

IBEW 230

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

QUARTERLY NEWSLETTER

www.ibewloc230.bc.ca

Annual Baskin Pig Roast

This years IBEW / Baskin Pig Roast was one of the biggest and best to date, with all the family favorites; the giant clown head air jump for the kids,



At least one guest ends up in this position, at the annual event.

horse shoe tournament, and chicken chit bingo. Close to two hundred members, family and friends came out even though the day brought with it, pouring rain over most of the Island. Apparently mother nature decided to smile on Campbell River and our Pig Roast for the Day. Many members pitched in by bringing various salads and deserts. The kids games netted them many prizes, and some of the contractors provided the adults with many raffled prizes, most notably Roy Carter from Vicar Electric contributed leather jackets embroidered with the Vicar and IBEW insignias. The winners of the Horseshoe pitch were Terry Budzak and Jean Belanger. We still have some official Pig Roast T-shirts in the Office for sale at \$15.00. Some Brothers may not completely remember this years Pig Roast but one things for sure you definitely had a good time!

Local 230 owes Bob & Betty Baskin many thanks for twenty years of good times, no matter the employment level the one thing this Local has



Tod, Bob and Murray Baskin

come to truly enjoy and celebrate is the Baskin Pig Roast. Bob has another reason to celebrate lately as we presented him with his 50 year pin. Bob joined the Local in 1953 starting with C.H.E.

Williams on the Comox Air Base Hanger then moving to Puntledge Powerhouse and then up to the Ladore Station in Campbell River. He moved out to Herbert, Saskatchewan to work on a Gas Compressor Station where his brother Merv Baskin joined him and the Regina IBEW Local. Bob was there when Gold River Pulp and Paper was built in 1967 and has worked on most of the big jobs until his retirement. In the mid seventies, Bob's oldest son Murray started his Apprenticeship, followed by Rob who tragically left us in 1989 and then Todd who also joined the IBEW family. Bob and Merv have now both retired but the next generation of "Baskin boys", currently working for Vicar Electric, remain a driving force in our Industrial Sector today.



Bob and Betty Baskin

The origin of the Pig Roast came when Betty recognized that Local 230 had some great parties but none that included IBEW kids. So she set out to build a venue that allowed the entire family to participate in. Over the years the Pig Roast has seen some wild times and it has also had its share of difficulties but nothing that Bob and Betty can't look back on and have a good chuckle. One year someone had the great idea to stuff the pig with uncooked rice until the rice started to swell and pushed the sides of the pig open. One Pig Roast anomaly "chicken chit bingo" is an adaptation of an old prairie version of cow chip chess. This was where the pasture was divided up into squares and wherever the cow chip landed you were the winner but with our warmer winters this sounds like a game that would be best left for the prairies! Looking back on the good fun, good friends and good times, Bob has nothing but good memories of the IBEW and Local 230 has become much richer with the fellowship the Baskin family has shown us.

Fall 2003

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** Pharmacare Notice

Effective January 1, 2004, the BC Pharmacare Program will be changing significantly. All members, including retired members, should register with the new Pharmacare program as soon as possible. This will help keep our Health and Welfare Plan costs as low as allowable as those who do not register will be rated at the highest income level by Pharmacare. You can register by calling 1-800-387-4977 or online at www.gov.bc.ca then click on Pharmacare. To register you will need: BC Care Card number for you, your spouse, any dependant children, birth dates and Social Insurance numbers of anyone you are registering and your household net income which you will find on line 238 of your 2001 tax return.

Local 230 Quarterly Business Manager's Report



BUSINESS MANAGER/ FINANCIAL SECRETARY PHILIP M. VENOIT

The Standard Inside Wiremen,s Agreement (Construction) is up for Negotiations this coming Spring and I would like any proposals from the membership sent to the Office in writing prior to December 12, 2003.

The Joint Electrical Welfare Plan has taken a "shin kicking" since the Provincial Government increased the cost of the Medical Services Plan; an additional cost of approximately \$50,000 per month. An in house study was initiated to see where the plan would be in 3 and 5 years from now if nothing is done and the plan services and contribution levels were left as they are today. The outlook was not positive and special meetings will be called prior to the Unit meetings early next year. We have put both the ECA and CLRA unofficially on notice that there has to be money next year for our Health and Welfare Plans. This Plan covers our Construction, Private Marine and Motor Winder membership. The Trustees to

the Plan have also called for a better, Communication Strategy between the Administrator, DA Townley and the beneficiaries the members that work under those four (4) Collective Agreements. As prescription drug companies prepare for better returns on their research and development on new and tailored drugs, they will increase the cost of coverage to the beneficiaries. This will be a blunt reality for the Plan and I strongly believe we need to know what is planned for coverage in the future. DA Townley, on behalf of the Trustees, will be mailing you important news and updates on what is going on with our Health and Welfare Plan. The Provincial Government has recently released its plan to privatize the Medical Services Plan Administration. We have petitions in our Offices in an attempt to stop this and they will be circulated at upcoming Unit meetings. Beyond the likelihood of driving up the costs to MSP, there are many privacy issues to consider. I, for one, am not comfortable knowing the lowest bidder may have all our medical histories. We have had another changing of the Guards. Brother Don Lounds has stepped down as our International Vice President representing the First District-Canada and Brother Phil Flemming was sworn in as our new IVP. Brother, Flemming has the experience and fortitude to lead our Organization in Canada over the coming years. Another notable retirement is Brother Bruce Moffat. Brother Moffat has served the Local over the years in many capacities; as Delegate and 1st Vice-President to the Federal Government Dockyard Trades and Labour Council, Local Recording Secretary and Executive Board member and Judge of the Ballot for numer-

ous Local 230 Elections. Bruce is a first class tradesmen and a rank and file member. We will all miss you Bruce, good luck with retirement. One of the first things I had realized that had to be brought under control, long before I decided to run for Office of Business Manager was to bring our debt load under control. I am happy to report that debt has finally been significantly reduced. Therefore, we will be hiring another staff member to work out of the Victoria area Office returning Local 230 to a structure that served our membership very well for years. I have included a brief description of some of the duties that individual will have to overcome. The work your Office Staff perform is not taught in any school. It requires years of understanding law, basic business principles, language and listening skills, and most of all understanding people. So if you feel you truly have something to give back to the Local, you are willing to put in flexible hours and possess some of the skills detailed in this newsletter, please send your resume to the Victoria Office by the end of January 2004. Marks Work Wearhouse has opened a new line called "Image Wear". They have guaranteed us they will build IBEW in the future and therefore we are passing on a discount coupon to our members. Please present a paid up dues receipt with your coupon if you are shopping in their store. If you have made it this far in the newsletter, I would like to thank you for your interest as that is what will make or break us; your interest. I would like to wish all of you a **Merry Christmas and a prosperous New Year.**

Business Managers' Report Continued Page 3

Canada Cited For Repressing Unions

Working as a Union organizer can lead you into some pretty hot water at times. While performing this job for Local 230 in the mid nineties, I was threatened over and over both with violence, legal action and was even run over with a truck. After awhile, it seemed odd or abnormal not to face those threats on a weekly basis. According to this Article I dug out of the CALM Newsletter, these experiences are a common thread among Union Organizer's around the world. It still amazes me how far greedy corporations will go to suppress the workers' rights our Brotherhood and other Unions have worked so hard to protect over the past century.

P. Venoit

ANTI-UNION repression is on the rise around the world and Canada is no exception. So says a report released by the International Confederation of Free Trade Unions (ICFTU), which represents over 158 million workers in 150 countries including Canada. According to the report, in 2002, 30,000 trade union activists around the world were fired for exercising basic worker rights. Some

20,000 were harassed, more than 2,500 were detained, 89 were imprisoned and 213 were murdered--206 in Latin America alone. The report also notes how Canadian provinces are increasingly passing legislation that deprives large numbers of working people of their rights. "This isn't the first time Canada has been embarrassed by the actions of rogue provincial governments. It should come as no coincidence that the provincial governments most cited for the growing violation of worker rights are those controlled by parties that champion the current distorted free-market model of globalization" says Ken Georgetti, CLC president.

In recent years, provinces controlled by right-wing governments have passed laws that deliberately deny labour rights to agricultural workers, strip workers of the right to strike, and guarantee workers a right to information about how to leave a union, but not information on how to join a union. At the same time, these governments have moved to increase the number of hours employers can force people to work, watered down health and safety rules, and lowered the employment age for children.

CLC/CALM

Over the past two years the Provincial Liberals have been in power, they have increased the work day to twelve hours before overtime

Repressing Unions Continued Page 4

Sector Report

Construction - The Standard Inside Wiremen's Agreement is coming up for negotiations and I am looking for member input. If you have some suggestions for these negotiations please direct them to me in the Victoria Office via traditional mail or email. I will look at everything prior to the end of this year, but please send it by Dec. 12th.

The work picture has been fairly busy in the Commercial market bringing in work up and down the Island. Houle has the Naden Dining Room, Mayfair Mall, VI Regional Correctional Centre, Courtenay Home Depot, and Camosun College service contract; Western Pacific Enterprises has picked up the grounding package at Building C-4360 in Dockyard and the Nanaimo Hospital; Canem Systems has picked up the Juan de Fuca Arena with Island Temperature Controls, University of Victoria Dorms, a large CIBC bank and City Park place a residential high rise; Emery has the Duncan Library however, other than the upcoming Boiler job in Elk Falls, a couple of small jobs in the saw mills and a few mid Island substations, we have been slow in the Industrial Sector. The Pulp and Paper mills have not seen any significant increase in their product since the mid seventies, which limits the money to put back into their Capital investment although they understand by not reinvesting in labour saving equipment they are contributing to their very

Sector Report Continued Page 3

own competitive fate. Until then, I am optimistic that some of the proposed Island Generating Stations will begin over the upcoming year which will contribute to our overall market success.

Marine - The long awaited Victoria Class submarine has finally finished it's long and troubled journey home to the West Coast. This Sub will bring with it a good chunk of new work for our members and as most of the equipment is layered to capitalize on the amount of usable space, the result is a labour intensive vessel. In the private yards, Victoria Shipyard has had a fairly busy summer with the HMCS Algonquin, a small ferry



contract, a cruise ship and the continued work on the Aluminum Search and Rescue vessels.

Nanaimo Shipyard finished up the HMCS Winnipeg and although it's nice to see them bidding big work and employing our members, I'm fairly sure the payroll problems our members endured will be talked about in lunchrooms for years

High Voltage Testing - We have served notice on Wismer Rawlings to begin negotiations on behalf of our brothers there.

Cablevision - After a year and a half, we finally have some resolve with most of the issues at CRTV; their Agreement has been ratified, grievances settled and we just received a favourable decision from the Canadian Industrial Relations Board giving us jurisdiction over the community programming. Our Brothers and Sisters at CRTV deserve to be recognized for their sheer tenacity for hanging in there when things looked like they couldn't get any worse.

Municipal - After ten months of protracted negotiations, the City of Victoria Agreement is concluded. This Agreement came with a "me too" clause with the BC Hydro Agreement and due to some fairly lucrative settlements in the past, this Agreement had not really been properly re-visited for a couple of decades. Our members there will see industry standard wage gains, significant increases to their benefit split and vacations while giving nothing up.

Health Care - With the "Framework Agreement" turned down by the Facilities Sub-sector membership, some unions are trying to bargain backwards to save jobs from being contracted out. This "save ourselves to battle another day" ideology has it's merits however, with negotiations just around the corner, we will soon see what the Provincial Government has in store for us.

Railway - The last couple of years our Railway has been more of a rollercoaster than a railway. The latest cards dealt to this group are a lease/sub-lease deal with Rail America and the Coe Rail Group; we believe to be, from Michigan. With negotiations around the bend and plenty of infrastructure work to tend to, this is a fairly active Unit.

Assistant Business Manager's Report



ASSISTANT BUSINESS MANAGER DAVE THOMPSON

After over a year of legal wrangling, the Union was awarded Federal Certification for Campbell River Television. The original certification was Provincial making CRTV the only cable provider that was not under Federal jurisdiction. What took so long? When the new application was made, the company tried to have two foremen excluded from the bargaining unit arguing they performed management functions. Then, in the same application, management argued the programming department should be excluded. The Union took the position the foremen were part of the bargaining unit and the programming department was an integral part of the operation. After a number of legal submissions, the Federal Board agreed with the Union and we were awarded the certification. Along with this decision, we have five new members from the programming department. We recently lost a decision at the Provincial Labour Relations Board (LRB) following the filing of an unfair labour practice complaint against Tradewind Electric. The Union took a very strong case of management interference to the Board only to lose. The Union was very shocked by the decision from Vice Chair, Catherine McCreary. At one point in her decision, she faulted the Union for not challenging the company's abuse of Union seniority. As you who work in construc-

tion know, there is no such thing as seniority. The Vice-Chair's lack of understanding just served to offer evidence to the Union that the LBR is a very one-sided, employer-dominated body and the Vice-Chair's decisions should be suspect. One thing is for sure, workers cannot expect to receive a fair hearing as long as this persists. As for Tradewind Electric, the LRB decision means they are now non-union. I am happy to report neither of these cases required the expense of a lawyer as we were able to do all the work in house. This, in turn, saved a considerable amount of money for the local. I want take this opportunity to wish every one a very Merry Christmas and a Happy New Year.

Wanted: Business Representative

Local 230 will be accepting applications for the position of Business Representative for the Victoria area Office. The successful candidate will be paid a probationary rate up to the first six (6) months, based on a weekly salary of forty times (40X) the journeyman rate of pay under the Inside Wireman's Agreement. The candidate must be a member of Local 230 in good standing and be willing to work flexible hours.

A good understanding of the IBEW Constitution, Local 230's Bylaws, IBEW Basic Laws and Policies, Roberts Rules of Order, Canadian Electrical Code, Electrical Safety Inspection Act, Provincial and Federal Occupational Health and Safety Regulations, possess good listening and communication skills, Steward Train-

ing, and Leadership Training is recommended. His/Her duties will include, but not limited to; dispatching members to work, interpreting the Local's Collective Agreements, learning and understanding the Provincial and Federal Labour Codes, the Trespass Act, BC Employment Standards Act, conduct job site visits, receive dues, present business at meetings, become computer literate, Organizing and forwarding grievances. He/She will, at all times, be courteous and understanding of the membership and their needs, cordial to our signatory employers and their representatives, be required to develop writing skills and a good basic understanding of the grievance/mediation/arbitration process.

Duzn't Matrr

We inserted some mistakes in the last Newsletter for those members that may seem critical from time to time however we found this interesting piece on the World Wide Web which leads me to believe as writer/editor I shouldn't be as concerned.

Aoccdrnig to rscheearch at Cmabrigde Uinervtisy, the oredr of lttters in a wrod deosn't mtttaer; the only iprmoetnt tihng is taht the frist and lsat lttter be at the rghit plcae. The rset can be a total mses and you can sitll raed it wouthit porbelm. Tihis is bcuseae the huamn mnid deos not raed ervey lttter by istlef, but the wrod as a wlohe. So the newsletters will continue to have the odd mistake to keep a very small number of you busy.

Business Managers' Report From Page 2

The Office will be closed for Christmas from noon on December 24 - January 4 reopening for business January 5, 2004. Please make sure your dues are paid for the year and sent directly to the Victoria Office so you don't fall in arrears. Dave only comes to Victoria 2 to 3 times a month and mailing a cheque from anywhere on the Island will normally be in Michelle's hands the following day. The Constitution is clear on the matter of dues which are due at the beginning of each month and are each member's responsibility.

Tournament Of Hope

Over the August 9th weekend, Local 230 members took part in the Victoria Labour Council's (VLC) Tournament of Hope. The 12th Annual Slo-pitch Tournament fundraiser which raises money and awareness for the Victoria Child Find- a program created shortly after March 24, 1991 a day all Vancouver Islander's sadly remember when young Michael Dunahee went missing from the area.



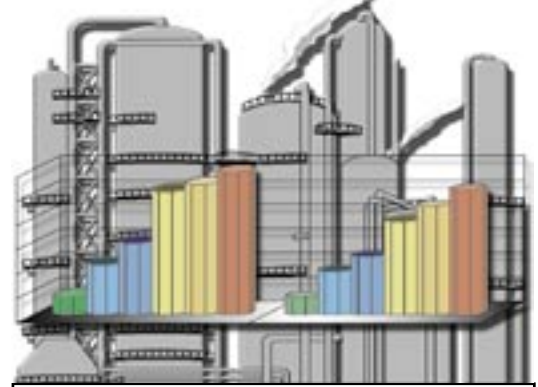
Brother Johnson

Brodie Johnson, Dockyard Electrician and IBEW team captain, put together a stellar group that came in second place in Division "B". This was the first time the IBEW team played together. Second place garnered the team \$125.00 in winnings which they decided to pledge back to Victoria Child Find. Although Brother Johnson suffered a broken arm the day before the tournament was to start which kept him from playing, he performed outstanding as coach and has committed to returning with hopes to put together a solid team next year. This tournament has traditionally been held the second weekend of August and if any members are interested in playing please contact Brodie at: brodie.j@shaw.ca

Fallen Brothers

Brian Sears: June 5, 1956 - September 30, 2003
Len Dube: March 1/1977 - October 13, 2003
Tom De Maere: January 18, 1973 - August 11, 2003
James N. Boyd: December 1, 1956 - August 12, 2003
Friedrich Zander: June 19, 1956 - July 20, 2003
William Isbister: Past Local 230 Business Manager and International Representative, November 2, 2003.

Local 230 Quarterly Financial Overview



Last Newsletter I reported on the issue of our traveling brother's ability to claim some expenses while accepting a job away from home. We have received an unfavorable reply from the Canadian Customs and Revenue Agency (CCRA) with a simple explanation that we as Tradesmen/women do not fall within the intent the Income Tax Act would allow for claimants.

Somewhat expecting this answer, I had written Brother Tom Sigurdson of the Canadian Building Trades Office with our collective problem and offered some basic arguments why changing the Income Tax Act would benefit our citizenry and the Federal Government. Some of those basic arguments included; the incentive of some tax relief may be just enough for construction workers to travel from their homes to find employment thereby coming off the Employment Insurance Program thereby continuing to contribute to our Nations revenue.

Another argument of increasing Skilled Trades mobility dealing with Trades shortages in some regional areas provides further incentive to expand the coverage we are seeking under the Act. These arguments and a few others have since been lobbied with over 78 Members of Parliament, and it's been reported back to me it was very well received although they are still looking at what would be a reasonable amount of time the worker should be given to "set up" a temporary home. I will be watching this very closely and passing on any pending changes which would favour us on this tax issue over the coming year and I would like to thank those members from the Campbell River Unit who brought this very important item forward on behalf of our membership

The proposed Local 230 Dues motion to discontinue the "month after" has passed and I will be informing the membership when the change will take effect as soon as we have approval from the International Office (IO). The IO usually has a "hands off" approach to Local Unions however they maintain the ultimate right to approve our Bylaws so no Local Union installs clauses within the body of their bylaws which contradict our Constitution. As well, please note that as per the 2001 IBEW Convention, the International portion will be going up \$1.00 per month as of January 1, 2004.

Repressing Unions Continued From Page 2

could kick in, reduced the protection of Occupational Health and Safety Regulations, reduced the minimum wage by 25%, and now employers can hire twelve year old kids, 0% vacation for the first 90 days of employment, they have taken away rights for workers to join a union, we used to have an automatic certification provision in the BC Labour Relations Code, which would minimize the time any employer would have to harass, intimidate or coerce their workers, if the union signed up over 50% of an employers workers they would get the union they voted for in their workplace, well this government was barely elected with 30% of the voting public, and they end up with the power to tell workers on the job 51% isn't good enough? Something just doesn't sound right in all this. A "secret ballot vote" on the surface sounds like an acceptable method to most of us because it is the way we exercise our democratic choices, but what isn't talked about is the threats, lies and promises employers make to sway workers away from joining a union, which statistically results in the employer remaining unorganized.

Golden Pliers Award



Vice-President Mike Vandervoort and Brother Neil Klettke
 Once a year we honour our top apprentice within the Local with the "Golden Pliers Award." The apprentices are graded based on their school marks, initiative and attitude. This year the Award went to Brother Neil Klettke and was presented to him by the Local's Vice-President, Mike Vandervoort. Both Neil and Mike were instrumental in organizing Puntledge Plumbing and Power four years ago and both continue to stand strongly behind their decision to Organize into the IBEW.

Training Worth The Study



James Barry BM Loc 586 and John Grimshaw BM Local 105

The IBEW Provincial sub-committee on future Apprenticeship Training is moving forward on our proposal to the Provincial Government. The proposal expands the Electrical Industry Training Institute (EITI) mandate to continue training Powerline Technicians and include Electricians, Motor Winders and CATV Technicians. If we are successful with this bid, Local 230 will be in a good position to host the Island Training and Apprenticeship Centre for EITI. With this in mind, Phil Venoit investigated the new IBEW Training Centre in Local 105, Hamilton. Hamilton is the oldest surviving Canadian Local and through its new training facility, has just secured their future. Making available numerous courses for their membership, is a resource Local 105 can truly take great pride in.