



COAST TO COAST UPDATE AU COURANT D'UN OcéAN À L'AUTRE



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ



PHIL FLEMMING

International Vice President / Vice-président international
First District, CANADA / Premier District, CANADA



March/April 2010

Greetings:

As many of you are aware, according to the Construction Sector Council, almost 70% of the non-union electrical construction workers in Canada are under 40 years of age. Similarly, according to research by the Electricity Sector Council in excess of 45% of the current utility workforce will retire over the next 5 – 6 years and will be replaced by younger workers. This is consistent with other industries, such as government, railroad and manufacturing resulting in a projected lower mean age of the membership we will represent in the Professional and Industrial and Construction sectors. Consequently IP Hill has approved a proposal from the First District to initiate a membership development and marketing plan that will focus on the new generation of workers that we will be organizing and representing in the IBEW.

We have engaged a consulting company, 'n-gen' who will assist with a blueprint for attracting (organizing non-union workers) the next generation to the IBEW and facilitate change within our Local Unions to retain and engage these members. In addition, we have created a new position on the First District Staff, 'Strategist – Membership and Social Development' that has been filled by Rob James to help us focus on these strategies.

We will be sending out correspondence to all IBEW Local Unions in Canada next week with further details of our strategy and seeking your participation in this project over the next couple of months for an anticipated launch at the All Canada Progress Meeting in Saskatoon.

We are convinced this is an essential and crucial dynamic that we must acknowledge and embrace to protect the future of our Union. With your continued support, dedication and involvement we will continue to increase our IBEW membership, market share and union density for the future security and benefit of our members and their families.



In solidarity,

Phil Fleming, IVP

1st District Welcomes New International Representative

We are pleased to announce that effective April 1, 2010, **Jim Watson** has accepted the position of International **Representative – Education Specialist**. He will coordinate IBEW union training activities across Canada and work under the direction of the Education Department.

Jim has been an activist member for 28 years and has worked out of Local Union 424 for the past 30 years. During that time he has held elected positions of Chair of the Examining Board, Unit 1 Chair, Vice President and has held two terms as President. He is also the Privacy Officer for Local Union 424.

He has also been responsible for the delivery of the *IBEW Code of Excellence* to 800 members and prospective members both on the current C.O.E. Projects and for the general membership. Jim holds a certificate in Human Resource Management from the University of Alberta.

Please join us in welcoming Jim and give him whatever cooperation and assistance necessary.

Olympic Dream Reached

When Canada's Women's Olympic Hockey Team took to the ice at the 2010 Winter Olympic Games in Vancouver, amongst the Gold Medal winning team was #21, Haley Irwin. Haley is the daughter of James Irwin a 35 year member of the IBEW who is currently the President /BM of IBEW Local Union 1861 in Terrace Bay, Ontario.

Haley started playing hockey at the age of four in Terrace Bay, ON. After moving to Thunder Bay, she played boys hockey up until the age of 16. When she was 10, she watched the Canadian women play in the Olympics for the first time and it was a defining moment in her hockey aspirations.

When asked about the selection process for the Olympic Team, James Irwin replied "they definitely made the Right Choice".



CANADA 2 - UNITED STATES 0

Congratulations to Haley and her team for making us proud !!!!!

Canadian Oil Sands Trust to Proceed with Planned Augmentation of Syncrude Project *(The following article was researched and reported on March 1, 2010 by Industrial Info Resources (Sugar Land, Texas))*

Canadian Oil Sands Trust (Calgary, Alberta) has announced that it will proceed with the planned augmentation program for the Syncrude project. The decision was made after initial scoping and design activities were performed by Syncrude (Fort Murray, Alberta) and Exxon Mobil Corporation (Irving, Texas).

Syncrude's Mildred Lake upgrading unit, which is 40 kilometers from Fort Murray, will be expanded through de-bottlenecking activities, which will assist in increasing production of synthetic crude oil to 425,000 barrels per day (BBL/d) over a period of 10 years. The project will involve the modification of existing facilities, the addition of new allied units, and the utilization of excess coking capacities, which were constructed during the last expansion. In addition to sweet synthetic blends, the augmentation is expected to add sour and heavy blends to Syncrude's product portfolio.

The Syncrude project is jointly developed by Imperial Oil Limited (Calgary), Canadian Oil Sands Limited (Calgary), Nexen Oil Sands Partnership (Calgary), Murphy Oil Company Limited (Calgary), Mocal Energy Limited (Tokyo, Japan), ConocoPhillips Oil Sands Partnership II (Calgary), and Petro Canada Oil & Gas (Calgary).

Mocal Energy is a subsidiary of Mitsubishi Corporation (Tokyo), and Petro Canada is now part of Suncor Energy (Calgary). Imperial Oil, a subsidiary of Exxon Mobil Corporation, and Canadian Oil Sands hold stakes of 25% and 36.74%, respectively, while Mocal Energy, Nexen, Murphy Oil Company, Petro Canada and ConocoPhillips Oil Sands hold stakes of 5%, 7.23%, 5%, 12% and 9.03%, respectively.

The upgrading facility will receive feed from the undeveloped Aurora South Mine. The mine, which is in the Athabasca oil sands region of Alberta, received preliminary approvals about 12 years ago. The Athabasca region, considered the largest petroleum resource reserve in the world, caters to nearly 13% of Canada's oil requirements. The three leased sites for the Syncrude project hold up to 5 billion barrels of probable and proven bitumen resources, and about 2 billion barrels in prospective deposits. According to a report published by Alberta Energy and Utilities Board, the oil sands in Alberta contain about 1.7 trillion barrels of bitumen, of which 175 billion barrels can be recovered with existing technologies and 315 billion barrels with advanced technologies. While some oil sands are visible on the banks of the Athabasca River, most occur at depths of 50 meters or more.

Syncrude proposes to build the first and second mining trains at Aurora South by 2012 and 2014, respectively, with commercial operations scheduled to begin by 2016 and 2020, respectively. Each train will have a production capacity of 100,000 BBL/d of bitumen. Syncrude is opti-

mistic that it will produce about 600,000 BBL/d of bitumen by 2020.

Syncrude is also expected to employ state-of-the-art technologies to increase recovery of bitumen from the mines, and improve energy efficiencies and production levels. While the cost of the project has not been divulged, industry experts have pegged it at \$16.89 billion. The project investment has been calculated on the basis of the first phase of the Kearl oil sands project that was approved last year. With a production rate of 110,000 BBL/d, the cost of the first phase of the Kearl project is about \$9 billion.

Sources indicate that by 2020, given the capacity of the upgrading facility at Syncrude, there could be excess bitumen supply of nearly 115,000 barrels. The excess bitumen is likely to be transported through pipelines and sold to customers in North America.

Oil sands contain bitumen, clay, water and sand. In its raw state, bitumen is a black and highly viscous tar-like liquid, which needs to be processed and upgraded before it can be transported to refineries. The upgraded bitumen consists of heavy and light gas oils and naphtha, which are combined to produce Syncrude sweet blend.

Syncrude is the latest oil sands project to be revived outside the Middle East. According to company officials, the choice of augmenting existing units instead of developing Greenfield facilities has several advantages, including better economies of scale and lower risks in project execution.

The projects have to be approved by the joint venture companies and the board of Canadian Oil Sands Trust. After receiving approvals, detailed construction and engineering studies will be performed. Imperial Oil also has signed a management services agreement with Syncrude to provide project management services.

The global financial meltdown saw most oil sands developers deferring or cancelling their augmentation programs. However, Husky Energy (Calgary), Total S.A. (Paris, France), and BP plc (London, England) recently announced plans to proceed with their oil sands expansion projects.

Labour's Proposals for the Future of Canadian Pensions *(The following article was taken from Local Union 258 IBEW HOTLINE's Newsletter – Spring 2010 Edition)*

Without question, recent events have exposed major faults at the heart of our pension system. Our public pension system – Old Age Security (OAS) and the Guaranteed Income Supplement (GIS) plus the Canada Pension Plan – provides a secure income in retirement, but the maximum value of public pensions falls well short of replacing the 50% to 70% of pre-retirement income needed to maintain decent living standards. Compared to many other advanced industrial countries, our public pension system is very underdeveloped.

The private part of our pension system, which was meant to make up the big difference between public pensions and

adequate retirement incomes, is in deep trouble. Only about one in five workers in the private sector now belong to an employer pension plan. Very few non-union workers, with the exception of managers and professionals, are covered by an employer plan. Many of the plans which do exist are on shaky financial ground because of low interest rates and the recent collapse of stock markets. Some workers covered by pension plans find that there is no effective backstop when plans get into financial trouble.

While most employer plans still provide a defined benefit, there has been a shift to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes.

RRSPs were sold as the solution to our pension woes. Yet the average older worker approaching retirement today has saved enough to buy a monthly pension of only about \$250 per month. (The median RRSP value of a worker aged 55 to 65 was just \$60,000 in 2005. Half of RRSP holders have less than this amount.) RRSPs have failed to counter the decline of defined benefit pension plan coverage because many people do not save enough, because administrative fees and costs are very high, and because financial returns are highly variable and uncertain.

Despite improvements in recent decades, a disturbing number of vulnerable seniors – single women, First Nations, recent immigrants, and those with disabilities – still live in poverty.

The case for pension reform runs into strong opposition from the vested interests of the financial industry. However, the case for change is being increasingly heard by decision-makers. Many employers who sponsor pension plans recognize that the cost of supporting decent pensions through public rather than private arrangements would help level the competitive playing field between businesses and by reducing their costs of administering their private pension plans.

The Canadian Labour Congress proposals call for change, championing the same progressive values which changed our health care system with the advent of Medicare in the late 1960s. Today, we can make a similar choice for pensions, and create a system where no Canadian is left behind.

Our priorities for change call for a major shift from private to public pensions, and greater security for members of existing employer pension plans. The changes we propose would benefit all workers, providing greater security while making our pension system better fit the needs of a changing economy.

• Security of Pension Benefits

All Canadians are entitled to the pension they've earned, and government must provide a base floor of pension security;

• Adequacy in Pension Income

Regardless of personal circumstances, no senior (current or future) should live in poverty; public pensions including the

Canada Pension Plan should replace an adequate portion of the average wage;

• Fairness in Pension Outcomes

One's skill at "playing the markets," misfortune to retire in a recession, or working for several employers shouldn't dramatically reduce pension income. We need fair pension outcomes for all Canadians, and measures to help those, like women, who do worse today.

Three key areas in which to improve Canadian pensions:

1. **Double Benefits for the Canada Pension Plan (CPP)** - This would offer efficient, secure, and enhanced pension benefits to the 93% of Canadians who make CPP contributions, while also taking financial stress off workplace pensions moving forward. (The great majority of workplace plans are coordinated with CPP benefits, meaning that a defined benefit tops up the CPP pension benefit, with the employer plan making up the difference.)

We propose to phase in a doubling of the proportion of average earnings replaced by CPP from 25% to 50% over seven to ten years to \$1,635 per month, financed by a modest increase in worker and employer premiums which would be fair for lower paid workers.

2. **Increase Low Income Public Pensions (GIS) by 15% So No Senior Lives in Poverty** - Our proposal would move all seniors above the poverty line. Moving forward, since an improved CPP will provide better pension benefits, tax subsidies to RRSPs could be reduced to finance an increase in Old Age Security benefits paid to all workers.

3. **Protecting Canadian Pensions through a Federal System of Pension Insurance** - An insurance "floor" should be set for defined benefit pension benefits (to a proposed maximum of \$2,500 per month) through a system funded by contributions from pension plan sponsors. This would be a federal system initially covering federally regulated pensions, but the federal government should enter into negotiations with the provinces to create a national system. The pension insurance system should also take on the task of administering abandoned pension plans from bankrupt employers with no prospects of recovery.

Pension insurance should be backstopped by a reserve fund financed through a small financial transfer tax on Canadian stock market transactions.

For more information, visit the CLC website at www.clc-cta.ca

Bill 80 Reforms Aren't Panacea Gov't Envisions

(The following article is the viewpoint of the writer, John D. Whyte, a professor of law at the University of Saskatchewan - April 22, 2010)

Bill 80 contains the government's proposals to amend Saskatchewan's collective bargaining regime for the construction industry. Everywhere in Canada, labour relations in

the construction sector follows the pattern of bargaining between comprehensive employer groups and unions that represent specific crafts or trades. There are good reasons for using this structure instead of the usual arrangement of having a single union represent all the employees at a specific firm or worksite.

First, system-wide bargaining means that the constant changes in workforce size and workers' place of work don't require constant reorganization of unions or repeated certification application. Second, a craft-based union system means that unions can -- and do -- take responsibility for training and developing a skilled workforce. Third, craft unions have strong national networks that facilitate the migration of skilled workers to places such as Saskatchewan, where they are needed. Finally, under the system-wide model, labour relations in Saskatchewan's construction sector have been stable and disruption free. All strikes are costly to the economy, but stoppages in construction have especially serious ripple effects.

The government proposes the indirect dismantling of the current labour relations scheme through encouraging worksite, or firm-based, collective bargaining. And it is making it easy for employers, by recognizing new unions, to terminate existing union certifications. The Labour minister justifies the new law, which will produce the inevitable instability of firm-by-firm collective bargaining, by saying it's in keeping with developments in constitutional law. In fact, the Supreme Court of Canada has recently articulated constitutional principles that should apply to labour relations. Far from justifying the plan in Bill 80 to undermine the established structure for the construction industry, the principles enunciated by the high court support the existing arrangement.

There are two aspects to constitutionally protected collective bargaining. The first prevents interference with the process of collective bargaining that affects "the capacity of the union members to come together to pursue goals in concert." The second relates to the degree of impact on the "collective right to good faith negotiation and consultation."

Bill 80 clearly harms the ability of construction workers to pursue their interests in concert; it unravels current agreements and arrangements, and subjects to the vacillations of construction employment the process of collective bargaining and the benefits gained from it.

In addition, the retroactive features of Bill 80 undermine good faith bargaining. The Supreme Court also stated that the constitutional right to collective bargaining will be shaped by circumstances, so that different regulatory arrangements will be needed to meet the obligation.

Consequently, it cannot be claimed without reservation that Bill 80's changes are unconstitutional. What can be said, though, is that the harmful impact on workers' inter-

ests makes the bill suspect, and that its changes cannot be justified on the grounds that they are constitutionally mandated.

Furthermore, in two instances the proposed reforms give employers the ability to overturn labour arrangements that have been agreed upon and are in current operation. Thus, Bill 80 operates retroactively to remove established rights.

There is an absolute constitutional prohibition against retroactive criminal legislation, while retroactive changes to civil legal relations are also considered a legislative offence. Citizens and groups invest in existing regulatory structures through their efforts, commitments and planning, and it is only in the most compelling of circumstances that retroactive legislation that reverses ground rules can be accepted.

For instance, the Supreme Court allowed British Columbia to change procedural rules that relate to the liability of cigarette manufacturers for health-care costs because, without this element of retroactivity, industry accountability could not be established for disease caused by smoking. Such a pressing social purpose is not present in the case of construction labour relations. Even if Bill 80's purposes were legitimate, they could be achieved through the normal legitimate enactment of prospective legislation.

The provisions of Bill 80 allow individual employers to recognize any union (including employer-sympathetic unions). At that point, existing employer obligations under the present collective bargaining arrangement could be removed.

Second, employers can ask the Labour Relations Board to declare that currently certified unions have abandoned collective bargaining if, at any time in the past, they did not engage in worker representation for three years. Since this rule applies even to an employer who has had no relevant craft employees for three years (which has been common in Saskatchewan's construction industry) this can become a significant weapon for dismantling the existing and fair structure for construction industry labour relations.

If the government's priorities are stable relations between construction employers and their workers, concern for the rights and interests of employees, and to sustain constitutional integrity, it has badly missed the mark. It has chosen instead to be influenced by the mistaken idea that the freer the labour market, the better it is for workers and the economy.

\$110 Million And Counting

That is the amount that **IBEW Local Union 435 in Winnipeg, MB** was awarded for a pension lawsuit that dates back over 13 years. The lawsuit stems from the privatization of the Manitoba Telephone System (MTS) back in January 1997 and the requirement to move pension monies from the government run Superannuation Fund to MTS's own private pension plan. This was all done under the watchful eye of the Conservative government of the day and their leader

Gary Filmon.

It was apparent from almost the beginning, of the new private plan back in 1997, that the promised equivalent in value plan was anything but. Part of the process was to have the Provincial Auditor at the time Jon Singleton appoint an independent actuary to determine equivalency. The following is a quote from Justice Bryk who ruled on the lawsuit regarding Singleton's appointment of Fox as the independent actuary: "*Singleton admitted he made no reference checks to determine Fox's background or experience in relation to the matter at hand*". Justice Bryk also said "*Ultimately, the independence of the independent actuary was compromised to an extent that his final opinion on equivalence has to be set aside. To do so otherwise would be to perpetrate an injustice upon employees/retirees*".

Business Manager Bruce Krause, of Local Union 435 – Winnipeg, MB, is pleased with the judgment but recognizes that MTS is appealing. Bruce said that "although it has taken 13 years to get a judgment, we will continue to pursue this matter on behalf of both our active and retired members".

IBEW Complaint Leads OLRB To Stop Collecting

GST (The following article was taken from Koski Minsky's current "Talking Union" newsletter)

Following a complaint filed by Koskie Minsky on behalf of its client IBEW Local 586, the Ontario Labour Relations Board has stopped collecting the Goods and Services Tax ("GST") on filing fees for construction industry grievance referrals. The Board has also sought a ruling from the Canada Revenue Agency ("CRA") as to whether GST should be paid on construction grievance hearing fees. A decision is expected within two months.

The GST complaint was filed on February 1, 2010. It pointed out that the Ontario Labour Relations Board has been collecting the GST on hearing fees and on filing fees in referrals under section 133 of the Labour Relations Act for more than ten years – since August 1, 1999. The fees are set out in the Board's Rule of Procedure and in Order in Council 2024/2009 -- although neither the Rules, nor the Order in Council refer directly to the GST. Local 586 argued that filing fees are properly GST exempt (under s. 20(b) of Part IV of Schedule V of the Excise Tax Act). It also submitted that the GST is not properly assessed against hearing fees (because a Board hearing is not a "supply that is made in the course of commercial activity").

The Board responded promptly to the complaint. It accepted Local 586's submission regarding filing fees and stopped collecting GST on these fees as of February 11, 2010. The Board has not yet been persuaded that hearing fees are also GST exempt. Pending a ruling by the CRA, the Board will continue to collect GST on hearing fees.

Refunds for GST paid in error can be claimed from the CRA, but only for a 2 year period. For more information on GST rebates, visit the CRA website (www.cra-arc.gc.ca) or contact Koskie Minsky lawyer Ron Lebi at rlebi@kmlaw.ca.

Minimum Wage Increase – Helps Hard Working Families

The Ontario Liberal government has raised the minimum wage to \$10.25 as of April 1st, 2010.

It has been the voice of labour, particularly for our Sisters and Brothers in the OFL and service industry unions, which have long advocated better wages and conditions for Ontario's most vulnerable workers; a much needed raise for these low income workers.

The IBEW has seen the manufacturing base in Ontario eroded by the downturn in the economy, the surging dollar which hurts the manufacturing base, and trade deals that send jobs to low wage countries. This concerns us because we build and maintain those manufacturing plants.

On the other hand, the Liberal governments Green Energy Policy should create green manufacturing jobs. The policy is already attracting investment to the province and should create work in the solar, wind and other related energy projects.

Georgetti Says Best Way To Eliminate Federal Deficit Is To Put 1.5 Million Unemployed Canadians Back To

Work (The following article was taken from www.canadianlabour.ca; published March 4, 2010)

In Ottawa, the federal budget has no plan to create jobs for 1.5 million unemployed Canadians and provides no road map to a prosperous economy, says Ken Georgetti, president of the Canadian Labour Congress.

"We have lost well over 300,000 full-time jobs since October 2008," Georgetti says. "There will be no recovery until there is a jobs recovery, but I don't see much in the budget to achieve that."

Georgetti is calling on Ottawa to add to the stimulus spending already in place. "Increased government spending has stabilized the Canadian economy. All signals are that we are not yet out of the woods and cutting back on government spending will only add to the problem. Imagine where we would be today if we had done nothing, as this government was proposing just 16 months ago."

Georgetti says that the private sector has not yet recovered and cannot, at this point, create a sufficient number of good jobs and economic growth. "Now is the time for added federal support in upgrading public infrastructure and public services as key drivers of private sector productivity for the future. This is a time for industrial development strategies and procurement policies that create family-supporting jobs for Canadians."

Georgetti acknowledges that the government should not run large deficits over the long term but he adds, "Balancing the books will require low unemployment, decent jobs, plus a solid and progressive tax base. Mr. Harper's tax cuts have undermined the fiscal capacity we need to provide good programs, while mainly benefiting the affluent."

He renewed the CLC's demand that Ottawa reform Employment Insurance. "This government has tinkered around the edges on EI, but has refused to fix a system that is broken." Georgetti says that only about half of those who are unemployed are actually receiving benefits and many of them are running out of EI because they can't find new jobs.

Georgetti is also calling on the government to reverse the tax cut that it has provided to corporations. "Let's remember that it was the financial sector that caused the meltdown and the resulting economic crisis. Bay Street and Wall Street made billions of dollars for themselves at our expense. We paid for their excesses through job losses, high unemployment, devastated communities and shattered families. To add insult to injury, we paid for their excesses twice – first with our savings and pension plans and the second time with taxpayer bailouts. We should actually be raising taxes on the financial sector to pay for the damage their greed has done to our country."

Georgetti is joining world leaders, including French President Nicolas Sarkozy and British Prime Minister Gordon Brown, in calling for an international tax on financial speculation and market transactions. He says he is disappointed that Prime Minister Harper has refused to support the measure. "Asking the financial industry to pay its fair share to clean up the mess they've made is basic justice." Georgetti says the international labour movement will push for implementation of a financial tax when the leaders of G8 and G20 nations meet in Canada in June.

Jobs' Crisis Remains Serious – Georgetti Says Government Must Do More To Help Laid-Off Workers

(The following article was taken from the CLC Labour Force Survey dated March 12, 2010)

OTTAWA – Unemployment in Canada is far worse today than it was 16 months ago and the federal government must do more to help laid-off workers, says Ken Georgetti, president of the Canadian Labour Congress.

Georgetti was commenting on the release by Statistics Canada of labour force figures for February 2010. The unemployment rate is at 8.2% and 1.52 million Canadian men and women are out of work. "Rose-hued news reports keep telling us that we're seeing an economic recovery, but we've lost over 250,000 full-time jobs since October 2008 and it's going to take a long time to replace them," Georgetti says.

He says that the federal government missed an opportunity in its recent budget to provide more help for unemployed workers as they search for new jobs. "This government has tinkered around the edges, but has refused to fix an EI system that is broken." Georgetti says that only about half of those who are unemployed are actually receiving benefits and many of them are running out of EI because they can't find new jobs.

He says that he is especially worried about the plight of young workers, whose unemployment rate remains unacceptably high. "There was really nothing in the federal budget to give hope to young workers as spring and summer approaches. The government simply has to do more to help these people."

Quick Analysis from CLC Senior Economist Sylvain Schetagne

About 6 months after many declared the recession in Canada was over, the unemployment rate in February remained high at 8.2%. There were 20,900 jobs created in February 2010, all in the public sector. The participation rate, that is the percentage of the population working or actively looking for a job, is decreasing. This shows that many Canadians are discouraged about not being able to find a job.

The "real" unemployment rate, which includes discouraged workers and involuntary part-time workers, was 12.1% last month. Back in February 2008, that "real" unemployment rate was 8.9%.

The number of unemployed remains more than 33% above what it was before the beginning of the jobs' crisis, with 1,519,400 workers unemployed last month, compared to 1,137,400 in October 2008.

Among unemployed Canadians, the percentage who were unemployed for more than 6 months reached a record level of 20.36% in February 2010, up from 12.19% in February 2008.

Finally, younger workers are still experiencing a deterioration in the labour market. Workers aged 15-24 represented about half of all those laid-off in the middle of the recession, and their unemployment rate increased in February. It was 15.1%, compared to an unemployment rate of below 12% before October 2008.

About the Electricity Sector Council

Founded in 2005, the Electricity Sector Council (ESC) is an independent, not-for-profit organization funded by the Government of Canada's Sector Council Program with support from participating sector communities of business, labour organizations, educators and stakeholder associations. Its mandate is to increase the supply of interested and qualified candidates to meet the workforce demand of the electricity sector in Canada.

The Council is composed of representatives from utilities, private companies, trade unions, and academia from across the country. The ESC carries out its mandate under the guidance of a volunteer Board of Directors, Catherine Cottingham, ESC's CEO and Executive Director, and a dedicated staff team in Ottawa, Ontario.

The Electricity Sector Council has a significant impact on human resources needs in the industry:

Human Resources Solutions

- Developed sector specific online Succession Planning tools.
- Created a National HR Strategy for the sector.
- Strengthening industry efforts to employ Aboriginal peoples within the industry.
- Developing strategies and tactics to support better knowledge transfer processes in organizations.

Workforce Planning Research

- Completed a labour-market transition study to provide insight into the tools and services required to ease workers transition from declining industries to the electricity industry.
- Delivered 2008 Powering Up the Future, labour market information study to identify current and projected trends in labour supply and demand.
- Reviewed relevant foreign-credential recognition practices to identify potential sources of workers and to promote the integration of internationally trained workers into the industry.
- Provided perceptive highlights of the future of one of the most critical operational roles within the industry – Powerline Trade.
- With the Canadian Solar Industry Association identified labour trends and issues in the solar industry.

Workforce Development Initiatives

- Increased apprenticeship opportunities available at Hydro One and Hydro Ottawa.
- Influenced decision to establish power line technician pre-apprenticeship program at Cambrian College.
- Host biennial Bright Futures in Canada Conference, the only event in Canada dedicated to the industry workforce issues.
- With Natural Resources Canada hosted "Building the Power Workforce of Tomorrow" forum in support of Clean Energy Dialogue.
- Implemented Bright Futures BC career awareness program, www.brightfuturesbc.ca.
- Subsidize new graduate wages through Electricity First Work program to enable entry into industry workforce.
- Developed national occupational standards for benchmark occupations in the industry.

- Influenced decision to reinstate the University of British Columbia's power-engineering program.
- Facilitated the translation and distribution of a Wind Turbine Technician curriculum developed in Quebec.
- Developing strategies and tactics in support of improved training capacity in the industry.

The employers of volunteer Directors enjoy tangible benefits:

Increased visibility: As the public face of ESC, members of the volunteer Board of Directors are featured prominently in corporate collateral.

Opportunities to influence the future of the electricity industry: volunteer Directors make decisions that shape the industry's strategies and actions, and nurture ESC's strategic partnerships with industry associations and provincial agencies.

Access to opportunities for professional development: volunteer Directors acquire a broad range of valuable experience and knowledge that enhances their value to employers.

Contract Ratified

IBEW Local Union 1432 – Charlottetown, PEI and Prince Edward Islands largest power company (Maritime Electric) have reached a settlement for a new Collective Bargaining Agreement.

Negotiations with the company commenced on October 20, 2008 and a new Collective Agreement was reached on February 16, 2010 after 48 days of negotiations including 6 days in conciliation.

The new Collective Agreement dates back to January 1, 2009 to December 31, 2013. Increases for trade related classifications range from 20% to 24.4% over the 5 year term. Increases for non-trades classifications ranged from 17% to 19.5% over the same time period.

Newfoundland Passes Interprovincial Labour Mobility Legislation

All across this country, provincial governments have been under pressure from the Harper Government to pass amendments to the Agreement on Internal Trade with regard to Labour Mobility.

Recently Newfoundland and Labrador moved to accept the changes. After the first reading of Bill 55 on December 8th, 2009, second reading which usually allows for debate was given on December 10th and final third ruling on December 14th, 2009. This gave unions very little notice to understand the implications of Bill 55.

Newfoundland and Labrador Education Minister Darin King said the Bill will enable workers to work in other provinces without having to undergo further training or any particular examination. Minister King goes on to say, "This does not

lower the standards in our Province. It gives us control over whether or not we will exempt other occupations from coming here to practice their scope of work.”

However, the question to be asked is, if this is good for workers and their unions, then why was it rushed through the Legislature without discussion and debate? Liberal Member Marshall Dean stated, “it is an important act, one very necessary.” Meanwhile the question remains, why is Bill 55 necessary when only 20% of Canadian workers are employed in regulated trades? There have only been 23 challenges to mobility in the last 15 years and only two of those were upheld. If the federal and provincial bodies really want to increase the ability of workers to find a place in the construction labour market then they should allow those workers to deduct relocation and travel costs from their taxes.

Both the Liberal and NDP opposition parties in Newfoundland and Labrador supported Bill 55. Lorraine Michael, Newfoundland and Labrador NDP Leader, remarked, “I am satisfied that the mechanisms that are in the proposed bill do help with making sure that the standards will be kept at a very high level.” Why wouldn’t they amend Bill 55 to make the Red Seal certification the standard? It makes you wonder, who’s on our side?

The Liberal government of Ontario moved to protect the Red Seal designation under Bill 175, the Agreement on Internal Trade (AIT) with respect to the Labour Mobility provisions.

With very little notice from the Standing Committee regarding Bill 175 on AIT/ Labour Mobility, the IBEW along with the Construction Council of Ontario (IBEW/CCO) and the Ontario Federation of Labour presented deputations advocating to maintain the Red Seal standard under the AIT legislation.

The position was clear in that the IBEW did not want to see the Real Seal program marginalized after over 45 years of being the accepted standard. The proposed legislation was not about giving workers the freedom to earn a living where they wish but rather it is a vehicle to drive wages and working conditions down.

Fortunately, the net result of these deputations and consequent amendments were that the Red Seal designation was maintained in Ontario. This success was well earned and will protect the jobs of licensed IBEW workers in Ontario.

47th Annual IBEW OPC Hockey Tournament

The 47th annual IBEW OPC Hockey Tournament took place April 16th and 17th, 2010 in Windsor, ON hosted by Local Union 773. There were seventeen (17) IBEW teams from across Ontario, plus five (5) teams from the IBEW Locals from the U.S. came together to play hockey, IBEW style. A total of 39 games were played in 2 days.

Local Union 773 held a hospitality night after the first full day of hockey and a good time was had by all. In the end **Local Union 530 - Sarnia, ON won both the "A" and "B" divisions and Local Union 773 won the "C" division.**

Of course the highlight of the tournament was watching the Business Managers Team, appropriately called the “Pylons”, try to play the game of hockey.

Next years tournament is hosted by Local Union 120 – London, ON.

TD Insurance Meloche Monnex - Reminder to all IBEW Members/Retirees

This is just a reminder of recent changes we have made to the IBEW group Home and Auto insurance offer. Back in September 2009, the current group insurance provider, Aviva chose not to renew their offer. In an effort to provide a seamless transition we informed you of our newly formed partnership with TD Insurance Meloche Monnex. As a result of our new partnership IBEW members/retirees will benefit from **preferred group rates, high-quality products and exceptional service** through TD Insurance Meloche Monnex.

TD Insurance Meloche Monnex is part of the TD Bank Financial Group, which serves approximately 17 million clients worldwide. For more information on the company and the insurance program, please go to the First District website at www.ibew1st.org. If you wish to obtain a free no-obligation quote on your home or auto insurance you may call (1-866-296-0666) and identify yourself as an IBEW member/retiree or contact TD Insurance Meloche Monnex through your IBEW web site.



Get a free no-obligation online quote in just a few minutes! By requesting a quote, you will also be entered in our national contest (which expires June 4th, 2010) for a chance to *Win 1 of 2 Honda Insight hybrids PLUS \$3,000 for gas!*

ANNOUNCEMENTS

2010 Projected Meetings

2010 IBEW CANADA SCHOLARSHIP WINNERS

Thank you to everyone who submitted their names and essays for the 2010 IBEW Canada Scholarship Award. Congratulations go to the five applicants whose essays were randomly drawn:

Lars Olson – Local Union 2067, SK
Steven O'Brien – Local Union 894, ON
Megan McEwen – Local Union 258, BC
Andrew Robichaud – Local Union 37, NB
Jeffrey MacDonald – Local Union 1928, NS

Wishing you a successful year in your continued education!

22nd Annual IBEW/MS Charity Golf Tournament

This year's golf tournament will be held on Thursday, May 20th, 2010 at a new location from the past years; the Cardinal Golf Club in Kettleby, ON. For more information on registration, golfing and sponsorship options, please visit the homepage on the 1st District website at www.ibew1st.org.

IBEW Online Training Renewal

The First District is pleased to announce that the popular and highly utilized online training offering will be renewed for another 3 years. VUBIZ, our training partner, has agreed to offer the renewal at \$1.00 per member for another 3 year period. Local Union Business Managers will be approached shortly to confirm your Local's participation.

Harley Davidson Draw

This year's motorcycle draw is for a 2010 Harley-Davidson FL Road King Classic. Only 500 tickets will be sold at \$100.00 each with a chance to win the bike and/or two cash prizes of \$5,000.00 each. Please visit www.ibew1st.org for more details. Tickets may be obtained either from your 1st District International Representative or your Local Union. **YOU MUST BE AN IBEW MEMBER TO PURCHASE AND WIN IN THIS DRAW!**

UPDATE - Electricity Sector Council (ESC)

ESC Executive Director and CEO, Catherine Cottingham has decided to retire after 4½ years of leading the organization. Thanks to Catherine for her significant accomplishments in her tenure as the Executive Director and CEO. She led the Council from its inception and created a viable and successful organization. Also, thanks for her efforts, and those of the strong team she built; the ESC today is the hub for research into human resources trends and electricity sector-specific solutions to Canada's skilled-labour shortage.

Until her successor is found, Michelle Branigan will be taking over duties of the Executive Director. Michelle has been the Sr. Project Manager since 2007 and has successfully led many of the Council's project including Labour Market Information, Succession Planning, Knowledge Management and Transfer, and Aboriginal Workforce participation Initiative. ESC duties continue and all other aspects remain status quo.

- Apr. 26-30/10 **Broadcasting, Manufacturing and Telecommunications Conference**
Hyatt Regency Tamaya Resort
1300 Tuyuna Trail
Santa Ana Pueblo, NM
- May 10-13/10 **BCTD Legislative Conference**
Crowne Plaza Hotel
Ottawa, ON
- May 17-21/10 **Railroad Conference**
Phoenix, AZ
- May 20/10 **IBEW/MS Charity Golf Tournament**
Cardinal Golf Club
Kettleby, ON
- May 23-25/10 **NJATC Outside Line Apprenticeship Conference**
Hotel Captain Cook
Anchorage, Alaska
- June 6-8/10 **Canadian Apprenticeship Forum Conference**
St. John's Convention Centre
& Delta Hotel
St. John's NL
- July 12-16/10 **Utility Conference**
Hollywood, FL
- July 21-24/10 **IBEW Women's Conference**
Washington, DC
- Jul.31-Aug.6/10 **National Training Institute (NTI)**
Ann Arbor, MI
- Aug. 23-26/10 **1st District Progress Meeting**
Delta Saskatoon Bessborough
Saskatoon, SK
- Sept. 8-10/10 **Membership Development**
Los Angeles, CA
- Sept. 12-16/10 **World Energy Conference**
Montreal, QC

