refit 5 Halifax-class frigates as part of a \$3.1 billion dollar program these refits will begin in 2010 and run through 2017. Nanaimo Shipyard has just finished the BC Ferry Nimkish and a large pipe job onboard a fuel Barge; Emery is working on the Stikine based out of Nanoose.

Provincial Health Care – The construction crew at the RJH just wrapped up a distribution upgrade on the south block and prep-work for the new nurses tower.

Railway – Negotiations with Southern Railway begin October 5th for our initial meeting.

Electrical Wholesale - We negotiated and ratified a new Collective Agreement for our members at MABE in Victoria, with a 9% increase to wages, a signing bonus of \$800, but the real increase was in bumping those members pension by 4 incremental changes, which made them happy as they close in on retirement, we also negotiated the ability increase store hours and the use of part time workers which will increase our membership, and allow the Employer to do some succession planning, so remember if you need new appliances stop in and see them on Burnside road in Victoria.

W.A.C.A.



We attended the **Western Apprenticeship Coordinators Conference held this year in Victoria** with speakers like; Joe Maloney who explained the Helmets to Hardhats Program moving to Canada, Lindsay Langill spoke to us on the “Red Seal” program, Bob Blakely from the National Building

Trades office spoke to us about our “Centre of Gravity” or the strengths we can draw from like our wages, retirement funds, or our medical and dental plans, and from the Employers point of view would be the skilled manpower to draw from to complete their construction projects, Jake Irving spoke to us about the work coming and ongoing in the Alberta Tar Sands, Allison Rogeau from the Canadian Apprenticeship Forum was also there, and

Mark Breslin spoke to us about “Planting the Seeds” of knowledge, performance, values and ethics, the strategies we’ve been using and where that has gotten us today, we explored companies like Kodak, Harley Davidson, and Southwest Airlines to see what challenges these companies had and what they did to survive and prosper facing a declining market share and changing industries.



BM Venoit with Mark Breslin, Business Strategist.

BCEA Electrix 2007
 Victoria Conference Centre - Thursday, October 25th
 1:00 to 6:30 pm

Grand Prize Draw
 Choose your Own Get-Away!
 The winner will receive a 400 dollar gift certificate plus choice whether you want to golf, ski or enjoy the spa.

Seminar Information
 Noon - 1:00 pm **George Spauld, President of PMMI International, and Greg Johnson, CSE Western Canada - Cooper Business Group Plant Award** Awarding of Electrical Workers
 2:30 - 3:30 pm **Steve Gaultier, National Marketing Mgr - Thomas & Betts** Emergency Lighting and Regulation



The Canem Victoria Hockey Team.



Local 230 members from Mazzei Electric compete in the Dragon Boat Festival in Nanaimo.