

E.H. Emery Electric Celebrates Its 75th Anniversary

Ernie Herbert Emery started his work as an electrician with Staple and Carter carrying conduit on a bicycle as trucks were hard to find in the 1920's. Later that decade he helped install the large sea water pumps and generators at the Federal Graving Dock, these large machines are still in use today. Brother Emery was elected President of our Local Union at the December Union meeting in 1929. Shortly after, Ernie decided he would go into business for himself, he started his Company with \$74 in the bank, and keeping the doors open through the 1930's was difficult to say the least closing off the decade with just under \$200 in the Company's Account. Ernie was instrumental in the creation of the Electrical Contractors Association of BC in 1952, and was their President from 1959 'till 1961.

Ernie had always looked in every sector of the Industry to find work, many of the sawmills that lined the outskirts of Victoria, commercial service, even the Line work replacing the insulators coming from the Jordan River Dam for the BC Electric Company, and many of the old knob and tube wiring that still exists in many of the older houses kept Emery Electric going through tough times.

Dick Emery started his apprenticeship in 1948, and his brother Al followed him in 1952 working under the teachings of Journeyman, Bill Hill, some of the work he remembers was in the Industrial Sector with Van Isle Moldings, Ocean Cement, the 230 kv transmission line coming from Pike Lake to the Keating Substation. Shortly after the Second World War Dick was working in some of the Naval barracks one day to look up and see an old 3" piece of conduit carrying the "Emery" name which had been put many years before. Dick took over his dad's company in 1974, when Ernie retired. Emery Electric had always maintained a small and close crew, until 1978 when they bought out the retiring owners of Esquimalt Electric, which more than doubled their normal crew size. At the same time Emery moved to their current location in Esquimalt, and Derek and Norm Emery started their apprenticeships. Dick's motto was always, "do it once and do it right!" Gord Esplen put down his pouch to come into the Office just prior to doing the work for all the major venues for the Commonwealth Games in 1994.



Right to left, Al, Derek, Norm, Aaron and Dick Emery.

When Derek Emery took the Company over from his father it was a seamless event. Since then Emery has grown to 30 employees taking on larger projects like the IMAX Theatre, and currently doing the majority of the work, in excess of 30,000 man hours out at the Bear Mountain Development. They started up a Marine Division and became the first electrical construction company to receive their ISO-9001-2000 Quality Management Standard on Vancouver Island. Long time member Pat McCooley says, "The thing that stands out the most with Emery Electric, is they're a family company and they treat our guys working for them like



Long time members D. Mills, left, and P. McCoey look over the Bear Mountain Clubhouse project.

Continued on Page 2...

Winter 2005

Inside This Quarterly

Page 1:

- E.H. Emery Electric Celebrates Its 75th Anniversary

Page 2:

- Business Managers Report
- Financial Report
- E.H. Emery Continued

Page 3

- Sector Report
- Highways Maintenance Comes to the IBEW

Page 4:

- Dispatch and Training

News/Notes:

- This years Ron Callaghan Scholarship Topic is: How can youth participation be encouraged in politics.

Important:

- Remember to call or email us, if you are willing to travel off the Island.
- The Provincial Elections are May 17th make sure you are registered to vote.

Business Managers Report



Philip M. Venoit
Business Manager/Financial Secretary

It's been way too long since we have met with our Island Construction Contractors, and with that in mind I scheduled a meeting with them late in 2004, with the idea to discuss the upcoming busy residential market, and the state of our apprenticeship program, where we are today and where we want it to be. The Contractors welcomed the meeting, there was great participation with 17 managers from 13 of our Inside Wire Contractors, and in return they invited me as their guest at their Island Chapter Meeting of the ICA, at this meeting Rick May from the BC Safety Authority came to explain their interpretation of the 4-1 helper ratio, which would allow 4 "individuals" to 1 journeyman ratio on almost every electrical job no matter what size the project, after long discussions with stakeholders in the Industry along with Directors of the BCSEA we were able to come up with wording imbedded in

the Canadian Electrical Code which greatly reduced the ratio threat to basically apply to standard sized single-family dwellings and duplexes, not exactly our forte', this was a win for the entire Electrical Industry and I am very happy to see the majority of the BCSEA Board of Directors exercising a cautious approach with the safety of all workers in our trade. As a note many of the other Craft Unions have quarterly Labour/Management meetings on the Island and it's easy to see why, they work towards making our island union market share stronger.

On another note, our work picture in construction looks strong over the next couple of years, in every sector of our Local Union. I've introduced us to several groups looking at building projects on the Island, like Peter Kewitt & Sons building the Duke Point Cogeneration Plant and Triarc International involved in the Nanaimo revitalization project. We have also received a BC LRB decision concerning our Inside Wire Construction Negotiations as both parties reached an impasse and declared each other was bargaining in bad faith, keeping in mind there are approximately 25 Business Managers and the same amount of Employers at the Table from every Trade, with many separate agendas so this is not an easy task, here is a summary of the decision on our way forward.

1. Collective bargaining will occur at a Main Table and Trades level.

Those negotiations may occur simultaneously by agreement of the parties. The parties are free to discuss Main Table items at the Trades Level, but no trade can concede a Main Table item at the Trades level.

2. Items for negotiations at the Main Table will be;

- i) Term
- ii) Sunset provisions (industrial sector)
- iii) Construction Industry Promotion Fund
- iv) Jurisdictional Assignment Plan

3. All trades may be present during negotiations relating to the sunset provisions; however, only those trades with sunset provisions in their 2001-2004 collective agreements in the Industrial sector may speak to and vote on proposals relating to those provisions at the Main Table.

4. Sunset provisions in the non-industrial sector should be dealt with at the Trades level but may be dealt with at the Main Table by agreement.

5. Once agreement is reached on Main Table items, each trade will provide its trade proposal forthwith, CLRA will provide its trade proposal within one (1) week of receipt of the trades' proposal and advise the Council when each of its trade proposals is delivered.

6. If no overall settlement is concluded within four (4) weeks of the delivery of CLRA's last trade proposal, the other parties may proceed to exercise their right to strike/lockout.

7. The parties will, as part of the negotiations to reach an overall settlement, endeavour to negotiate in good faith, a mechanism by which unresolved trades issues are to be concluded. If the parties are unable to agree on that mechanism, I (Associate Chair) retain jurisdiction to deal with that matter.

We are currently seeking dates to begin negotiations and I will keep you updated via the meetings and the Newsletter.

Financial Overview

All our early indications tell me, we had another positive year in 2004, our strong commercial market in construction along with increases in our membership numbers performing annual maintenance like the ship repair unit at Dockyard, have kept the Local's finances moving in the right direction for the past three (3) years, and with all the proposed work coming in the construction sector, and a stronger BC economy, we should continue to be in good financial shape over the next 2 to 3 years. Getting the Local back on strong financial footing has not been an easy task, but it was paramount to the overall well-being of our Local Union. I have full intentions in going around to all the Unit Meetings again

this year with our financial year end to go over our Local's financial status. Most of our members were very happy with this method of presentation, to actually see for the first time in decades where our Local is heading financially.

Just a reminder as of January 1, 2005 our "out of work" or "counter" dues portion has gone up by \$1.00 per month, in lieu of paying the full working dues the month after our members were laid off as well as during the months your were employed, these extra dues kept this Local running in the roughest of times, but it doesn't resolve the fact it held a very bitter place in many of our members mouth when laid off on the first few days of the month when they had to pay full dues that month AND the month after.

Page 1 Continued...

family, they also have a tremendous amount of energy in promoting their community, there are lots of business owners out there, but few put back into the community like Emery Electric." Emery currently sponsors 1 lacrosse, 1 hockey, 4 baseball teams and a stock car out at Western Speedway.

Shop Steward, Dave Mills has worked with Emery for 28 years says, "They always have the best of tools and materials to get the job done! They're just good people."

Four generations later with Derek's son Aaron, who started his apprenticeship in 2003, Aaron is excited to learn everything there is to know about the trade and shares the same commitment to continuing on the Emery Legacy.

Highways Maintenance Comes to the IBEW

Last year the BC Liberals decided to privatize the Highways maintenance around the Province, beginning with Vancouver Island. The contract was awarded to Raylec Power an IBEW signatory contractor based out of Courtenay. Raylec has



New IBEW member Brian Hannah, on the job.

performed Highways construction and traffic signal work for years, while the Inland Highway was being built, many of our Islands cities and towns traffic signals were also wired by our members working at Raylec. The problem that came with the winning of this new Island maintenance contract was; the dozen workers that normally performed this work were currently represented by the BC Government Employees Union, (BCGEU). After meeting with the BCGEU representative to discuss the highways contract, our respective collective agreements and the different scenarios how this could end up. We met separately with the highways maintenance workers and our members from Raylec, to discuss the possible outcomes with the merger of our work forces. We retained Legal counsel and filed a Successor ship Application with the BC Labour Relations Board. The BCGEU did not object to our Application we were awarded the right to represent these new Highway workers and the work that followed with them. Long time member Chris Roberts says, "It's good times", and new member from highways Brian Hannah says becoming an IBEW member "Is a plus!" Randy Flawse owner of



Brother C. Roberts still cleaning up the mess left by the January snow storm.

Raylec is happy to see these workers coming over to Local 230 as, "the IBEW is the only union that knows the electrical industry."

Sector Report

Appliance Repair – Service and parts have both been slow, so if you are looking at buying new kitchen appliances stop in and see our members at the Burnside Road location.

Cablevision – We haven't promoted our Cable Company in Campbell River to our members but remember they also offer high speed internet service.

Commercial – Houle in Victoria has picked up the Royal One redevelopment, RBCM Fire Alarm upgrade, the Chemainus Theatre and St. Johns Ambulance Training Facility; Canem Systems has picked up the Victoria Airport East Wing, 6th Floor Centra Gas, UVic McPherson Library, Cowichan Lake Grocery Store, and Ripple Rock School in Campbell River. FMI has picked up the Campbell River Small Craft Harbour Upgrade, LIT Enterprises, DND South Jetty upgrade; Emery picked up the IBM renovation, Bear Mountain Pool,

Industrial – CB Horton has presented the Building Trades with a letter of intent to build the Liquid Natural Gas Plant North of Ladysmith.

Residential – Canem Systems in Victoria picked up the Belvedere; Emery has picked a large condo project at Bear Mountain called "Ponds Landing",

Motor Winders – General Electric is in the process of taking over the maintenance of the Pulp and Paper Mills and along with that they will likely be looking a shop to provide their motor work

Municipal Government – The City of Victoria has recently signed a new letter of intent to hire apprentices for casual employment.

Private Marine – Late in January the Metal Trades began an organizing drive with the new Private Shipyard Canadian Marine Engineering (CME), we received sufficient cards to get us to a vote (which has been sealed at this time) and we are continuing discussions with the Employer with the BC Labour Relations Board's assistance. Hopefully in the next newsletter we will be welcoming a new Shipbuilding employer. Victoria Shipyard has the Holland American cruise ship Statendam coming in this spring.

Provincial Health Care – I recently called an emergency meeting of the Facilities Bargaining Association with the agenda to discuss attraction and retention issues with Trades workers in Health Care post Bill 37, rolling back our members wages by 15%, we will be meeting with the HEABC to discuss this and possible solutions

Railway – Rail America continues discussions with the Island Corridor Foundation in respect to donating its E&N assets on Vancouver Island to this organization. Should they come to an agreement they anticipate a mid-2005 transaction.

Wholesale – The wholesale locations in Nanaimo and Port Alberni are both IBEW, so our service men up in that area remember to use these branches when you can, and as for the other locations service men using the other locations could you forward any countermen you believe would consider coming to the IBEW and bringing their branch with them, the more workers we represent in our Industry the stronger we are.

Dispatch and Training

Over two years ago our Apprenticeship Training model came under a vicious attack by the Provincial Government, and whether they understood what they were doing, or simply following the directions from their corporate supporters like the Independent Contractors and Business Association (ICBA), the BC Liberals undid a structure that took decades of hard work to establish. Industry stakeholders like educators from Trades Colleges, Company Owners from various industries and Labour Unions Representatives who themselves for the major part served apprenticeships in one trade or another, all had input into the old Provincial Apprenticeship Branch and then it's reorganized Industry Training and Apprenticeship Commission (ITAC).

These Industry stakeholders had an in depth knowledge of the industries in which they worked, and were able to improve upon the systems in place, some ideas went a little too far like the Entry Level Training (ELT) program, which was a valued program but if you look at the money spent for this program (approximately 70%) of the Apprenticeship Budget, leaving the balance (30%) of the budget to put Apprentices through 2nd, 3rd, and 4th year school, it seems awfully unbalanced. But in any event, it was a fluid Commission responding to the needs of Industry and its skilled trades Apprentices, a system which provided for scheduling of school for Apprentices, and a monitoring system in place with the use of Apprenticeship Counselors. Local 230 had our own Counselor, paid for through the taxes we all pay when we go to work along with the taxes our employers pay when they employ us and make a profit from our labour. Over 100 counselors were laid off in 2002 and they're well missed by everyone involved in apprenticeship. The Labour Union Representatives have literally been cut out of our present system, and never in the history of Trade Unions and Apprenticeship in BC has this occurred, literally the largest sponsor of Apprenticeship in the Electrical Industry has been virtually left out by the new Industry Training Authority. The very basis in which we often define ourselves depends on our constant training and upgrading in concert with technology. Much of the Trades training occurs on the job, that is where we get the "Learn while you earn" concept. In an effort to improve upon our current system we are going to be introducing an evaluation form for our Apprentices to be filled out by our foremen on the job, this form is intended to be filled out every six (6) months upon the Apprentices term change or upon termination. As an apprentice you will be open to the information and this will be sent back to the Union Office to be considered and added to their personal file. This process is intended to be supportive of a learning environment and is intended to highlight our apprentices' strengths as well



Building Trades participate in 2004 Island High School Career Fair

as their weaknesses. Further to this, we are currently working on a booklet for our apprentices who will identify work tasks they should be proficient in at specific stages in their apprenticeship; this will present Industry expectations for our Apprentices. This will help our apprentices, our journeymen and foremen on the job understand, what work each apprentice has done, and what work the apprentice needs to improve upon, and ultimately will help our Contractors achieve and receive more work. This takes time to implement and reap its rewards, and over time helps us all.

With work still a little slow, many of our members are looking at the Alberta tar sands for employment, and I must caution you, our sister Local 424 has declared Flint and Ledcor HOT! If you decide to go out there to work for either of these employers you will likely be charged and fined

by that Local Union. Two of our members have already been sent charge letters for working with Flint Electric. This employer has chosen to sign to a CLAC agreement, in the past we would have called them a "rat union" today I would rather declare this organization for what it is, a convenience union. They provide a shield against a real union like the IBEW, at the same time offer substandard wages and conditions on the job and the same for their membership. By taking this work with a "convenience unions" employer you are likely putting another IBEW member out of work. I would urge anyone considering doing this, understand the serious ramifications.



Marine Unit Chairman L. King presents Brother D. Cleugh with his Certificate of Apprenticeship.