



## Lights, Camera, Action!

Just prior to their campaign kick-off last year we approached the United Way to discuss the possibility of a Television Commercial. They were excited with the idea which was intended to reach out to the Vancouver Island public, and highlight our Union, by putting two legitimate and

care, to education, powering up Vancouver Island through electrical generation, and national security and safety of our nation from the shipbuilding industry. We are telling our story by letting Islanders know who we are and what we provide to them each and every day. We are telling

general contractors and clients we are the professionals in our trade and we're open for business, we're telling non-union contractors we are willing to work with them, non-union electrical workers we want to represent them, we are telling our youth, Union jobs are jobs with a future, and we are pushing back our detractors

and those who would love to see us fail.

I will never forget a TV news story from the late 60's where Martin Luther King was speaking out on behalf of some striking garbage workers in the south, and beside him a worker held a sign, that said, "I am a Man" if I could paraphrase I think what he was saying was *I deserve respect*. If it said *I want more money*, it would likely have never resonated with me or others that were watching the news that day.

So, we will follow up our working commercials with a commercial embodying the values we all hold close to our hearts and minds, respect, equality, hard work, and fairness. Looking out for each other, this is what our Brotherhood is about. We are moving forward in a direction that after seeing our commercials another union official called "media genius".



well established local and international organizations in the same picture together. Our members responded positively, and we had the honour of being the first labour union ever to be nominated for the United Way Innovation Award.

We rolled out our next TV Commercial highlighting the good community work we all do, using recent filmed examples of hanging the United Way Banner around the City of Victoria, by lighting Jeneece's Place for the kids coming at Christmas, and I would like to thank Nanaimo Unit Chair Brother John Kitchen for organizing the Habitat for Humanity House wire in Nanaimo. Our next commercials will move into highlighting the actual work we do, day in day out, and how the projects we accomplish impacts Islander's lives, from hospitals and health

## Spring 2014

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## News & Notes

Check out our New Website  
[www.ibewvancouverisland.org](http://www.ibewvancouverisland.org)

### Day of Mourning

April 28th is the Day of Mourning  
The day we set aside some time to reflect and honour those who lost their lives on the job, and fight for the living.

### Confined Space Training

May 2nd, U/A Local 324 Hall  
919 Esquimalt Road

### Arc Flash Training

May 10th IBEW Hall  
103-2823 Jacklin Road



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## Term in Review



Philip M. Venoit  
Business Manager/Financial Secretary

When I look back over the past three years so much has happened:

Canada hosted for the 4th time in our 120 year history our 38th IBEW International Convention in Vancouver, (previous years were in Montreal and Toronto). It was an honour to fulfill the role as Canada's Representative on the Law Committee overseeing proposed Resolutions to alter our Constitution, and an even higher honour for me to be nominated and elected at the Convention to serve as one of the IBEW's two Delegates to the Metal Trades Council, the first Canadian in our history which began in 1908.

Local 230 turned 110 years and we recognized this event with an evening of celebration with friends like BC Building Trades Executive Director Tom Sigurdson, Provincial NDP Leadership hopeful John Horgan and 135 Local 230 members, including a dear friend International Vice-President Phil Flemming who will be sadly missed. We surrounded the event with Training for our Shop Stewards, the importance of political engagement, understanding our workplace generation gaps and the challenges that come with it, we brought in Mark Breslin one of North America's premier presenters to present workplace development, highlighting his book "Survival of the Fittest", and we kicked off our Code of Excellence program, which we have continued in the Local

every Spring and Fall in each year since. Similar to International President Hill I also believe it will only be the unions that provide skilled and professional tradesmen and women who will survive into the future and that has to be reflected in our skills and our attitude. These are the underlying themes to the Code of Excellence.

In Organizing we signed several new construction/marine contractors; Chemco Electric, DH Total Installations, RJ Arsenault Electrical Services, Nexus Electric and McRae Electric.

We made positive changes to our construction/private marine and motor winder Medical/Dental and Extended Health Care Plan, by taking on Shepell fgi to create our Family Assistance Counselling Program (and created a smartphone app for that!), we created a stand-alone IBEW Group Retiree's Health and Welfare Plan with consideration for our coming retirees, we increased our dental and orthodontia care to \$3,000, we increased our massage, chiropractic, physio and naturopathy to \$1,000 per year per family member, and our vision care to \$500 every two years, we increased life insurance to \$70,000, and \$70,000 AD&D coverage, we negotiated and introduced the first (to my knowledge) bereavement pay for our construction members in Canada. We entered into an agreement with The MacIsaac Group of Law Firms to reduce personal accident legal fees by 25% for IBEW Local 230 members, and most recently launched mortgage/banking services for our members with Manulife Bank providing for great mortgage rates.

We have seen unprecedented attacks on working people from the federal Conservative government, through several omnibus bills wiping from history a 40 year agreement on paying regionally accepted fair wages for federal infrastructure construction work, and even after we're done working increasing Old Age Security to 67, and making

regressive changes to the Employment Insurance Program that refuses to acknowledge the cyclical nature of construction work. Then even more insidious through more specific Bills Like C-377 where the CRA will place our financial, health care, pension and RRSP, training, strike, market recovery information, along with every one of our service providers on the internet so our non-union competition, and our own employers to see, making this style of reporting so onerous many smaller unions would face closure or merger, no other charity, business or association in our democratic society faces such invasive reporting requirements. Then there is Bill C-525 which counts people who don't show up to vote for a union as "No" Votes and when they don't show up to vote to get rid of their union as "Yes" votes, nowhere else in our democratic society does this happen.

We were the only union affiliated to the Dockyard Trades and Labour Council (other than the Shipwright's as Des is also the Council President) to attend the Supreme Court for both hearings on the Bill C-10 Challenge, and we are still awaiting the Federal Court of Appeal. It's clear through recent sabre rattling the next attack will be our Dockyard members Sick Time. On another note I'm proud to see Brother Bob Laquement from Electronics continue to serve the IBEW membership as the newest Dockyard Council Executive Member as their Recording Secretary. Bob served on the Local 230 Executive for years as our Treasurer and our Electronics Unit Chairman prior to that. I know Bob will bring some great experience to the Dockyard Executive Board.

We have been Front and Centre to push back on all of these attacks by the Federal Government and more, like the;

The Temporary Foreign Worker Program which is likely the largest threat to us today, knowing that many of the world's trades workers are paid in around

## Term in Review (Continued)

\$12 an hour, so spending days on television news, radio talk shows and providing interviews to newsprint journalists, and meeting with the politicians responsible for the program, shining a bright light on the gaping deficiencies in several cases like HD Mining, the Royal Bank and Kone Cranes at the Esquimalt Graving Dock, Local 230 was there to highlight the problems and provide government with solutions. We advocated for real changes to the Income Tax Act for a Construction Mobility Tax Credit, so when our members have to go a distance to find work without compensation for travel, ferry, accommodation and meals they get to write off those expenses from their income.

The Canadian Pension Plan has long exceeded its designed purpose by providing for our retirees and without a well thought out approach of phased in increases future governments will have to increase taxes to keep our seniors out of poverty; we attended government roundtables on this important social retirees plan and provided government with sound solutions.

We were the Catalyst to have the CLAC removed from the International Confederation of Trade Unions membership, while during a meeting with Guy Ryder the General President of the 175 million member Council I began the discussion which would begin the complaint.

In Training; we fiercely defended the Motor Winder Industry when the Provincial Industry Training Authority (ITA) announced it would be de-registering the Trade in BC threatening the Red Seal recognition, of the 19 Trades the ITA de-registered, the Motor Winder Trade was the only Trade brought back from extinction, and we can take a great amount of credit for its resurrection.

We contributed to the Provincial Report on Training written by Jessica McDonald who was appointed by Premier Christy Clark late last year;

we joined the National Electrical Training Committee; and have played an integral role in developing the BC Marine Electrician Endorsement with the Resource Training Organization (RTO) and the ITA.

We continue to defend the Construction Red Seal Program against the BC Safety Authority's plan to allow for "Electrical Work Practitioners" in the construction industry moving our 7200 hour apprenticeship program to 480 hours which will ultimately endanger workers, infrastructure and the general public against shock, fire and fatality. One of the moments I will never forget as Business Manager was to share the stage at a rally with past Social Credit BC Premier Bill Vanderzalm where we were both agreeing to the same thing, (this happened once before around building BC Ferries in BC) NO to the HST, which was voted down in the BC referendum to decide on its continued existence and led to Gordon Campbell giving notice, after my speech to the crowd of 300 I got to turn to him and say, "this isn't the first rally we've been at together" referring to the late 80's anti-union Legislation he tabled as Premier.

In construction, after the previous round of bargaining when we were able to increase the protections of our shop stewards, in last round we were actually able to have them being paid for this often thankless position, and although it amounts to only an extra \$500 a year it is the beginning. We were also able to increase our Journeyman construction wages by \$4 over the past three years as well. All the while we have been increasing our work in construction. Our marine section remains healthier than it has been in 20 years, and with the announcement of Point Hope increasing its yard to accommodate bigger boats that will only increase further work for our marine membership. Our construction market looks to continue to be busy with the John Hart Dam, the two hospitals in Courtenay and Campbell

River, along with further hospital work in Nanaimo and Port Hardy, the Phase 5 construction project at Dockyard, looming sewage treatment work south Island, Sub-station work throughout the Island, an increase in commercial and a return of residential high-rise work will bring all kinds of local work, along with continued industrial construction in northern BC and Alberta for years to come. The future looks incredibly bright for our membership.

This is my last Report to the membership for the current term and I would like to thank our Local 230 Staff for making most days run incredibly smooth, our Local 230 Executive Board who are all incredibly talented and carry with them a great deal of balance and common sense that is required to helping our Local Union not only exist, but to grow.

And of course the membership who every day go to work as the professionals in our trade, it's the experience and positive attitude that makes this all worthwhile. In saying all of this our work as a trade union is never finished, there are incredible challenges that come at us every day, governments, bureaucrats, anti-union think tanks and multi-national capitalists who every day plan our demise. It is only our strength in resolve, our competence in what we do, our commitment to the cause, and at the end of the day our ability to care about our trade, our movement, our membership, and for each other.

At the time of writing I am in direct discussions with SNC Lavlin over the John Hart Dam project, and I'm also back in negotiations with the Construction Labour Relations Association to attempt further increases which I hope to bring back to the "A" membership over the coming month or two.

Fraternally,  
Phil Venoit  
Business Manager/ Financial Secretary

# Nomination Call for IBEW Local 230 Union Officers

Nominations for Officers of Local Union 230 will be held as follows:

Anyone desiring to be nominated must be present during the nominations or provide a written and signed statement of willingness that they will accept the specific nomination. No member may be a candidate for more than one Office. Anyone nominated to more than one Office must choose the Office for which they will be a candidate.

In order to be nominated, a member must have a minimum of two (2) years of continuous good standing in Local Union 230. Good standing means that the member is current in their payment of dues and has been for the two (2) years preceding the nominations. Apprentices are not eligible to hold Office in the Local Union.

Nominations will proceed in the order of Offices as listed in the IBEW Constitution whose term of Office shall be three (3) years.

IBEW Local 230 Nominations for the positions of; President & Delegate to the 39th IBEW International Convention, Vice-President, Treasurer, Business Manager/Financial Secretary & Delegate to the 39th IBEW International Convention, and Recording Secretary will occur at the following Unit Meetings during the month of May 2014.

**Victoria Unit Meeting May 8th**

7:00 PM *Pro Patria Legion*  
411 Gorge Road East, Victoria

**Marine Unit Meeting May 14th**

5:00 PM *Dockyard Legion*  
622 Admirals Road, Victoria

**Campbell River Unit Meeting May 15th**

7:00 PM *Halbe Hall*  
8369 Island Highway, Black Creek

**Nanaimo Unit Meeting May 21st**

7:00 PM *Nanaimo Office*  
306-477 Wallace Street Nanaimo

**Nomination Call for Unit Officers**

IBEW Local 230 Nominations for the positions of Unit Chairman & Executive Board Member, Vice-Chair and Recording Secretary for each of the Unit Meetings will occur at the following Unit Meetings during the month of June 2014.

**Marine Unit Meeting June 11th**

5:00 PM *Dockyard Legion*  
622 Admirals Road, Victoria

**Victoria Unit Meeting June 12th**

7:00 PM *Pro Patria Legion*  
411 Gorge Road East, Victoria

**Nanaimo Unit Meeting June 18th**

7:00 PM *Nanaimo Office*  
306-477 Wallace Street Nanaimo

**Campbell River Unit Meeting June 19th**

7:00 PM *Halbe Hall*  
8369 Island Highway, Black Creek

## The Election

**Date:** June 27th, 2014

**Time:** The Election Judge and Tellers will pick up the ballots from the designated PO Box at 10:00 AM.

**Place:** The ballots will be counted in the Local 230 Boardroom located at Suite 103-2823 Jacklin Rd. Victoria BC. Any ballots coming into the Post Office Box later than stipulated above will not be counted.