



International Brotherhood of Electrical Workers

Vancouver Island

Quarterly Newsletter

Since 1902

A Stumbled-Upon Verdict: The Low-Cost Electrical Option for BC, AB & SK

Recently we arrived at a conclusion that was most unexpected.

Direct experience in different scenarios from multiple vantage points have provided separate data sets with the same, repeating result. Analysis of that repeating result leads us to a conclusion for construction purchasers of major industrial capital assets in Western Canada, regarding their electrical scope.

The IBEW and partner contractors are both the high quality and the low-cost electrical execution option at this time for major industrial projects in British Columbia, Alberta and Saskatchewan.

That is not the conclusion at which we expected to arrive. Frankly, for one client we opted to develop just the opposite strategy... in order to achieve what was thought to be a competitive advantage. The competitive advantage sought did not reflect in the resulting bid estimates...because it does not exist.

Rotational transportation costs in another Western Canadian remote-site scenario also revealed a travel premium attached to alternative labour supply strategies. This travel premium far out-weighed any real or perceived difference in labour-posture efficiency (Note: this was in a scenario for which the Parties achieved a negotiated remote site schedule that excluded double-time from the base schedule). This was the most profound example as the project began with two distinct labour postures on the same site with similar size and scope.

Another scenario was within the context of significant demand from concurrent competing projects in Western Canada. The IBEW were able to supply while three mega-projects were well into their respective electrical phases of their project life-cycles. Western Canadian supply (complimented by varying degrees of sourcing from the rest of Canada) has been stress-tested on multiple occasions. Each time, the IBEW and partner contractors have derisked supply with proportional and escalating responses to the supply/demand crisis.

Most recently, estimates in respect to another mega project in close proximity to a major centre widened the gap even further. In addition to the rotational transportation premium, for alternate supply strategies there was a need for camp or subsistence...a burden not present at anywhere near the same order of magnitude for IBEW providers and their contractor partners. In contrast to alternate labour supply strategies, for the IBEW most if not all of the required workforce was available within daily commute of the needed tradespersons' primary residence. Modeling alternate supply strategies resulted in substantial increase to transportation and housing costs that IBEW providers and contractors would not anticipate encountering.

The driver is a lack of a local/regional following in Western Canada for alternate-to-IBEW industrial supply strategies in the numbers required to support major projects. For alternate-to-IBEW labour postures, the result is precocious skilled workforce sourcing escalation that bypasses too quickly, tradespeople otherwise available in local/regional proximity to the project.

What's worse, the model is self-perpetuating; a regional workforce not engaged is a regional workforce not developed.

If a robust Western regional industrial electrician following is developed for alternate labour supply brokers and their contractors, this dynamic could change.

This analysis could just be the edge of more inclusive and similar statements, in respect to other trade designations...or the precursor to more broad conclusions. We have had exposure to data conclusive enough to support such a pronounced conclusion for electricians only at this time. Inferences and extrapolations might be made in respect to other trade designations; however, the Western Canadian IBEW supply-performance has been witnessed to be the most robust.

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News & Notes

Upcoming Training Courses:

May

Arc Flash mid-Island
Confined Space Victoria & Nanaimo
2015 Code Upgrade courses
Throughout Spring to Fall

June

Level 1 First Aid Victoria & Nanaimo

Port Alberni

Information Meeting

7:00 PM May 19th, Tyee Motel
4151 Redford Street



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Business Manager's Report



Philip M. Venoit
Business Manager/Financial Secretary

Our construction wages went up fifty cents on November 1st last year. One cent of that went to help fund the Canadian Office of the Building Trades. This funding was directed by our Canadian office and is based on a national formula so all craft union members are, or will be paying the penny in, right across the Country, no matter what trade or what province you're working in.

So what's prompting the need for an increase in union dues? Merit Shop, the new bully in the sandbox who five years ago came up from out of the United States and have been responsible for very regressive legislative changes down south and are now attempting to crush the union construction industry in Canada, by hiring Conservative insiders like Terrance Oakley. Mr. Oakley worked for several Conservative Members of Parliament and Senators while employed at their Party's Headquarters and who has connections right up to the Prime Minister's Office. These Legislative changes are NOT good for any union workers in Canada.

Merit made several oral submissions to the Senate and Standing Committee successful in expunging a 52 year Federal Fair Wage and Hours of Work Act that would establish the construction wage in every area in Canada based on the average wage in the area, and effectively reduced it \$0.

They brought forward the newly resurrected Bill C-377 which was declared by Senate in 2013 as over-reaching, simplistic, discriminatory and un-Constructional. Although the Bill if passed will allow for the world to see what you

type of medications you are on, what they cost and leaving folks to speculate what illness you must have, it requires us to financially display to the world what our training costs, our legal fees are and lets our employers know how much we have in our strike funds, and market recovery and legal funds and then they can decide if we are an easy target or not, if we can be easily defeated or not in bargaining. Merit and their non-union contractors are our opponents and they will know everything about our finances. This is about competition and through Bill C-377 we will become much less competitive.

Due to these vicious attacks on Canadian workers and their unions, our International and Canadian Offices are directing us to become more politically involved than ever before. Recent moves by big business and right wing factions who would revel in the demise of our union leaves us no other response than to fight back. Make no mistake, the global capitalists are financing a class war, and they will not be happy until we are under their boot heels.

So, as we move closer to the Federal Election this year we will be informing our members of who are the best and most union friendly labour progressive candidates in your electoral riding areas, and no less than the future of our standard of living is at stake.



DRAW FOR
2015 Harley-Davidson
Road King Touring

\$100
Per Ticket

Early Bird Draw

\$5000.00

May 28th, 2015
at the 27th Annual
IBEW / MS Charity
Golf Tournament
in Mississauga, ON



Main Draw



2015 Harley-Davidson Road King Touring

Draw for the Bike will take place as soon as all tickets are sold, or at the IBEW All Canada Progress Meeting in St. John's, Nfld. on August 19, 2015

Must be an I.B.E.W. Member to Purchase and Win

Tickets \$100.00 each • Only 500 tickets to be sold

Winning Tickets go back in for the next draw.

A second \$5000.00 cash prize will be drawn at the All Canada Progress Meeting on August 19, 2015

Proceeds to assist in funding of the reception at the IBEW International Convention in 2016.



We participated with the Council of Construction Trade Associations to help develop the criteria of how, when, and who would make up the Construction Sector Advisory Group. This was a worthwhile exercise as the Jessica McDonald Report on restructuring the Industry Training Authority came with the inclusion of Labour, and groups like CLAC and Merit are circling like sharks, and without diligent participation, we could potentially lose ground instead of regaining the ground we have lost over the last decade with the BC Liberals at the helm of apprenticeship.

The Green Economy (Will Mean More Green In Our Pockets)

The Green Economy is generally understood to mean economic activity related to reducing the use of fossil fuels, decreasing pollution and greenhouse gas emissions, increasing the efficiency of energy usage, recycling materials, and developing and adopting renewable sources of energy.

As Canada transitions to a greener economy, its labour market is transforming and new employment

opportunities are emerging.

There are a number of factors that are influencing the labour market and the demand for labour in the green economy. These factors include climate change, consumer habits and demands, with government and corporate policy and investment being a major influence on change. Canada's provinces and territories have all drafted energy and/or climate change strategies and have invested in the green economy financially. Some Island cities are focusing on what they refer to as the "triple bottom line", which is balancing

economic prosperity, social development and environmental sustainability, as their civic responsibility carefully planning their future. Although there is currently still a heavy reliance on fossil fuels, there is strong potential for future growth in green jobs as Canada continues to shift to a greener economy.

The three recognized sectors most affected by the green economy are; the energy, manufacturing, and construction sectors.

Energy efficient new building construction and retrofitting of existing buildings, holds enormous opportunity for our members and contractors. Building certifications and rating

systems such as Leadership in Energy and Environmental Design (LEED) are driving the construction sector to adapt greener techniques in every stage of construction and renovation, from picking the physical location of a building to onsite practices of construction crews.

We have the obvious examples of green jobs



on the Island with the Cape Scott Wind Farm, the John Hart Dam, the Heartland Landfill Methane Generator, and then there is the not so obvious like Island Temperature Controls just finished a building using roof top solar photovoltaic sensors to control the level the south facing window blinds lower to, and another upcoming project will use photosensitive glass will determine the level of polarization by solar sensitive detection.

Many of the retrofit lighting projects Local 230 members work on is renovating the past to create a greener future. With rising Utility rates, and low loan interest, many governments and companies are taking another look at the type

of lighting in their buildings, parking lots, street and signal lights and moving to a cheaper longer lasting type of lighting. Like the Quality Foods in Langford which is end to end LED lighting all wired by Canem Systems, as well as upgrading other QF locations from Metal Halide to T-8 and T-5 high out-put technology, as well as Country Grocery Stores throughout the mid-Island and the Salt Spring Island store. All new offices are moving to vacancy sensors monitoring for movement (or lack thereof) to turn off lighting and computer monitors saving on power. Currently a 30 kilowatt solar array will be situated over top the water reservoir to help power up the Qualicum Beach Fire Hall.

All new construction at the University of Victoria since 2004 has required a minimum of LEED Gold. Houle Electric has been working at the CARSA Building Controls is using a geothermal system for space heating in the winter and cooling in the summer. The Shawnigan Lake private school who celebrates their 100th year next year went for in-floor radiant heating and spray foam insulation throughout the entire building during their renovation. Building Controls systems are essentially computers, so when Houle went to look at the dated Broadmead Lodge which is about 15 years old (imagine what a 15 year old computer looks like) they upgraded the system and added CO2 sensors to determine the level of fresh air required in each room. There are many examples of how we are contributing to a greener future. Building Environmental Controls are becoming an expanding market for our membership and Local to firmly establish ourselves and many of our contractors are moving into that area to build on our success.

A Stumbled-Upon Verdict: (Continued)

Hence, electrical scope is what the writer is prepared to comment on so conclusively in public forum at this time.

For now we are confined to the numbers we have seen and say to purchasers of industrial construction in Western Canada, use IBEW for major electrical work to lower costs and increase your value-proposition.

We did not intend to jump to this conclusion. We were just doing our jobs...securing, mobilizing and managing required project workforces; and managing the all too common hemorrhaging of the project spend.

Nevertheless, we have seen the numbers again and again. We have scrutinized the numbers. We undertook to understand the

drivers behind the numbers. And, it comes down to the old adage, there is power in numbers.

If there is a lower cost option of comparable skill and quality, to date through our small window into the industry we have not seen it; we have seen it promised...but not delivered.

One last observation. Given the above, the industry should in fact behave opposite to what it has generally done in the past.

During times of extreme demand the cost gap between supply strategies narrow. All parties are applying extraordinary sourcing strategies and tactics. However, the relative cost gap widens during periods of slower industrial activity. This is because a greater proportion of the workforce required can be satisfied by

accessing pools of labour in regional proximity to the project.

Hence, during slower periods of industrial activity in Western Canada, IBEW sourcing should make up a greater percentage of total workforce sourcing in each province, and during peak periods, complementing alternate sourcing strategies should be increased to ensure all available pools of electricians are accessed.

Submitted by,

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Boycott of Crown Holdings Inc.

The Steel Worker members in Local 9176 are asking the Union movement in Canada to boycott buying Crown cans. Crown cans are a unionized plant in Toronto, who make cans for several beer and pop companies. Crown Holdings operates about 140 plants worldwide, the plant in Toronto was recognized as profitable and was awarded as one of the premier plants within the organization. The workers at the plant have been on the picket line for eighteen months, fighting Crown's concessionary bargaining tactics. Some of Crown's main customers in Canada are; Molson, Coors, Steam Whistle, Bud and Bud Lite as well as Cott pop. Crown cans are easily identified with literally a crown below the bar code on the can, (see attached picture). Until the dispute is resolved they/we are asking you to change brands of beer or pop, alternatively to buy bottles of those brands, including the Coors Aluminum bottles manufactured by Ball Packaging a UFCW (United Food and Commercial Workers) plant.

For more information on the dispute please go to;

www.BottlesNotCans.ca

How to Identify a Crown Can



Step 1: Find a can



Step 2: Turn can to barcode



Step 3: Find the crown

Workers Day of Mourning

Each year in Canada approximately one thousand workers lose their lives simply because they went to work. The construction industry represents the largest industry where workplace fatalities occur, and the second largest contributor in workplace accidents. April 28th is recognized in over 100 countries around the world as the Workers Day of Mourning.



The IBEW Local 230 would like to honour those workers who did not return home at the end of their shift, and remind the rest of us to think and act safely. Everyone deserves a safe workplace; on April 28th take a moment to remember those workers who did not return home to their families, and how can our jobsites be made safer places to work.

To celebrate 25 years of providing exclusive discounts for union members and their families, Union Savings is giving all registered members the chance to share in \$25,000 worth of cash and prizes!

UNION SAVINGS

\$25,000 GIVEAWAY!

ENTER THE DRAW AND YOU COULD WIN!

Visit unionsavings.ca and verify your Union Savings membership, or register for free if it's your first time visiting the website.

Contest ends May 1st, 2015

\$5000 Cash Grand Prize

Daily & Weekly Prizes

\$500 Cash Prize per Union

UNION SAVINGS
Exclusive discounts for union members & their families

Please visit unionsavings.com/contact/terms-en.php for full contest rules, and terms and conditions of entry. This contest is only available to registered members of Union Savings. Members of unions and labor organizations affiliated with Union Savings are eligible to enter after registering online with Union Savings at unionsavings.ca. Total number of prizes available to be won is 6. Total number of eligible union logos cash prizes to be won is 34. Total number of weekly prizes available to be won is 4. Total number of daily prizes available to be won is 4.