

Victoria Shipyards at 20

I served my Apprenticeship at Yarrows and Versatile Pacific, right out of High School at 18 years old, and spent about half of my 15 years in the Trade working in the shipyards. I always believed the shipyards would be the last bastion of old

Metal Trades Council, the representatives to the union shipyards throughout North America. To many of you, we seem invisible most of the time; however I know all of them make personal sacrifices to work in the best interests of their respective local unions and memberships.

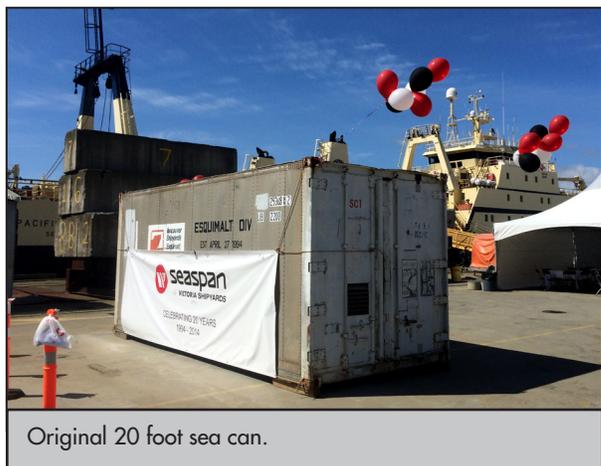
I would be remiss not to say something about Boilermaker Lodge 191 Business Manager, Jimmy Fitzpatrick who recently gave in to his cancer, I prefer to measure life by donation rather than by duration, and Jim gave himself without question to his family and his union and that is about as best we can ask of any of us.

Today, Victoria Shipyard is one of the largest employers on the south Island and for the past 4-5 years employs almost 200 Local 230 members. The

wind is in our sails, and we have some fantastic opportunity in front of us, with 20 BC Ferry new builds and Ferry LNG fuel conversions, completion work on the NSPS Program, and the recently announced New Zealand Frigates to be refitted in Victoria.

world industry in Victoria. Twenty years ago after federal government policies left the industry down-sized; right sized, and then almost capsized the west coast shipbuilding industry, a handful of skilled people from the old Yarrows line-up and a sea-can, wandered back onto the dock with a purpose. The Coast Guard SaRS and Orca Training Vessels, the Sub Program, and now the Naval Frigate Extension have resuscitated the shipyards. VicShip is currently employing about the same number of people than any other time since the Second World War. It's incredible to see new faces and our youth revitalizing the industry, as I see myself in many of you (35 years ago).

I am equally as proud to work with a great group of Business Managers and Agents who collectively make up the



Original 20 foot sea can.



Seaspan CEO Jonathan Whitworth.

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News & Notes

Port Alberni Information Meeting
Sept. 16th 7:00 PM
Tye Motel - 4151 Redford St.

United Way Campaign Kickoff
Centennial Square Victoria
Sept. 17th 11:30 – 1:00 PM
Spons. by the Labour Council

Upcoming Courses:
Electrical Code & Standards
VIU Nanaimo Saturday's
Oct. 4th – Nov. 22nd 8:30 – 4:30

Code of Excellence Course
Courtenay November 13th

Construction Organizing Course
Victoria November 14th
Call/email Jen or Nicole to register



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Business Manager's Report



Philip M. Venoit
Business Manager/Financial Secretary

Construction Bargaining

Although a little tumultuous at times, we signed off on a deal with SNC Lavlin to re-build the John Hart Dam in Campbell River, under the Allied Hydro Council Collective Agreement, with recognition of the standard Inside Wiremen's Agreement on Wages and Benefits. Although, the project will officially begin this year I don't expect any real electrical work to begin for another year.

We wrapped up our construction Agreement as well with the Construction Labour Relations Association, and although we continued to get real increases for the large industrial projects, and some money coming on the balance of our work, we could not get the contractors to agree to an Industrial wage separation from the commercial/ institutional market. Unfortunately, the commercial market in the lower mainland has slowed and the good majority of it has gone non-union, and when we sit down to negotiate in provincial bargaining, the employers side is made up of primarily lower mainland contractors. Essentially, we are looking at \$0.50 this coming November 1, 2014 and another \$0.50 next November 1, 2015, (although the John Hart Dam project will see \$2.00 and \$1.50 above the standard construction agreement). We are mandated to begin construction negotiations again by May 1, 2015.

These increases recognize our growing gap between non-union workforce and ourselves, remember that is who we compete against every day, and until we can get them to understand their own worth we cannot improve our own. So, when you are talking to your non-union friends at college, or the hockey arena, or ballpark, remember to bring up the wages and benefits provided to you by working IBEW. The ratification mail-out should be coming out to you as soon as the rest of the unions' wrap-up their round of bargaining. Make sure you get your vote in.

Steward Classes

We facilitated two Shop Steward Courses in Victoria, one covering construction and the other covering the private and public shipyards, along with City and

Health Care workers. The courses were well received by all reports from the members taking the courses and I am proud to see more of our members stepping up to better understand their collective agreements and their workplace.

BC Shipbuilding Act

North Island MLA Claire Trevena presented Bill M-2 the BC Shipbuilding Act in the Legislature, after some research comparators with the Washington State Ferry System. We wrote Ms. Trevena conveying our gratitude and in our interest in participating in the Act's proposed Strategy Committee, and put out related Press Release.

Health & Welfare changes

At our last Health and Welfare Meeting after a full review of our Plan it was decided to make two further changes. The Plan will now cover our kids until they are 25 years old if they continue their education in a post-secondary institution; we also bumped up our basic dental from \$2,500 per family, to \$2,500 per family member. I would also like to remind our members that if they have lost family members from prostate or ovarian cancer they can receive more conclusive diagnosis through genetic testing (PSA 3) which may detect much earlier than your regular test.

Temporary Foreign Worker Program

Due to mounting pressure from outspoken groups like ourselves and the general public who continue to "yellow card" (my only FIFA reference in the report) the Federal Conservative Government Temporary Foreign Worker Program. On June 20, 2014, the Government announced extensive changes to its Temporary Foreign Worker Program, effective immediately. Jobs that require government preliminary approval from ESDC to ensure the foreign worker will not have a negative impact on the Canadian labour market. This approval comes in the form of a Labour Market Impact Assessment (LMIA), replacing the Labour Market Opinion or LMO.

The LMIA has much more extensive requirements. For example, an employer will need to provide details on the number of Canadian applicants interviewed for the job and an explanation as to why they were not hired. Under the new scheme, an LMIA must be obtained each year for positions classified as Low-wage positions. The duration of work permits under an LMIA will be reduced from two years to one. Moreover, fees per LMIA application have increased considerably, from \$275 to \$1,000. There is also now a cap on how many Low-wage temporary foreign workers an employer can hire, set at no more than 10% of employees at a worksite. The 10% cap will be introduced in an incremental fashion starting at 30% and decreasing to 10% by 2016. Employers with fewer than 10 employees are exempt from this requirement. For foreign workers already at worksites, the cap will not apply until after their employment contracts have expired. In areas of high unemployment

(at a rate of 6% and above) employer applications in the Accommodation and Food Services and Retail sectors, as well as jobs under the National Occupation Classification Code level D (ex. cleaners, landscapers, security guards, and janitors) will not be processed by ESDC. Although the Temporary Foreign Worker Dog and Pony cluster has proven to have been used to undermine working Canadians and can be seen as direct attack on our way of life, this change is, generally speaking in a positive direction and the only way we can keep it from slipping backwards is to keep highlighting the abuses and pointing out who is ultimately responsible.

Construction Business Manager Meeting

In May the International President convened a meeting with every Business Manager with construction local unions at our International Headquarters. This Meeting was a warning to all local unions that have yet to adopt several International initiatives such as the Code of Excellence, a clear Organizing strategy, a small works strategy, and more. We have had every one of these initiatives and more in place for some time, as I've said in the past; Local 230 is recognized throughout the Brotherhood as punching well above our weight class. So, I am proud to say we are not anywhere on the Internationals radar as other than, a local union that is performing exceptionally well.

United Way

We were honoured in late spring by receiving a United Way "Innovation Award" nomination for our TV Commercial with the United Way, and although we didn't win we were recognized for being the first Union ever to be nominated for this Award.

American Income Life

Recently, the office has fielded calls from members who've been contacted by American Income Life, (AIL). AIL is a union insurance company that supplies a \$5000 death benefit through the international. If you have not already you will be receiving a package in the mail saying you have had an extra \$4000 accidental death and dismemberment coverage added at no cost to you, with a card to fill out and send back. If you choose not to fill out the paperwork you will still get the extra \$4000 insurance coverage but it will be left to your estate which may be taxed upon your death. If you do fill out the card the moneys will be paid directly to your beneficiary but by filling out the card you are agreeing to have an AIL representative contact you and visit your residence to try and up sell you more insurance. Due to past aggressive sales tactics, AIL is not endorsed by local 230, the whole process is setup by the international. If you do require extra or supplemental insurance over and above what is offered in your collective agreement or health and welfare plan, I would recommend calling DA Townely & Associates, who have been our long-time administrator of the Local 230's Health and Welfare Plan.

Class Dismissed

Vancouver Island used to be place where we only observed two seasons, the wet and changing colours of winter, and Road Repair. Over the past decade we have become accustomed to another distinct seasonal display: "Teacher Activism". So what has caused Teachers to act out? Wages? Well according to Stats Canada BC Teachers are paid at the low end of the pay scale when compared to other Teachers across the Country, and they haven't had a wage increase since 2010, but, that's not it. At the end of summer they were 1% and 1 year apart from getting a deal with the Provincial Government. The real stalemate keeping well-known and respected Mediator/Arbitrators away from the dispute is the decade old debate about Class Size and Special Teacher Educators.

These two items used to exist in their collective agreement prior to 2002, but the BC Liberals legislated these two provisions out of their agreement, they didn't negotiate them out, they legislated them out, and who was the Education Minister at the time? None other than Christy Clark. The Teacher's Federation decided to take on the BC Liberals and the BC Supreme Court agreed with the Teachers in 2011 and instructed the BC Government to put those provisions back into their agreement. Not once, but twice!

Class Size is simple, the less students in the Class the more attention and the better learning conditions for BC kids. Special Educators providing one-on-one support are needed to help those kids that struggle from disabilities and therefore would be literally left behind.

So the lesson learned from this dispute is; it's not about incomes, it's about outcomes for BC kids, our children, who we wish a better life than we have had, and I don't suspect they will get that by denying them a good education.

There are a number of school construction projects being worked around the Island, the Oak Bay High School, Quadra Street Elementary, and Wellington High School have all had legal injunctions applied to allow union construction members to head into work. Teachers understand the work we are doing is making their place of work a safer environment for them and the kids they teach through seismic upgrades for example. If you come across a picket line and you are unsure about the process call the Union Hall. If you are out for a drive and see the Teachers on the curb honk to show support, they are standing up for our kid's education, and for taking on that fight, they deserve much more than apples.



Apples for Locked-out Teachers.



Teachers hope so, but we need your help

This September, teachers all over BC want to be back in classrooms, welcoming our students, and building the relationships we know are so important for students to thrive.

We've been at the bargaining table for 18 months trying to secure smaller class sizes, better support for kids, and a fair salary increase. Even though we have reduced our proposals, the government remains inflexible. They repeatedly say our bargaining proposals are too costly, but this is the same government whose per-student funding is \$1,000 less than the national average.

It's time for government to compromise.



BETTER SUPPORT FOR KIDS

What's at the heart of our dispute?

It's simple: the need for a strong public education system that works for every student. All students deserve more one-on-one time. Every school should have specialist support from teacher-librarians, counsellors, English-language learning, and special education teachers.

But this government isn't listening. The BC Supreme Court ruled not once, but twice that the government must negotiate class size and other learning improvements. We all know this takes money and resources, but they refuse to invest what's needed. Instead, they are prepared to let this dispute drag on, keeping kids out of school and parents increasingly frustrated.

That's why we're reaching out to you.

How can we work together to get kids back to school?

Let's call and email the people who can make it happen. Tell Premier Christy Clark and Education Minister Peter Fassbender to get back to the bargaining table and negotiate a fair deal for teachers and better support for students.

We can't wait any longer. It's time for government to reinvest in public education and in our kids. Let's get back to school on September 2!

Contact:

- Premier Clark (premier@gov.bc.ca)
- Education Minister Fassbender (peter.fassbender.mla@eg.bc.ca)
- Opposition leader John Horgan (john.horgan.mla@eg.bc.ca)
- Your MLA
 - Call your school trustees
 - Write letters to your local newspapers
 - Call your District Parent Advisory Council

Urge your friends and neighbours to do the same.

Visit www.aFairDeal.ca for more information.



Thank you, from the teachers of BC

Industry Training Authority Restructures

Last year Premier Christy Clark hired Jessica McDonald to study what was wrong with the Industry Training Authority and to write a report outlining possible changes to fix the problems that have plagued the ITA over the past decade, collectively the IBEW is the largest single sponsor of apprentices in BC and we met with Ms. McDonald last fall.

The report was released in April and consists of 29 recommendations and outlines some facts;

- Over the next eight years there is 676,000 BC workers expected to retire
- Over that same time frame there is 650,000 BC children to graduate from High School
- With an estimated job growth at 1.8% which, if accurate result in an additional 400,000 new jobs.

A tremendous amount of emphasis is focused in construction around the LNG sector, which will see its own Sector Advisory Group (SAG), and if this market sees real investment, there will be a trade's shortage in the number of trades required, if they are all built in the same time frame. Let's say of the 13 LNG plants proposed, BC was to see 3 large LNG's they estimate will create 20,000 new

direct and indirect construction jobs. In concert with the Premier's BC Jobs Plan they are reallocating \$400 million annually from a focus of University entrance to a Trades entrance programming in BC High Schools.

Much of the Report recognizes the lack of union representation in the ITA, and promotes unions to be more involved in the ITA Board of Directors and other governing bodies, it recognizes the lack of Advisors and recommends the immediate hiring of a minimum of 15 Advisors (2 for the Island) to better serve BC Apprentices, it discusses the possibility to move some trades back under a compulsory certification classification, and to recognize that under a system of sector representation that some trades are under served and would therefore be better served by grouping the trade on its own, much of the balance of recommendations are around government re-organization and funding, however most of the Report appears positive for the IBEW and our apprentices. What will be interesting over the balance of the year is watching our Provincial Government as they move to implement the recommendations, as cabinet has approved all of the report's recommendations.

Local 230 will continue to be engaged in the promotion to bring our construction electrician designation back recognized as compulsory, which the Report has opened the door for us to re-introduce.



Local 230 Election Results

The Local 230 Election Judge, Lorne King would like to thank the returning Officers and new Officers for their dedication and commitment to the Local Union.

President – Greg Gyorfí
Vice-President – Rocco DiSibio
Treasurer – Cheryl Arseniuk
Recording Secretary – Chuck Gilbert
Victoria Chair – Al Sotkow
Nanaimo Chair – Dave Lambert
Campbell River Chair – Dean Lindstrom (pro-tem)
Marine Chair – Raj Takhar
Business Manager/
Financial Secretary – Phil Venoit

Local 230 found an archived picture of a horse drawn Labour Day Float taken in front of Victoria's City Hall in 1912. Prior to the Labour Day weekend Business Manager Venoit presented Mayor Dean Fortin with a framed copy which he will be hanging in City Hall as a testament to our long standing relationship with the City, its evolution and development.