



# International Brotherhood of Electrical Workers Vancouver Island

Quarterly Newsletter

Since 1902

## Labour Day

Labour Day has been celebrated on the first Monday in September in Canada since the 1880s. The origins of Labour Day in Canada can be traced back to December 1872 when a parade was staged in support of the Toronto Typographical Union's strike for a 58-hour work-week. The Toronto Trades Assembly (TTA) called upon its 27 unions to demonstrate in support of the Typographical Union who had been on strike since March 25. George Brown, Canadian politician and editor of the Toronto Globe hit back at his striking employees, pressing police to charge the Typographical Union with "conspiracy". Although the laws criminalizing union activity were outdated and had already been abolished in Great Britain, they were still on the books in Canada and police arrested 24 leaders of the Toronto Trades Assembly. Labour leaders decided to call another similar demonstration on September 3 to protest the arrests. There was enormous public support for the protest and the authorities could no longer deny the important role that the trade unions had to play in the emerging Canadian society. Seven unions marched in Ottawa, prompting a promise by Canadian Prime Minister Sir John A. Macdonald to repeal the "barbarous" anti-union laws which earned him the enduring support of the working class. Parliament passed the Trade Union Act on June 14 the following year, and soon all unions were seeking a 54-hour work-week.

The Toronto Trades and Labour Council (successor to the TTA) held similar celebrations every spring. American Peter J. McGuire, co-founder of the American Federation of Labor, was asked to speak at a labour festival in Toronto, Canada on July 22, 1882. Returning to the United

States, McGuire and the Knights of Labor organised a similar parade based on the Canadian event on September 5, 1882 in New York City, USA. On July 23, 1894, Canadian Prime Minister John Thompson and his government made Labour Day, to be held in September, an official holiday. In the United States, the New York parade became an annual event that year, and in 1894 was adopted by American president Grover Cleveland

### 2013 Island Labour Day events

Victoria - Picnic 11am-3pm, at Irving Park (corner of Menzies and Michigan, in James Bay)

Nanaimo - Picnic 11am-3pm, at Transfer Beach (in Ladysmith)

Courtenay & Campbell River 1pm-4pm  
Halbe Hall 8369 Island Hwy.

Labour Day parade 1900, Toronto



## Summer 2013

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[www.ibew230.org](http://www.ibew230.org)

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## News & Notes

Electrical Code Refresher  
September 21st, Victoria

North Island FSR  
Based on interest

Code of Excellence  
(1 Day IBEW Course)  
September 27 Victoria  
September 28 Nanaimo

Contact the Office for further information  
and to sign up for these Courses

Save the Date:  
X-MAS Dinner Dance  
November 22nd  
Fleet Club, Esquimalt



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# Business Manager's Report



Philip M. Venoit  
Business Manager/Financial Secretary

Our construction increase became effective May 1, 2013 and continued to go directly into wages making the construction Journeyman rate \$35.23 and the "B" Foremen/Servicemen rate \$39.45. Again as I've said in the past we need to convey to the non-union electricians in our area what our wages and benefits are; if we don't let them know what we make they will continue to grossly undervalue their own work. Today, our members are making \$10-\$15 more an hour in wages and benefits.

We have reviewed the mail-o-matic privacy policy and are satisfied it will benefit our "A" Membership to receive the BC Building Construction Trades *Tradetalk* Magazine in the mail from this point forward.

The Victoria United Way has created a Labour Committee and I've been asked to sit with a limited number of other south Island union leaders to make up this original committee. CUPE Vice-President Trevor Davies, United Way CEO Linda Hughes, and I co-authored the Terms of Reference for the Committee. The United way is an incredible charitable umbrella organization who keeps so many people in our communities safe from disparity, I could not say no. The time required will be in the evenings and it will be an honour for me to give back to the community in this capacity.

Over the past three months we've participated in the first Site "C" Meeting with the BC Hydro Labour Strategy Committee to discuss manpower requirements, camp conditions, scheduling along with a myriad of other preliminary items. This project will likely not see any IBEW members on it until 2015-2016 and there will be ongoing discussions over

the next couple of years. We sat with Bechtel International to better prepare for the upcoming Kitimat Modernization project. There is currently about 275 IBEW members onsite however they will be growing to 475 members over the next few months (Bantrel should also need another 100 on the same project). We also met with Corporate Labour Relations for Syncrude to discuss their upcoming manpower needs for shutdowns later this year. The Alberta Energy construction marketplace work will be back up and running nicely beginning next year projecting more construction jobs than in the recent past, continuing on until 2020. If you are currently not working I would strongly urge you to consider taking a call to work on the Kitimat project or other larger industrial projects, as our major Industrial work is still 12 months away. Our work picture is looking very positive next year with the North Island Hospitals, John Hart Dam and south island Sewage Treatment projects, Cape Breton Phase 5, and the Royal BC Museum expansion, and we will have to ramp up our organizing efforts up and down the Island to maximize our market share of the construction work. If we don't, we will lose opportunities and smaller markets when the big projects are complete, therefore I am restructuring the office so that all 3 Business Representatives primary work task is organizing. Jen will now dispatch and if she needs a hand she will contact Len as her back-up. If you have any questions concerning dispatch or work please refer them to Jen from this point forward.

We negotiated our construction Agreement in the untimely moment when the BC Liberals announced Family Day, which would be observed on the third Monday of February, and at that time we acknowledged that this would impact all construction trades the same way, union and non-union would all get the third Monday in February off free from work. Two weeks after we signed off on our Trade Level Memorandum Christy Clarke changed Family Day to the second Monday of February, which threw our bargaining in disagreement, our contractors say we negotiated Family Day to replace Heritage Day, which in some sense we did when it was intended to be observed on the third Monday, not the second Monday. Now that some construction unions will observe both Family Day and Heritage Day, and that we have observed Heritage Day in one form

or another since 1976, we wanted it retained. However, after taking the matter to Arbitration, Arbitrator Stan Lanyon decided in favour of the Contractors Association, therefore we will only observe Family Day in February. It's important to note, all Trades who have settled since the proclamation have negotiated Family Day to replace Heritage Day. It is only those Trades who settled before Family Day was proclaimed are receiving both days.

The BC Bargaining Council of Building Trades Unions met and ratified a process for the remaining unsettled trades. (The Bricklayers, Carpenters (Floor layers), CMAW (Lathers), Painters, Operating Engineers, and Labourers.) Those Trades, who were unsettled at the end of April, will apply to go to binding interest arbitration. Present their case and await a decision. Once all the Affiliate Trades receive their decision, the Bargaining Council will meet to ratify and send it out to the members. We are still a ways away from seeing a ballot, and if I was a betting man, my money would be on you receiving a request for proposals for our next round of negotiations before you see a ballot for ratifying our current enabled construction agreement.

We are actually entering new legal territory and I strongly suspect a Section 41 review process early next year to establish sound policy around the next round of bargaining. We are heading into the 5th round of bargaining under the current set of rules and each round has taken almost 2 years to complete. I look forward to the review to help identify the problems and potential solutions.

The Provincial Health & Welfare Trustees met and reviewed the Plan Benefits specific to the supplemental physiology and made the following Plan changes with April 1st being the implementation date;

- Physio, chiropractic, naturopathy, and massage therapy together have a one thousand dollar annual cap on each family member for any of the aforementioned services;
- Weekly Indemnity for the short term disability Plan goes to \$501 per week;
- Hearing Aids will now also cover adults; and Vision Care goes to \$500 per family member every 24 months.

# New Electrical Work Practitioner Threatens Red Seal Construction Electrician Program

The BC Safety Authority headed by President/CEO, Catherine Roome is in the process of creating a new ticket and classification called the Electrical Work Practitioner or EWP. With a minimum of 480 hours experience EWP's will be able to work on three phase systems up to 600 volt/ 200 amps, (although the parameters of restricted work have changed as the process continues). A secondary trade would threaten the Electrical Apprenticeship and the Red Seal Electrical Construction Program. If they are successful it will have a deep and profound impact on every electrician in BC.

In response we've consulted with Electrical Inspectors, Electrical College Instructors, Electrical Engineers, and Electrical Contractors, the Insurance industry who have all contributed to a White Paper denouncing this new classification, this White Paper has been distributed to every Provincial Politician in BC, the Workers Compensation Board of Directors, Provincial Contractors and the media. This issue was covered in the Election Issue of *Tradetalk* Magazine, *Vancouver Sun*, and *Journal of Commerce*. Although, the opposition to the EWP is mounting, the BC Safety Authority is

continuing on their agenda.

We have built a website with online petition, and we are urging our members to go online and sign on at [www.protectedsealtrades.ca](http://www.protectedsealtrades.ca) If you love your trade and want to protect it from unqualified semi-skilled workers from performing highly regulated electrical work I would strongly urge you sign on this website and tell your MLA how this will negatively impact your ability to make a living to feed your family.

We are finally beginning to get the attention this issue deserves as it moves into the media, and even though the petition has a couple of thousand signatures we can't stop, if you haven't signed on to this very important campaign, it could very well be the most important and easiest thing you can do to protect your livelihood, safety at work and way of life.

**Canada's  
Red Seal Program  
is under threat**

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Speaking out can be as  
simple as a click away





sign the petition

[www.protectedsealtrades.ca](http://www.protectedsealtrades.ca)

## Royal Bank Outsources IT staff work

I would like to thank Local 230 Treasurer Cheryl Arseniuk for bringing to my attention the actions of RBC in the first week of April by bringing in Temporary Foreign Workers to be trained by Canadians at RBC so they can turn around and outsource their jobs through iGate to India. Outsourcing is nothing new in the business world; however the slap in the face is to lose your job after you have trained a Temporary Foreign Worker to do your job. We reacted quickly by sending out a press release as we have a good amount of money in RBC, which was immediately picked up by the media, I conducted my first interview with the Times Colonist while waiting in the bank line-up to do a deposit, CHEK 6 ran two consecutive nights of news on the issue, followed by two 45 minute radio interviews on C-FAX to keep the issue in the forefront. By the end of the week we had a full page National apology by the President/CEO Gord Nixon of RBC running in

every major newspaper across the Country, and after a teleconference with Officers of the BC Federation of Labour we identified almost \$4 Billion that 8 BC Unions had invested in RBC. Mr. Nixon flew out to Vancouver to meet with several unions and we offered him an ultimatum, which was to become our advocate against the further use of Temporary Foreign Workers with the Federal Conservatives and Stephen Harper or we begin to pull our money out, although I believe he was sincere he has yet to do anything that in my mind resembles our proposal. During the second interview on C-FAX we had one listener call in to say his daughter along with 6 or 8 other workers at a local restaurant were laid off so the owner could bring in temporary foreign workers to take their jobs.

By the last week of April we had the federal Conservatives according to them, making sweeping changes to the

Temporary Foreign Worker Program. Three positive changes are; employers can't pay TFW's 15% less than Canadians anymore, employers can't require workers to speak any language other than English or French, and they have temporarily done away with the expedited LMO process (which we had written the Minister in 2009 recommending this action). The rest of their changes were actually not changes, they were items always in their control, when you look at their announcement it was an obvious Public Relations scramble.

Today BC has 70,000 of the 330,000 Temporary Foreign Workers in Canada.

The BC Safety Authority's move to allow Electrical Worker Practitioner's to do electrical work and the continued abuses of the Temporary Foreign Worker Program are two of the biggest threats to every electrical worker in BC today and Local 230 is leading the fight on both of these important issues.

# Motor Winder Apprenticeship Will Remain as a Red Sealed Trade in BC

Two years ago the Industry Training Authority put 19 different trades' apprenticeships in an "inactive category" essentially not allowing some apprenticeships to continue in BC. One of those apprenticeships was Motor Winding. We responded by writing the ITA and the Resource Training Organization (RTO), we participated in a very outspoken way in industry stakeholder

meetings, and last month we received the outcome. Of the 19 trades that were moved to an inactive position the motor winder apprenticeship was the only trade to be moved back to an active trade in BC, this is a very positive outcome for our motor winder apprentices and the Winding Industry, and Local 230 was front and centre on this issue.



Duncan Electric Motors Manager Harold Schook, presents Ed Belrose and Tyler Murray their Journeyman Winder Certificates.



IVP Phil Flemming and wife Lori at Local 230's 110th Anniversary Celebration

## International Vice-President Phil Flemming Passes

It brings me great sadness to announce we lost our International Vice-President, Brother Phil Flemming; He will be missed by all who really knew him. It is a real loss for the IBEW. Phil was an inspiration, a true leader and a great friend.

### IBEW CODE OF EXCELLENCE

**DEMONSTRATE TO OUR CUSTOMERS THAT IBEW MEMBERS:**

- Perform the highest quality and quantity of work
- Utilize their skills and abilities to the maximum
- Exercise safe and productive work practices

The Code of Excellence is not only about an IBEW job built right the first time, on schedule and under budget; it's also about pride in IBEW membership and craftsmanship with the customer...Thus, prompting them to employ the IBEW on future projects. The Code of Excellence program is also a means to build and project positive attitudes about who we are and the work we do...on and off the job.

