

Canadian comment



Fall 2004



INTERNATIONAL
BROTHERHOOD
OF ELECTRICAL WORKERS
FIRST DISTRICT

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Strategic Planning Initiative

Following up with the Vision of Excellence program that was established back in 2001, the First District office announced its strategic planning session that was completed at the All Canada Progress Meeting. This strategic plan is designed to focus the efforts of the IBEW to ensure that our collective strength is utilized to our advantage and to better position the IBEW in the Canadian Labour arena. A select committee made up of all the International staff and 21 local union lead-

ers met on Sunday, August 22 to establish the framework for our plan and on Tuesday, August 24, all delegates attending the All Canada Progress Meeting finalized the strategy. Sector specific strategies were discussed as required in the various caucuses on Wednesday, August 25.

This initiative is the first of its kind in the IBEW and we look forward for this exciting opportunity to shape the direction the IBEW will take in the short and long term in Canada.

Organizing Video

Construction and outside sector locals have pooled their resources to develop an organizing CD that will be used to assist in organizing the unorganized in the electrical industry. Kohl Productions Inc., a Local 636 employer, is currently traveling across Canada to develop this

national project. Thank you to all of the locals who have made a wonderful effort to ensure appropriate footage has been gathered to make this video a success. The CD is expected to be completed in the fall and we anticipate excellent reviews and organizing results.

editorial



Phil Flemming, IBEW Vice President



Phil Flemming
International Vice President

Following almost a year in office as your IBEW International Vice President for Canada I am pleased to report that our most important event, the All Canada Progress Meeting, held in Calgary at the end of August has been a huge success.

The All Canada Progress Meeting is our IBEW Canadian Annual Conference that calls together our local union leadership to discuss where we are going in the IBEW generally and focus on sector specific issues. This year the meeting's agenda was unique and will serve as a blueprint for the future of the IBEW in Canada.

We have taken our Vision of Excellence to the next step and tapped into the knowledge and experience of the local union officers by working together to design a strategic business plan for the IBEW, First District.

Our strategic business planning sessions have provided a new and challenging direction for all of us in Canada. Although the process will need continuous and thorough follow up, I can assure you that we have a realistic and focused strategy that will move the IBEW forward in Canada.

Over the next few months we will be communicating with the local unions to consult on the development and details of our strategic business plan.

Thank you to the select Strategic Framework Committee and the progress meeting delegates for their dedication and hard work in the launching of this exciting joint venture.

Stay tuned as more details will follow in the coming months.

Yours in solidarity,

International Vice President

Western Canada Lineman's Rodeo

Local 213 and Fortis B.C. (formerly Aquila) once again sponsored their 3rd annual Lineman's Rodeo. The winning team came from Local 258, who narrowly beat out the second place team from the United Utility Workers Association from Alberta. These teams were tied in points but Local 258's team had a 2 minute and 30 second time advantage, which gave them the victory. Also participating was the Director of the Professional and Industrial Membership Development Department Rocky Clark, who works in our Washington office. Although Rocky has not worked as a lineman since 1988, he still participates in the rodeos whenever possible. The local would like to see more involvement from other IBEW locals from across Canada. Watch for future updates on this and congratulations to Local 213 for another successful rodeo.

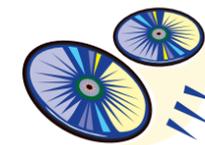
Local 2228 and NavCanada - Imposed Agreement

After being without a collective agreement for over three years, Local 2228 and NavCanada were forced to accept a 5-year agreement from Arbitrator Swan after receiving his decision through binding arbitration. Although there were no take-aways, Local 2228 members have mixed reviews of the award. This agreement will expire next year, putting the parties back at the bargaining table. All of us in the IBEW will keep a very close eye on this new round of negotiations with the expectation for a speedy conclusion.

Scholarship Program Changes

The IBEW Founder's Scholarship Program may now be used for undergraduate and graduate programs. Previously the awards could only apply toward a bachelor's degree. The award is \$200.00 per semester credit hour at any accredited college or university toward an undergraduate, bachelors, or post-graduate degree in an approved field.

IBEW Canada is Pleased to Announce our Online and CD Based Training Initiative for our members and their friends and family



IBEW Canada has negotiated for our members the availability of a broad suite of training products. These include Microsoft Approved courses on Microsoft Office Suites, Microsoft Operating Systems, the Basics of Computing, Programming, Starting a Small Business, Management Skills and many more.

New courses will be added each quarter to provide you with an ever increasing library of training offerings. These courses are being offered in conjunction with our partner Vubiz Ltd., a Canadian leader in e-learning and CD based courseware.

To launch our program and get you started, we have negotiated a very special offer on Everything Desktop Online. Normally this product is available for \$59.00 for an annual online access license. If you buy between August 1, 2004, and

October 31, 2004, your cost will be a BUCK A MONTH. For \$12.00 you will get online access to these Microsoft Approved courses for 12 months:

WELCOMETOYOUR PC

Office XP (Word, Excel, PowerPoint, Outlook)

Office 2000 (Word, Excel, PowerPoint, Outlook, Access, Project, Visio)

Office 97 (Word, Excel, PowerPoint, Outlook, Access)

MS Operating Systems (XP, ME, 2000, 98, 95 and NT v.4.0)

Some of the other courses available today include:

E-mail pro, Everything MCSE, Everything MCSA, Everything Programming, Everything Cisco, Everything Oracle, Everything Quick

Business, Starting a Small Business, Growing Your Small Business, Everything Basic Finance, Essentials of Selling Online, Advanced Selling Online, and more.....

By going to the IBEW Canada web site and clicking on Online and CD Training you will reach our course catalogue where you can acquire all of the currently available courses and take advantage of the Everything Desktop offer using your credit card on the secure e-commerce site.

IBEW Canada is pleased to make this offer to our members and to bring high quality training and very attractive pricing to you, our members and your families.



Please visit the First District web site and read our Coast to Coast monthly newsletter. The IBEW Canada web site is www.IBEW1st.org

Conference Board of Canada Prediction

According to the annual Industrial Relation Outlook released in February of this year, the Conference Board is predicting an average wage increase of 2.6% for 2004 due to a plentiful supply of labour and also due to a declining union movement in Canada.

This reinforces the need of unions and their members to organize. It's not only for the benefit of the union movement but also for the benefit of all members and their families.

Job Opportunities for Linemen

Local Union 636 wins Representation Vote against the Power Workers Union.

On June 30th, the employees of the newly merged utilities of Vaughan, Richmond Hill and Markham Hydro in Ontario voted to select the IBEW as the union who would best represent their interests. Even though the Power Workers Union (actually CUPE 1000) had 55% of the members going into the vote, Local 636 was the clear winner.

In the words of these new members, Local 636 was selected because of their professional attitude and their willingness to be truthful and straight up with answers. This comes as no surprise seeing as there is a very large conflict of

interest by the PWU representing workers at Hydro One (HO) while some municipal utilities are seeking to take over HO service area.

Local 636, under the leadership of Business Manager Rick Wacheski, put on a well-organized campaign and are to be congratulated for their hard work. The IBEW members of these utilities are also recognized for their dedication and perseverance throughout this hard fought campaign.

The IBEW welcomes the new members and looks forward to a very positive and productive relationship.

For your information, there are openings for qualified Power Linemen in various locations in North America. For more details, contact the First District Office.

Living and Working with the Personal Information Protection and Electronic Documents Act

Privacy: it's often called the right to be let alone. It reflects people's revulsion to being monitored. The kind of invasion of privacy that is less obvious is the collection, use and disclosure of information about us without our knowledge or consent.

When information is used with ill intent it can produce enormous stress, humiliation, financial loss and even loss of identity. With the inconsistencies between Canadian Provinces' privacy protection, it appeared that nationwide federal protection would be the best way to ensure consistent protection for all Canadian workers.

The Canadian Standards Association developed a Model Code for the protection of personal information, which was incorporated into PIPEDA and contains the 10 interrelated principles of fair information practices,

which form ground rules for the collection, use, and disclosure of personal information. The 10 principles are: Accountability, Identifying Purposes, Consent, Limiting Collection and Limiting Use, Disclosure and Retention, Accuracy, Safeguards, Openness, Individual Access, Challenging Compliance.

The First District Office is meeting its obligations under the Act and, in an effort to assist the local unions towards achieving compliance, the First District Office is building a template or pattern policy in accordance with the 10 principles of the Act. This will make the task of implementing the local's applicable policies a simpler and more streamlined process.

In addition, a PIPEDA/PIPA course has been developed and is available on request for instruction to your local.

IBEW Joins New Brunswick Coalition of Unions

Nineteen Private and Public sector unions have joined forces to fight back against the corporate agenda of the Conservative government in New Brunswick. The coalition will be taking an all-for-one and one-for-all approach to provide additional strength at the

bargaining table. According to coalition leaders this move was brought on by the actions of the government when last fall they indicated that they would be willing to use back to work legislation in the event of a work stoppage. Collective strength at work!

Retirees Club

The IBEW recognizes the important role that our retired members have played in the history of the labour movement and the significant contributions made to our local unions over the years. We value those contributions and consider them too meaningful and vital to be disregarded. Establishing a retirees' club is one way to utilize the experience, talent, energy and wisdom of our retired members for useful and constructive purposes within the organizational framework of the IBEW. In fact, the formation of a club can play many important roles and we encourage you to start a club for the following reasons:

To help pensioners enhance their lives; to maintain a link with the local union; to provide opportunities for social and recreational activities; to develop educational retirement programs; to devise a political and legislative agenda and to create a mechanism for community involvement.

The International Office would be pleased to assist any local union with the formation of a retirees club.

Brotherhood at Local 625

Local 625 member Brother Bill Coffin suffered a heart attack on the job. Brother Dennis MacPhee quickly administered CPR ensuring Brother Coffin's survival. Brother Coffin is now recovering. Brother MacPhee voluntarily learned how to administer CPR from courses offered by the local union. Congratulations to Local 625 and Brother MacPhee for making a difference.