



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

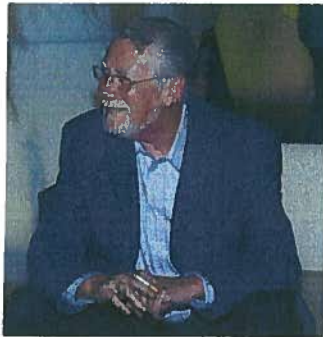
International Vice President / Vice-président international
 First District, CANADA / Premier District, CANADA



May/June 2010

Greetings:

We lost a true trade unionist and leader from our IBEW ranks when Local Union 213 Business Manager Rick Dowling passed away on May 31, 2010 (1943 – 2010). Rick was our Representative on the International Executive Council for the 8th District Canada, elected at the 2006 International Convention in Cleveland. Brother Dowling died from a heart attack at his home in Vancouver.



I attended the 'Celebration of Life' service for Rick on June 11, 2010 and expressed the sorrow of all IBEW members in Canada to his wife Marga, son Michael, daughter Monique, granddaughter Taylor and other family members in attendance. The service was attended by more than 400 trade unionists, friends, employers and political activists.

I have known Rick for many years and always as a man that cared deeply for his family and of course the IBEW and the labour movement.

Rick immigrated from Scotland to Canada in 1967 and he was a long time IBEW member, initiated into Local Union 213 on September 3, 1968.



Rick was a fundamental trade unionist, mostly quiet and unassuming and very effective as a leader in the IBEW. He served the International Brother-

hood of Electrical Workers well during those years with dedication and commitment. I also knew Rick was proud to be known as a 'social democrat'. He demonstrated those qualities in his interaction with people every day of his life.

But of course all was not serious with Rick and he did enjoy a wee bit of fun. During the 'Celebration of Life' service everyone was uplifted and the room filled with laughter as speakers one after another related Rick's lighter side.

The IBEW has lost a great leader and partner. Rick's family has lost a wonderful husband, father and grandfather (Pappy). We have all lost a special brother and friend but none of us will ever lose the memories and we will always profit and benefit from his efforts, dedication and caring.



I'm going to miss Rick, we all will miss the great man.

Phil Flemming, IVP

Canadian Building and Construction Trades Legislative Conference

The annual Canadian Building and Construction Trades Legislative Conference was held in Ottawa from May 10-13, 2010 and the theme this year was "Take It Back, Winning in Today's Economy". Director of the Building Trades Robert Blakely presented the delegates with a wide range of resolutions and a diverse, expert panel of speakers that focused on organized labour's need to gain back the prestige and market share that we once enjoyed.

The IBEW delegates from across Canada met prior to the official opening to talk about the key political issues in each province and territory. A power-point presentation was given containing information on legislative actions in every province; a speaker from each

jurisdiction then gave an overview of their province. During the talks it was observed that only three (3) provinces were treating labour in a favourable manner. Manitoba and Nova Scotia have NDP governments and the labour legislation that goes with a socially democratic government. Ontario, with a centralist Liberal government, also fares well. However, unions clearly are under attack with the three western provinces having the worst record for labour relations.

Liberal Senator Pierrette Ringuette attended our caucus and made comments on the proposed federal budget (Bill C-9). Included in the federal budget is a clause that gives the government the right to sell Atomic Energy Canada Limited (AECL) among several other draconian measures. The impact of selling AECL would result in costing Canada and our science and manufacturing communities many jobs. We need strong, cost effective and viable electrical options available in all types of generation to maintain and grow the IBEW in Canada. It is important for all locals to contact their MP's and explain that selling AECL is a huge mistake.

Part of the conference includes a lobbying agenda in which delegates are assigned to meet with their local Members of Parliament. Our lobbying efforts have given the trade union many successes over the years; however, the Harper government has been uncooperative. The Conservatives continue to undermine working people and cater to the business elite.

The following is a brief synopsis of the main lobbying issues this year.

Training for Workers in Conjunction with Infrastructure Investment:

The government needs to invest in training Canadians for new jobs so they can do the work. This would alleviate the pressure to bring in temporary foreign workers. Opposition parties have told us that the Harper Government has not spent much of the allotted infrastructure money nor have they offered any training for workers and that in the fall the auditor's report will bear out the truth.

Interprovincial Red Seal Program and the New Reality:

The Building Trades supports the Red Seal as the standard for interprovincial mobility. In Ontario we have maintained the Red Seal for licensed trades. All apprentices in licensed trades need 70% on their examination to earn their license. However, in other provinces the Agreement on Internal Trade under Labour Mobility has imposed the lowest common denominator on licensing as the accepted level. This will result in a mobile workforce that will create downward pressure to lower wages. Unions need to make sure that provincial governments maintain the Red Seal as the only standard.

The Income Tax Act- Fairness and Mobility for Construction:

This is a long-standing issue that would enable construction workers to be able to claim a portion of their travel cost when seeking employment. Many workers cannot bear the expense of travel and as a result cannot seek work. The cost of this program would be \$84 million per year. The cost of the same number of workers on EI would be \$251 million. This plan would save Canadians \$167 million dollars. By enabling Canadians to write off a portion of their travel costs to find work would save businesses the high cost of bringing in temporary foreign workers.

Capital Cost Allowance, Keeping Construction Competitive:

This would allow construction companies to write down some of capital costs that presently they are not allowed to claim. For some of the constructors present this was an issue that cut the cost of doing business. However, the IBEW position was that this was clearly a business issue. While we support the lobbying effort of contractors, we felt that the government would probably prefer to hear directly from the businesses affected.

The Environment - What is Industry Going to Do?

This was an effort to try and persuade the government to develop a green strategy that would deal with climate change and at the same time develop and protect Canadian jobs. We urged

the government to develop a clean energy policy and create incentives for business to invest in new technology. Solar is a huge business and the IBEW must compete with other trades for this work. The 3 to 1 ratio for journeypersons to apprentices will not create a competitive wage package. Either the IBEW develops a workable marketing plan or we will end up doing about 10% of the available work.

The IBEW Also Chose to Lobby on Pension Reform That is so Drastically Needed:

This is a very important issue. If something is not done, Canada will have more and more seniors living in poverty. All retirees are encouraged to get involved in the Congress of Union Retirees of Canada (CURC).

During the conference The Canadian Building Trades presented a discussion paper titled "Blue Print for High Performing Local Unions." The paper dealt with many issues that all unions face in an effort to "Win in Today's Economy." The purpose of the document was to combine best practices, common sense and years of experience together with an assessment guide which will allow local unions to evaluate themselves against a standard. Unions need to create a workforce that truly values union membership.

Other trades face the same issues the IBEW encounters and agreed that a small percentage of union members fail to represent their organizations in a professional way. With the non-union and merit shops attacking our traditional work we all need to be at our best. All unions endorsed a form of the Code of Excellence. To remain competitive in today's market, unions need to keep pace with the times. A collective agreement is not worth the paper it is printed on if you don't have a job. The union wins when our employers win.

These are but a few examples of how all unions are fighting to "Take It Back." The rich tradition of the Building Trades has been around for over a century. Let's work together to preserve the strength of our unions by being the best-trained and motivated workforce in Canada.

House of Commons Debates *(An excerpt from Hansard the official record of the House of Commons – 3rd Session, 40th Parliament – May 13, 2010)*

Ms. Chris Charlton (Hamilton Mountain, NDP): "Mr. Speaker, I want to take a moment to congratulate Canada's Building and Construction Trades on another hugely successful Policy Conference in Ottawa this week.

I want to thank them in particular for supporting my Bill C-227, which would give tax deductions to workers for travel and accommodation expenses when they go to job sites away from their homes.

But I also hope that the government paid close attention to the Building Trades' call for action on apprenticeship and training programs.

Two concurrent trends are unfolding. By 2017, there will be a shortfall of 317,000 skilled workers in Canada. And, according to April stats, unemployment for youth between the ages of 15 and 24 was 88% higher than the national average. Troubling as these data are, they also point to an opportunity; if only the government would act to support the skills training youth need to acquire a trade and to build a future with decent-paying jobs.

Instead of spending \$13 billion on community infrastructure with no strings attached, the government could, and should, have seized the opportunity to mandate training and apprentice ratios in every contract awarded.

Sadly, the only time the Conservatives talk about youths is in the context of young offenders. Frankly, it's a disgrace. Young Canadians deserve hope and they deserve the opportunity to strengthen the country that their parents and grandparents built."

Nuclear Industry - Something of Interest

In a recent article in the Toronto Star, dated Jun 2, 2010, writer John Spears wrote a small article that warns of the risks Canada faces if Atomic Energy Canada Limited (AECL) becomes non-competitive or is sold.

More than 400 nuclear reactors will be built around the world in the coming decades and Canada can become a world leader in the industry by winning its share of the projected work. During a speech at the Economic Club of Toronto, Neil Alexander, President of the Organization of Candu Industries, stated, "We are being left behind as this wave of opportunity develops." The members of Alexander's organization are the companies that supply goods and services for AECL's Candu reactors.

The Federal Budget Bill C-9 contains language that allows the government to sell off AECL without any consultation with the Canadian people. This is an industry with a huge potential for the Canadian economy and could result in maintaining and creating many jobs. For reactors sold to the United Arab Emirates (a \$20 billion US deal), it was quoted as "the equivalent of selling a million cars in one deal." Building the reactors is only part of the equation, they also have to install, maintain and operate the facilities after they are built.

The Toronto Star also reported that AECL is working on a next generation reactor, the Advanced Candu Reactor or ACR, but is still looking for the opportunity to build the first commercial unit. For many years the Candu reactors have been respected for their reliability and safety. However, Alexander said, "If Canada doesn't seize the current opportunity, its nuclear reactors will become a footnote in history." Countries build their energy demands using the same source technology, so it is important to get in early on the "ground floor" if we expect to become a "super power."

The present Federal Government continues to undermine the real potential of Canada by selling off Canadian assets at bargain basement prices. The IBEW will continue to support the Canadian nuclear industry and fight to maintain AECL as a publically owned Canadian asset.

Bill 80 in Saskatchewan Passes

Huge changes are affecting the Saskatchewan

Building Trades. The Saskatchewan Party is continuing to undermine construction workers in the province. Taking its cue from the other Western Provinces and their anti-union merit shop corporate demigods, workers wages are under attack. The two major changes to the labour laws will drastically affect our unions and unionized construction employers. Yet both these changes came with no consultation and were strictly driven by ideology.

On May 11, 2010, the Apprenticeship and Tradespersons Act was amended to change the ratio of electrical apprentices from a "one-to-one ratio" to read "two apprentices for every journeyperson. Also final level apprentices will not be included in the ratio." **Applied to working conditions in the field a ten person job could be made up of one foreperson, two journey persons, four apprentices, and three final term apprentices.** This will allow the unfair contractors to further drive down the estimated labour cost for a project making it harder for our contractors to compete. In addition, the training that each apprentice receives on a job will be greatly diminished due to the double duties of the journeyperson who will, theoretically, do twice the training of apprentices on the job. In fact, it makes one wonder why become a journeyperson if it means your opportunity to find work will be diminished with projects flooded with apprentices. The changes contain no guarantee that unfair contractors will even be responsible for having the apprentices properly complete their training.

On May 19, 2010, Bill 80 was passed into law. The Saskatchewan Building Trades fought hard to prevent this travesty to no avail. Greg Gaudet, Business Manager of Saskatoon Local 529, says, "Bill 80 represents a decline of common sense in the west." The law invites CLAC and other wall-to-wall unions to feast on traditional Building Trades' work with low wage multi-tasked workers. The Saskatchewan Party states that Bill 80 will increase activity in the construction sector, attract more skilled trades' people to work in Saskatchewan, increase worker choice and provide for certainty for the Labour Relations Board with respect to the matter of abandonment. The IBEW could not disagree more.

It is false to believe that Bill 80 will be the catalyst to bring activity to the construction sector. Already the amount of work scheduled to be done in Saskatchewan will boost construction. What Bill 80 does is make sure a part of this upcoming work will be done at unfair wages.

Bill 80 will not increase a worker's choice of unions. What choice does a worker have when the employer makes a choice of convenience? The unfortunate part is that workers have to be employed to feed their families and many will have little choice but to work for these unfair contractors. If we are to win this battle then we must devise ways to increase our market share and accept more members to bolster our cause.

Most likely the workers that the province hopes to attract will be roaming workers "tied to the yoke" of Merit Shops. The Building Trades have always been able to meet the industry demands. Attracting workers to any province has never been that difficult if fair wages are paid.

Both these changes will only aid CLAC in becoming more aggressive in misrepresenting workers. In fact CLAC ran ads recruiting workers the day after the announcement opposite the news story. The IBEW needs to stand up and develop strategic plans to secure its market. This summer the IBEW Progress Meeting takes place in Saskatoon. The timing couldn't be better to engage new younger electrical workers to join the IBEW. Leading into the next election the IBEW needs to educate all our members on the real workplace issues.

Chiropractic Care Cut in 2010 Provincial Budget *(This article was posted by: Len Taylor MLA for 'The Battlefords' - written for the Battlefords Regional Optimist in Saskatchewan - April 2, 2010)*

Chiropractic Care unfairly treated in 2010 budget - Chiropractic care has always been important to Saskatchewan citizens but the Saskatchewan Party government wants you to think of it as less important in the future. By "de-insuring" or "delisting" chiropractic care in its 2010 provincial budget the Brad Wall government has managed to do what most people would call unthinking, uncaring, and unaccept-

able.

First, at a time when provincial revenues are at near record levels the provincial government should be looking at adding health services not taking some away. Chiropractic services have been de-insured which means that your provincial health insurance will no longer partially pay for the care you receive from your local Chiropractor. Three years ago when the provincial government had revenues of \$7.8 billion Chiropractic care was insured. This year, with provincial revenues of nearly \$10 billion, it is not. You have to wonder why that is.

Second, prior to March 24th the Ministry of Health had been negotiating a new contract with Saskatchewan Chiropractors. In fact, a new deal had been reached by the end of January, and the contract had been drawn up awaiting the Minister's signature. A news release announcing the new deal had been written for release on the day the deal was to be signed. Quotes from that leaked news release have the Minister of Health welcoming the deal and praising the services of Saskatchewan Chiropractors. After months of discussions and negotiations Chiropractors thought they had a deal.

With the budget announcement that chiropractic care was "de-insured" the Brad Wall government tore up the negotiated contract leaving Saskatchewan Chiropractors to say they could not trust this government again.

Third, with doctors in short supply and emergency waiting rooms overcrowded, the now increased costs of chiropractic care will push people with severe back pain into the waiting rooms of doctors and hospital waiting rooms thereby making it harder for others to access timely health care and increasing the costs of health care generally.

In fact the Chiropractors estimate that the increased costs of people going to doctor's offices and hospital emergency rooms will exceed the so-called \$10 million savings that the Brad Wall government says it will have as a result of this new budget measure. Where is the sense in that?

Chiropractic care has been wholly or partially insured in Saskatchewan for 38 years. More than 125,000 Saskatchewan people depend on chiropractors for a better quality of life. In the two weeks prior to the March 24th budget, 23,000 chiropractic patients signed a petition calling on the Wall government not to delist this important health service.

To make matters worse even though the Wall government had made the delisting decision weeks before budget day, they kept that information to themselves, leaving chiropractors only one week to transition their patients into this new arrangement where treatment costs will not be shared with Saskatchewan Health.

People need to trust their government. Chiropractors who thought they had a contract can no longer trust their government. Chiropractic patients who thought their insured service could be made even better during "boom" times can no longer trust their government. Lest you think this is an isolated case with regard to the 2010 budget you should know there were other contracts torn up this month leaving other groups to no longer trust their government, but that's a topic for another week.

AS A RESULT:

Effective April 1, 2010: Saskatchewan health has de-listed chiropractic services. Greenshield Canada was recently notified that Saskatchewan Health will no longer be paying for the chiropractic services.

IBEW Wins National Skills Competition *(The following article was written by Sister Corina Hicks, Tech Chair of the Skills Committee and President, IBEW Local Union 804 – Kitchener, ON)*

Mitch Robertson, 4th term apprentice from Local Union 120 – London, ON was the gold winner for the Electrical Skills Ontario Competition on May 18th, 2010. Mitch then went on to compete in the National Skills Competition, May 19th – 20th, 2010, where he placed third, taking home the bronze.

It is an honour to have an IBEW member wins

this competition and move on to the Nationals. Credit must also be given to PIM Electric, for an excellent job of training and mentoring Mitch into becoming the outstanding apprentice that he is today. Congratulations to PIM Electric for continuing the excellence in training!

On behalf of the IBEW First District Office and the Skills Committee, our hats go off to Brother Robertson for making the IBEW proud of his performance, and, for showing the skill of trained IBEW members. Congratulations to Local Union 120 for an outstanding performance of their apprentice; be very proud!



Pictured above are: Virginia Pohler, Mitch Robertson, Paul Dolsen of Local Union 120

Ontario Government Appoints Panel To Review Workplace Safety System *(The following article was taken from Lancaster House - Labour Law E-Bulletin - Issue No. 258)*

The Ontario government of Liberal Premier Dalton McGuinty has announced the appointment of an independent blue-ribbon panel of experts to review the province's workplace health and safety system for the first time in more than 20 years.

The 10-member panel, appointed on March 18 and drawn from academe, business and organized labour, is mandated to examine issues including current legislation, the implementation of safety practices in the workplace, safety training and the impact of the underground economy on safety practices. Its appointment comes at a time when six workers have already died in workplace accidents since the start of the year.

The panel is headed by former provincial deputy minister of labour Tony Dean, who is also a former secretary of the cabinet, Ontario's top bureaucrat. Dean is currently a professor in the University of Toronto's School of Public Policy. The

panel will examine practices in Ontario but also seek out "best practices" elsewhere in Canada and in other jurisdictions abroad. It is to report its findings to the government this fall.

In a media interview, Dean said that he hopes that the panel's recommendations will include a central information database that could make it more difficult for underground employers to operate without workplace health and safety committees, as well as measures to deal more effectively with repeat violators of health and safety requirements, and improved accident prevention initiatives. "This has been a long time coming," Dean stated, "and we're keen to get started, and we'll get started as quickly as possible."

Ontario Federation of Labour President Sid Ryan hailed the planned creation of the review panel when it was first promised in January, saying that "we look forward to rolling up our sleeves and getting down to work with the rest of the advisory panel. Certainly this sort of broad-based, wide ranging systemic review is what the labour movement has long been calling for. It's got to be about more than looking at individual incidents. We need to look at all of the elements of the system, and the role of all of the stakeholders involved, and then figure out which changes will save lives in the workplace."

Along with Dean, the other members of the panel are Bud Calligan, retired secretary-treasurer of the Carpenters District Council of Ontario; Carmine Tiano, director of WSIB advocacy and occupational services of the Provincial Building and Construction Trades Council of Ontario; Vernon Edwards, health and safety director of the Ontario Federation of Labour; Joan Eakin, professor at the Dalla Lana School of Public Health at the University of Toronto; Carolyn Tuohy, senior fellow at the School of Public Policy and Governance, University of Toronto; H. Allan Hunt, senior economist at the W.E. Upjohn Institute for Employment Research in Michigan; Domenic Mattina, vice-president of sales and estimating

at Mattina Mechanical Ltd.; Jattinder Dhillon, vice-president, health, safety, wellness and business continuity at Loblaws Canada; and John A. Macnamara, vice-president, health, safety and environment at Hydro One.

A Garden To Remember *(This story is written by Mary Williamson, Membership and Organizational Development Lead of Local Union 37 – Fredericton, NB)*

A long-standing Point Lepreau Generating Station employee Charlene Seaman puts her mind to something, you can consider it done. It was this determination that helped her find a beautiful and meaningful way to honour members of the Point Lepreau family that have been lost.

Three years ago, and within 9 days of each other, three Point Lepreau employees died of natural causes. The loss of Grant Marrs, Gordon Neilson, and Todd LaPointe brought a wave of shock and devastation throughout Lepreau. It was soon evident that everyone there wanted to do something to pay tribute to the memory of their co-workers. Eventually Charlene proposed the idea of establishing a Memorial Garden and volunteered to do the legwork required to coordinate the project.

Her first step was to get the financial support necessary to make the garden a reality. Without hesitation, NB Power agreed to cover the cost of designing and building the garden and IBEW Local 37 agreed to pay for the cast steel plaque that commemorates those lost. Ryan MacDonald owner of St.George's Tee2Green lawncare and Lawnscape did the design and labour for the garden.

Last September, the Memorial Garden was made complete with the placement of the plaque on a beautiful granite stone in the middle of the garden. Recently, Local 37 Business Manager, Ross Galbraith, and Lepreau E-Board members, Doug Wallace, Sue Dunham and Cathy Shea visited the garden to thank and recognize Charlene for taking the lead and seeing that this important endeavour became a reality.

When asked how she felt about having the garden completed, Charlene replied, "I'm just so happy and pleased with how NB Power and Local 37

were so accommodating in helping us establish this very special memorial. My hope is that it will become a place that employees will cherish and find some peace.”

Ross Galbraith remarked, “I’m so proud of Charlene and everyone else who was involved in seeing this project through. This garden is a means to ensure that we’ll never lose sight of the memories of those who went before us. And it’s a true testament to the feeling here that the people working at Lepreau are more than just a group of employees, they are a family.”



At the Lepreau Memorial Garden from left to right: Sue Dunham, Doug Wallace, Peggy Galbraith, Cathy Shea, Charlene Seaman, and Ross Galbraith

Local 625 Forges Ahead to Take Back the Market

Recently the membership of Local 625 ratified amendments to their Construction Agreement which is aimed at taking back the market in the Residential and Commercial sector. Local 625 is ahead of the curve on these initiatives especially when you consider the Alternative Agreement Initiative recently announced by President Hill.

Business Manager Tim Swinamer began the process back in 2009 when he began engaging in conversation with members at Local Unit meetings about the importance of curbing the non-union sector in these residential and commercial markets. Brother Swinamer also engaged the Executive Board in this process by asking them to think about how an alternative Agreement could positively affect the employment opportunities in their Local areas. The

Executive Board embraced the idea, and Brother Swinamer continued to have open conversations with the membership at Local meetings.

As this process unfolded, Business Manager Swinamer also identified that there was a need to alter the Agreement “Standing Offer” Government work as well as private business maintenance contracts.

Over the course of six months Brother Swinamer drafted an Agreement which was done in consultation with Signatory contractors to get their input of where they needed to be in order to be competitive in these identified markets.

On February 24, 2010, Brother Swinamer sent correspondence to the membership explaining how the erosion of these markets evolved over the last two decades. Brother Swinamer wrote:

“Basically Brothers and Sisters, the residential market and the small/medium sized commercial market, along with standing offer and maintenance contracts are the breeding grounds for non-union contractors. Established non-union contractors used these markets to grow their business and eventually challenge us in other markets as they continue to expand and diversify. What was once our strength is now our greatest weakness, and if left unchecked, will challenge our very existence. Brothers and Sisters, this fact cannot be overstated. These new classifications will also result in many more job opportunities for our apprentices as we engage in these markets. The lack of job opportunities for apprentices has become a serious problem and cannot be ignored.”

Brother Swinamer laid it on the line for the membership and in April, 2010, the membership of Local 625 responded by ratifying alternative Agreements for all of the classifications identified by Brother Swinamer. This was an exercise in communication, preparation, spirited discussion, and a commitment to preserve. Brother Swinamer was proactive and ahead of the curve on these Agreements and had strong membership by him.

We would like to commend Local 625 for their foresight and wish them well in regaining the market in these areas.

ANNOUNCEMENTS

22nd Annual IBEW/MS Charity Golf Tournament

This year's golf tournament was held on Thursday, May 20th, 2010 at the Cardinal Golf Club in Kettleby, ON. We couldn't have asked for a more beautiful day and fun was had by all. This year approximately \$10,000.00 was raised for the MS Society.

The 'Early Bird' Harley Draw ticket was drawn after the tournament and the **winner of \$5,000 was Peter Gesner**—Business Manager of Local Union 1555—Moncton, NB

IBEW Online Training Renewal

The First District is pleased to announce that the renewal of the VUBIZ online training has over 50,000 members.

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!**

"Thanks a Million" Award

Once again, the IBEW will receive the United Way-Centraide of Canada, their national "Thanks a Million" award for 2009. This is an award dedicated to organizations that facilitate their members and employees contributing \$1 million or more to United Way-Centraide Canada.

For many years, the United Way-Centraide and labour movements have worked together and pooled our resources, energy and goodwill to build healthy, strong and respectful communities. Despite a serious economic downturn, results indicate the Canadian United Way-Centraide movement raised over \$487 million. In difficult times, working people and their unions once again demonstrated generosity and commitment to their communities.

2010 Projected Meetings

- Jul. 12-16/10 **Utility Conference**
Hollywood, FL
- Jul. 21-24/10 **IBEW Women's Conference**
Washington, DC
- Jul.31-Aug.6/10 **National Training Institute (NTI)**
Ann Arbor, MI
- Aug. 22/10 **NETCO 3rd Annual Canadian Conference of Training Directors**
Delta Saskatoon Bessborough
Saskatoon, SK
- Aug. 23-26/10 **All Canada 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
- Nov. 15-19/10 **Business Manager Training**
Location TBA

