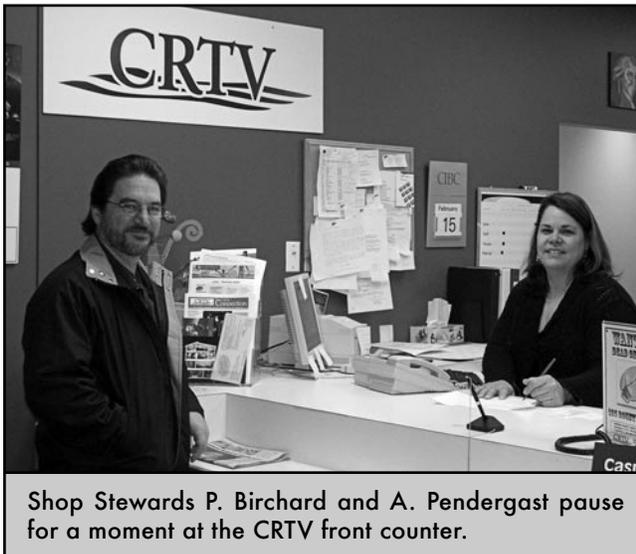


CRTV Members Ratify Agreement

IBEW members working at Campbell River Television ratified their new three year Collective Agreement on February 15th with wage increases of \$2.28 over the life of the Agreement as well as an 8% increases for the Foremen, an additional 6% for the Community Programmer, other monetary increases including room and board, meals and prescription eyeglasses along with a stronger severance package and a new Early Retirement Incentive Plan.

CRTV Shop Steward Perry Birchard says the membership is “happy with the monetary part of the settlement”. We negotiated two new classifications into the Agreement and CRTV has wasted no time in putting out the postings for a new **Marketing Representative** and an **Information Technician**.

CRTV also agreed to a new Compassionate Care Leave benefit to be used for the care and/or health of family members. They also agreed to a general clause to recognize the Federal Privacy Legislation and agreed to go to the Canadian Industrial Relations Board for further clarity on 3 remaining items due to difference’s in legal opinion. Among other better language clauses, CRTV agreed to the following new employee orientation clause;



Shop Stewards P. Birchard and A. Pendergast pause for a moment at the CRTV front counter.

“The Employer agrees to acquaint and supply new employees with the Collective Agreement and with the conditions of employment set out in the articles dealing with Union Security and Dues Check-off. A new employee shall be introduced to their clerical or technical shop steward. The shop steward will be given the opportunity to interview and convey to the new employee as to the benefits and duties of Union membership and the new employee’s responsibilities and obligations to the Employer and to the Union. The interview will not exceed thirty minutes during the regular hours of work and sometime within the first thirty days of membership.”

We had many proposals going into this round of negotiations and I believe we achieved the vast majority of the improvements our members were looking for.

Winter 2006

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News/Notes:

- The Local has the 2006 Canadian Electrical Code books and Pocket Reference are in and reduced to \$97.50.
- 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

As reported in the last Newsletter, early in January *Local 230 was awarded our poly-party certification with the General Shipyard Workers and Boilermakers for the Nanaimo Shipyard*. This latest certification increases our market share and boosts our Organizing efforts in the Marine Industry.

The BC Bargaining Council for Building Trades Unions held a Policy Meeting to decide what road to take with many Trades still not wrapped up with Negotiations.

The Boilermakers, Operating Engineers and the Labourers will continue to Negotiate,

the Carpenters and Bricklayer are going into Mediation and the Cement Masons have chosen to go to Binding Arbitration. We all agreed to allow for the process of the various Trades to occur prior to going back to the Main Table to cover off Industrial work. I strongly believe that by May and before all parties wrap up their negotiations we will be enabling again and if this is the case, I will be devoting the next construction wiremen's raise to wages.

For some time now the *BC Provincial Council of Carpenters* has carried on at odds with each other. The Carpenters International (CAST) and the BC Provincial Council (CMAW) have officially split and the International Carpenters have begun to raid their affiliates (Painters, Operating Engineers, & Labourers) in the Building Trades in Victoria and on the RAV Line in Vancouver. They will not back down from their position and as a knee-jerk reaction for their discretions, the Vancouver Island Building Trades Council has suspended the Victoria Carpenters and similar reactions have occurred at the Provincial level. Meanwhile, the BC Provincial Council has partnered up with the CEP to begin taking over

the work in the pulp & paper mills. At this point in time the General Contractor (Driver) to my understanding has admitted they cannot perform the electrical or instrumentation and it looks likely we will continue to do all of this work.

We joined the BC Electrical Association which is made up of mostly manufactures and distributors of electrical equipment. This move is to put us in closer touch with these people to help our Organizing strategy.

With the *Dockyard Trades and Labor Council's ongoing "Pension Fight-back"* going on for so long, it has begun to drain the Council's Funds and as we are the largest group in the yard, I agreed to sit on the Finance Committee to oversee the Funds and suggest solutions to possible shortfalls on a going forward basis. On first blush it was obvious the Supreme Court pension battle was cutting deep into the Council's pocket so we drafted the motion to go forward that the legal costs from this point would come from the affiliates of the Council. Our next scheduled meeting is early in March and I will be looking even closer for ways to save that the Council may not have considered.

Buyers "Bambu"zzled

This is in reply to the January 25th, Times Colonist Article "Spiraling labour costs sink bamboo condo plans". When is the media going to get this bigger story on the skilled trades' labour shortage right? The "Bambu" is no different than any other construction project being built in Victoria. One only has to look to the skyline at the tower cranes which attest there is no Skilled Trades Shortage. There is however, a shortage of Skilled Trades people willing to work below the wage level they expect for an honest days work and yes, there may be a skills shortage a few years down the road when the baby boomers begin to retire but, there will also be a shortage of bank managers, lawyers, doctors and many other jobs. Just look around your office or workplace and count up the number of your co-workers who are between 45 and 65 years old and then ask yourself if you think there is going to be a shortage of people at your workplace? If the answer is 1 out of every

5 or 20% of them are 45 years or older, then you too can consider yourself in the middle of a skilled trades shortage! Can you feel the anxiety building?

This project is not about any skills shortage it is obviously about a developer making more money. From Anthem's CEO Eric Carlson's statement, "Every project has something go wrong. We're looking at zero profit." I am not opposed to any business making a profit but "Developer doesn't make enough money" was not the storyline. This storyline uses the supposed skills shortage as a scapegoat similar to the Save-On Foods Arena. Building Trades condominium projects like the Astoria and Belvedere in Victoria are on time and on budget and were built by Union Skilled Trades Workers being paid well above other condominium projects selling to the same market and selling out in record breaking times. Yes, high-rise construction in Victoria is fairly busy right now but employers willing

to value their employees with a standard compensation package have no problem getting projects completed. This project is likely more about the rising price of real estate and a developer realizing he can make more money if he can convince his customers to accept their money back then turn around and sell them the same product for 20% more.

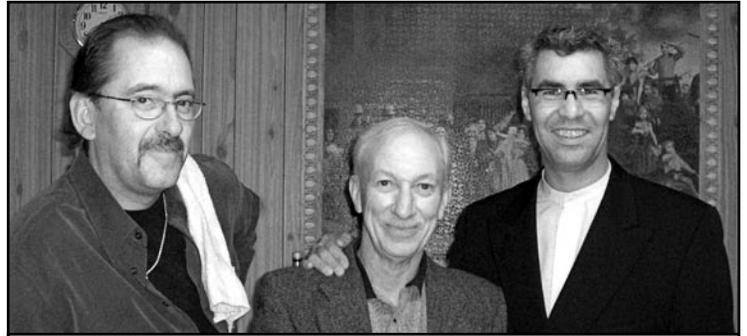
When unfounded skilled trades shortage statements are made, other real developers don't go ahead with their projects and innocent trades' workers don't go to work. Collectively we still have hundreds of trades' workers unemployed who can't pay their mortgages or feed their families; the Bambu project story will only hurt them further. I would ask the TC to be a little more responsible and understand the impact they have when these stories are printed and perhaps even pick up the phone to verify their facts first.

– Submitted by Philip Venoit

Canadian Unemployment Rate Hits 30-Year low in October 2005

Statistics Canada reported that in October 2005, the unemployment rate was 6.6% - the lowest in 30 years. Employment went up by 69,000 jobs; most were in part-time work in contrast to the annual gains so far this year which were mostly in full-time work. Year-over-year in October, hourly wages rose 3.9%. This compares to a 3.4% increase in the cost of living - for September. (As of the date of release of the unemployment figures, October's CPI had not yet been published.) The private sector saw the lion's share of job growth in October with an increase of 59,000 jobs. Employment in retail trade, especially in goods for home and garden, went up by 30,000 in October, followed by finance, real estate and leasing, by 26,000 jobs (recouping last month's losses); professional, scientific and technical service, by 18,000; and natural resources, by 9,000. There were fewer jobs in public administration (down 13,000); as well, manufacturing continued its decline. Compared to last October, there were 129,000 fewer manufacturing jobs with the largest losses occurring in furniture and machinery manufacturing, printing, and textile processing. Because of the availability of part-time jobs, employment among youth rose 32,000 in October, but with an anemic gain of only 0.3% in 2005 so far. Adult women saw an increase of 27,000 jobs in both part-time and full-time work in October, while adult men saw little change in employment. With regard to the provinces, Ontario led the way with an increase of 21,000 jobs in October (mostly in professional, scientific and technical services and education) for an increase of 92,000 jobs so far this year. However, the manufacturing sector has lost 42,000 jobs (down 3.9%) so far this year. In Quebec, 16,000 more jobs were created in October; British Columbia's employment was up by 14,000 (mostly in retail and wholesale trade) and Alberta, by 11,000 (all in part-time

work). Nova Scotia saw a gain of 5,000 jobs, especially in retail and wholesale trade and construction. There was little change in the other provinces over the month. Average hourly earnings for all employees 15 years and over in both part-time and full-time work were \$19.33 in October (adjusted), up from \$18.61 in October of last year for a 3.9% annual increase. Weekly earnings were \$711.14, up from \$683.40, from an annual increase of 4.1%. There was an average of 35.5 weekly hours working in October of this year, up from 35.4 hours a year ago.



Members of the Social Committee from left to right, past Executive Board member L. King, Recording Secretary P. Baxter & Marine Unit Chairman G. McKinney breaking for a moment at the 2005 X-mas Dinner/Dance.

Sector Report

Appliance Repair - Our members at CAMCO (MABE) have just finished expanding their appliance showroom so if you're looking for new kitchen appliances at wholesale prices drop by and see the guys on Burnside Road, in Victoria.

Cablevision - See front page story.

Construction: Commercial - Canem Systems has picked up the new Earl's Restaurant at the Bay Centre, and the Nanaimo Conference Centre; Emery picked up the Point Hope Ship Repair Facility; Raylec has picked up the work along the new Langford Parkway; Houle has picked up the first phase of the Millstream Village, the Rona is coming along slowwww, and the Port Alberni RCMP Station FMI has picked up the Buckley Bay Ferry Terminal refurbishment, Port of Nanaimo Finger replacement, the Port Alberni Gaming Centre, Campbell River Cruise Ship Facility; and Surgenor has picked up a fish farm refurbishment.

Industrial - It appears that Vicar Electric will be going into the Mill in Port Alice to install some suet blowers; meanwhile General Electric will also be in to rewind the Generator over the next few weeks.

Residential - Canem has picked up the Beach Club and the Pacifica on Front Street.

Dockyard - Due to legislation in Quebec

Maternal/Paternal Leave has just been changed for the better, a cap on the price of work boots is up to \$150 with proof of receipt, and we received a favourable preliminary decision with the Pension Superannuation fight-back concerning admission of our evidence, this case will resume early this spring.

Motor Winders - Duncan Electric is busy with some of the work coming from Port Alice Mill with most recently a 900 H.P. river pump and a Water Wheel Generator, and Beaver has finally opened their new shop in Nanoose.

Municipal Government - The City of Victoria has installed the first LED lights in Canada, on Blanshard Street in front of Save-On-Foods Memorial Centre, the new lights are highly efficient running on 10% of the wattage of the fluorescent counterpart.

Private Marine - As reported in the last Newsletter we applied as a poly-party Union with the General Shipyard Workers for bargaining



City of Victoria worker Les Keddie wires the new LED lights on Blanshard Street in front of the Save-On-Foods Memorial Centre.

rights with Nanaimo Shipyard, we received the Certification Order from the BC Labour Relations Board early in January.

Victoria Shipyard has been busy with 3 large barges and the HMCS Provider coming in early February.

Provincial Health Care - We attended the HEU Convention and attended the Facilities Bargaining Association meetings to formulate our collective proposals, and sat down with the HEABC to begin negotiations January 26th.

Railway - Jack Peake, Mayor of Lake Cowichan is still working hard to push through the sale/transfer of the Railway corridor to a loose Island Municipal consortium called the Island Corridor Foundation, although this process has carried on over the last four years, they are down to the last few items.

Wholesale - Remember to support the Port Alberni and Nanaimo Westburne locations.

Dispatch and Training

Dramatic Changes In Guidelines Simplify CPR

Heart and Stroke Foundation of Canada / CALM

NEW EMERGENCY care guidelines include dramatic changes to CPR with an emphasis on chest compressions, according to the Heart and Stroke Foundation of Canada.

The most significant change to CPR is to the ratio of chest compressions to rescue breaths – from 15 compressions for every two rescue breaths in the 2000 guideline to 30 compressions for every two rescue breaths in the 2005 guidelines.

The change resulted from studies that showed that blood circulation decreased when compressions were interrupted, and time was being wasted every interruption because it takes several compressions to build up enough pressure to begin circulating blood again. This is the most significant change since CPR's inception in the early 1960's.

The 2005 Guidelines for Cardiopulmonary Resuscitation (CPR) and Emergency Cardiovascular Care (ECC) emphasize that high-quality CPR, particularly effective chest compression, contributes significantly to the successful resuscitation of cardiac arrest victims. Studies show that effective chest compressions create

more blood flow through the heart to the rest of the body, buying a few critical minutes until defibrillation can be attempted. The guidelines recommend that rescuers minimize interruptions to chest compression and suggest that rescuers “push hard and push fast” when giving chest compressions.

“The 2005 guidelines take a ‘back to basics’ approach to resuscitation,” said Dr. Michael Shuster, one of the expert authors of the guidelines. “Since 2000 guidelines, new research and information has strengthened the emphasis on effective CPR as a critically important step in helping save lives. CPR is easy to learn and easy to do, and the Foundation believes the 2005 guidelines will help increase the number of people able to perform effective CPR.”

Every year about 1,000,000 Canadians are trained in CPR, with materials based on Heart and Stroke Foundation's guidelines. According to a national survey recently conducted by the Foundation, 63 per cent of Canadians said they have received CPR training. Of those who have not been trained, nearly one quarter said that “not enough time and no opportunity” were their main reasons for not taking CPR training.

Members come up to speed with their R.R.S.P's

February 21st marked the best attended RRSP Meeting we've had to date, with over 50 members showing up for a basic overview of our Group Registered Retirement Savings Plan. Financial Planner Les Canavan who put the original plan together 12 years ago and has been overseeing ever since, and Lawrence Nair from Manu life Financial came over from Vancouver to explain some of the benefits of our Group Plan; like our low Management

Expense Ratio (MER) which is the expenses charged to the plan, our Group Plan shaves 2-4% of these costs compared to the average Mutual Fund on the market; we have what is called a “no load fund” to say there are no deferred sale charges saving 5 – 7 % over comparable mutual funds; our Plan is automated user friendly and electronically safe with the use of PIN numbers. Once you have filled out the enrollment form and sent it in, go online to www.groupsavings.manulife.com (click Plan Members), fill out the information OR call toll free (1-888-245-5558) to get your PIN. Then call Les Canavan at 1 (877) 294-8202 and Les will work with you over the phone to help you get the best returns on your money.



L. Canavan and L. Nair put on introductory RRSP seminar for members attending.

Prairie Giant: The Tommy Douglas Story

Last year Tommy Douglas was voted the Greatest Canadian by our Nations populace. This March 12th & 13th a two-part television miniseries about the late politician many Canadians refer to as the “father of Medicare” will air on CBC. Tommy Douglas stood down a bitter doctor's strike to create the first Medicare scheme in Saskatchewan and played an important role in the formation of the New Democratic Party.