



**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



**September/October 2010**

Greetings:

As you know, 'Focus on the Future' was our theme at our Progress Meeting in Saskatoon, Saskatchewan at the end of August this year and with that in mind we put our newest initiative, the 'First District IBEW NextGen Project' front and centre.

The objective of the Project is to increase IBEW's market share and to increase the engagement of younger members in IBEW.

If the IBEW is to continue to provide valued service in the future, it has to understand what 'valued service' means to younger members, while maintaining service to our long term members and organizing the unorganized in our industries.

In May 2010 n-gen People Performance Inc. was engaged to achieve our objective and work towards rolling out the project to our delegates at the Progress Meeting. Our goal is to assess where we are and where we want to be in order to be more effective as an organization.

Through three main vehicles; one on one interviews, deploying a national survey and conducting five local union workshops across the country, we gathered information through a series of questions and open text in order to audit, analyze and build recommendations for organizing and engaging the younger worker.

The intent of these vehicles was to seek input from as many different types of sources as possible to see if themes would emerge as to the needs and expectations of younger members of the IBEW. Also, during the focus groups, participants were encouraged to provide positive solutions to any barriers voiced.

The participation in all aspects of the project so far has been nothing short of outstanding. We have had input from all the generations representative of the IBEW with a candid review of our problems, obstacles, advantages, benefits and expectations.

Adwoa Buahene, our consultant from ngen People Performance, presented the progress of our initiative to-date. Her motivated presentation and report was well received by the Progress Meeting delegates.

A youth caucus was facilitated at the Progress Meeting and the participation and enthusiasm was beyond our expectations. They young delegates were well 'Focused on the Future'.

We are now developing 'next steps' and will be contacting the Local Unions across the country for your participation and continued support of the Project as we move forward with this exciting initiative.

In solidarity,

Phil Flemming, IVP



**2010 All Canada Progress – Focus on the Future**



The 12th Annual 2010 All Canada Progress Meeting (ACPM) held in

Saskatoon, Saskatchewan has come and gone, and by all reports into the 1<sup>st</sup> District Office, the delegates in attendance acknowledge this progress meeting as outstanding.



Record attendance of 413 delegates and guests strained the conference facilities, but confirmed the interest of IBEW members across Canada as using the ACPM as an educational vehicle, as well as an opportunity to network with other delegates from across the country.



Prior to the ACPM on Sunday, August 22, 2010, the National Electrical Training Council (NETCO) hosted its 3<sup>rd</sup> Annual Training Directors/Coordinators Conference. This conference allowed NETCO the opportunity to unveil its National Solar Photovoltaic Initiative in conjunction with CSA, as well as to have discussions on the Construction Sector Council's Mentorship Program and NETCO'S On-Line Numeracy Power Assessment. These NETCO conferences, held in conjunction with the ACPM, allow training directors, education coordinators and Business Managers, the opportunity to be appraised of training initiatives taking place in the various Local Union

jurisdictions across the country, as well as to share ideas that will further advance the goals for the betterment of the IBEW in Canada.

On the Monday, August 23, 2010, International Representatives Jim Watson, assisted by Brian Murdoch, Mike Power and Larry Shell facilitated the workshop "Coaching: A Leadership Skill". This workshop provided the delegates an educational and enjoyable opportunity to interact with their peers, as well as providing valuable information pertaining to how coaching can be used to develop your team, behaviors and practices of an effective coach, and journey person/apprentice mentoring.



This year's conference, as is the norm, hosted a plethora of keynote speakers and in keeping with the ACPM theme "Focus on the Future" also facilitated a new twist, by hosting the first ever "Young Workers Caucus". Adwoa Buahene one of the cofounders of n-Gen People Performance Inc, made a tremendous presentation that provided the survey results on the Tuesday afternoon. As well ideas were solicited from the young delegates in attendance at the caucus, on methods to attract and retain young workers into the IBEW. No doubt some of the ideas discussed will require a re-evaluation of long held beliefs on "how to conduct business", but are imperative for the future benefit, and some might say survival of the IBEW.

Special thanks have to be extended to the host committees Locals 2050, 2038, 2067, 319 and 529 for the hospitality extended to the delegates and their families.

Events such as these require extra special effort to be a success, and as every delegate will attest to, the host committee's efforts in this regard are second to none. Once again, please accept the thanks of



everyone in attendance for a job well done. Preparations are now underway for the next All Canada Progress Meeting to be held Quebec City on July 10 – 15, 2011 and we look forward to the opportunity to have another successful conference.

**CLC Opposes Hike In EI Premiums – Georgetti Says Government Should Use EI Surplus** *(The following article was posted by the CLC on September 9, 2010 – website [www.canadianlabour.ca](http://www.canadianlabour.ca))*

The Canadian Labour Congress (CLC) is against a proposed increase to Employment Insurance premiums paid by workers and employers, says CLC President Ken Georgetti.

Georgetti was responding to reports that a panel appointed by the federal government will move to raise employment insurance premiums to the maximum allowed by January 1, 2011. The federal cabinet can overrule the decisions and set a different rate.

"The money needed to support unemployed workers and their families should come from the surplus of over \$55 billion that workers and their employers have built up in the EI fund," Georgetti says. "For years, governments took the money that workers paid in EI premiums and used it for all manner of things, including corporate tax breaks. It's high time that workers get their premiums back in the form of better EI benefits."

Georgetti adds: "The government's Consolidated Revenue Fund should also absorb all of the additional EI program costs incurred during the extraordinary circumstances of the recession. The EI program is supposed to be a rainy day fund for workers. Well, it's raining and governments have stolen our umbrella."

The Canadian Labour Congress, the national voice of the labour movement, represents 3.2 million Canadian workers. The CLC brings together Canada's national and international unions along with the provincial and territorial federations of labour and 130 district labour councils.

**Canadian Grassroot Project Activity Improves Significantly in 2010** *(The following article was researched by Industrial Info Resources (Sugar Land, Texas) August 30, 2010)*

The recession has been a difficult time for all industries in the United States and Canada. Project spending has been reduced over the last two years, and much of the spending that has occurred revolved around expanding or improving existing facilities, rather than building new ones.

During 2009, only 48 **industrial** grassroot projects began construction in Canada, a significant reduction from what that country was used to seeing on an annual basis. However, in 2010, that downward swing appears to have reversed itself as grassroot project activity has significantly improved.

In terms of grassroot projects, 2010 began slowly for Canada. Only 10 grassroot projects, across all industrial

industries, began construction during the first quarter of the year in Canada. However, after this sluggish start, grassroots project activity began an incredible recovery heading into the summer construction period. During the second quarter, 29 grassroots projects began construction; during the third quarter, Canada almost eclipsed its entire 2009 grassroots projects total, with 47 projects beginning construction.

Looking ahead at the fourth quarter, there are an estimated 40 grassroots projects scheduled to begin construction during October, November or December. This represents \$6.9 billion in capital investment across the country for the quarter. Add that to the \$587 million spent during the first quarter, \$2.9 billion during the second and the \$7.5 billion during the third, and 2010 will surpass 2009's \$12.4 billion in grassroots activity by a good \$6 billion.

For the coming quarter, the Alternative Fuels Industry will lead the way with 13 grassroots projects, worth an estimated \$936 million, scheduled to begin construction. The Power Industry will see 11 grassroots projects begin construction and will have the largest total investment for the quarter, at \$2 billion. The Metals and Minerals Industry will only contribute three projects, but they are worth the second-largest amount for the quarter, at \$1.9 billion. Other industries with investments of note include the Oil & Gas Transmission Industry, with six projects worth \$975 million, and the Industrial Manufacturing Industry, with two projects worth \$448 million.

Western Canada, thanks to its rich oil, gas and mineral deposits, will play host to both the largest number of projects and the highest total investment, with 23 grassroots projects worth \$4.6 billion beginning construction during the fourth quarter. Ontario is a distant second, with 11 projects worth an estimated \$1.6 billion; Atlantic Canada will see three projects worth \$552 million begin construction; and Quebec will contribute three projects worth \$92 million.

Some of the key projects that are responsible for this planned grassroots spending during the coming quarter include a proposed \$1.9 billion mine and processing plant in Saskatchewan; a \$635 million, 500-kilovolt (kV) power transmission line in Ontario; a \$455 million wind farm in British Columbia; and a \$425 million container terminal in Nova Scotia.

Project activity and spending in Canada is certainly recovering well from the recession. Even though the recession is still not quite over and there is a distinct possibility that the economy may take another hit in the coming months, companies are obviously feeling safe enough to again invest in grassroots activity in Canada. Hopefully, even if the overall economy suffers a slight hiccup in the coming months, Canadian industry will maintain this

pace. Spending of this nature will help the country continue to recover more rapidly, and will head off some of the effects of an economic downturn in the near future.

**Vale Celebrates Reducing The Power Of Unions In Canada** *(The following article is from a Brazilian newspaper, Valor Econômico, reporter is Vera Saavedra Durão and the story was published on July 13, 2010)*

Taking stock of the long strike by miners in Sudbury and Port Colborne, Canada, which ended on Friday, President and CEO of Vale, Tito Martins assessed that the company had achieved everything it wanted from the arm lock with Vale workers that lasted almost a year. "What was important to Vale in this negotiation was to get the employees in Canada realigned into the same kind of relationship the company has with its employees around the world. This relationship involves three crucial issues: pension plan, bonus and chain of command between employer and employee without direct intervention of the union. "

For Martins, "the big discussion was not about monetary questions. It was indeed a struggle for power."

Vale succeeded in introducing the system of defined contribution pension plan for new employees in Sudbury and Port Colborne. Martins sees this as part of a natural movement in North America, because the defined contribution is more suited to the dynamics of the current work contract. Vale also got approval from its employees to its proposal to tie the nickel bonus to company performance and not to the world price of nickel.

Before the agreement, accepted by the United Steel Workers (USW) and ratified by 75% of 3000 workers in Sudbury, the right to the bonus was activated from a trigger price for nickel of U.S. \$ 2.2 per pound. According to Martins, there was no ceiling. Now, according to the new rules, the bonus is tied to company performance. The miners are entitled to 25% of Vale's performance as a whole in its global operations and another 75% linked to the outcome of the nickel business. The trigger was increased to \$ 3.75 per pound and a ceiling was established. "Employees cannot gain more than 25% of their annual salary from the bonus." According to Martins, "between 2007 and 2008, when the price of nickel soared, there were employees gaining more than 100% of their salaries from the bonus."

The change that pleased Vale the most was the significant alternation in the relationships between company, employee and union. The new agreement has more than 30 pages containing clauses that limit the power of the USW in the relationship between employer and employee, according to Martins. "The interference of the union in managing the company has been reduced. Formerly, any grievance against the company was taken directly to the union, rather than to the supervisor or

manager. Even when you wished to change mines, it was the union that decided. Now the union will have to wait two years for this to be approved. "

"Breaking this paradigm was what led Vale to go for a confrontation with workers that lasted so long," said Martins. "I would not call this a victory, because this dispute has no winners or losers, but there are big changes in this agreement." The executive, who now runs Vale in Canada, said that in Sudbury the relationship between community, union and company is "all in the family" with the union playing the preponderant role." But Vale's concept is that, if Vale is in charge of the operation, this has to change.

"I'm not saying that this relationship does not continue to have this connotation, but from now we will begin to change things. We are in a transition phase. We are the ones who have to define the direction of the business. Now the chain of command will no longer be cut by the union. The union will be alongside rather than between the employer and the employee."

Martins hopes that the negotiations with the union in Voisey's Bay, still on strike in Canada, will end within the next two weeks. This case involves no change in the pension plan. The miners of Sudbury and Port Colborne returned to work at the end of August.

Commenting on the Vale strike in his address to the 'All Canada Progress Meeting', IVP Phil Flemming said, *"What will it take to get us politically active? We have to meet and lobby our politicians of every political stripe right across this Country to make them aware."*

*Recently, Federal Budget Bill C-9 was passed. Included hidden in the back pages of this bill were the partial sale of Canada Post and the Atomic Energy of Canada Limited, AECL. The Federal Conservative Government is willing to put large parts of Canada up for sale that will destroy our fundamental Canadian identity and culture.*

*They (the Federal Government) have also passed legislation that allows more foreign ownership of Canadian companies. What used to be called INCO became VALE/INCO and now simply is VALE. This company was not interested in a Canadian way of doing business but rather insisted on a Brazilian solution resulting in a lengthy strike in Sudbury, Ontario severely damaging a Canadian community and every person in that community."*

Martins comments certainly confirm the unscrupulous, shameful intentions of this ruthless company.

**Cianbro Contract Good News For City** *(The following article is based on excerpts taken from the September 9, 2010 article in the Bangor Daily News out of Brewer, Maine – written by Nok-Noi Ricker)*

The following article illustrates, and lets all our IBEW Locals and Building Trades know that even with a project agreement in place such as the Long Harbour Smelter Project, that building modules with strong electrical components can be built anywhere and transported to sites where we only get the hook up work in this case, and someone else gets to build it. We are truly operating in a global construction market in which a lot of our members don't really comprehend. This amounts to \$40 - \$50 million dollars of electrical work our members won't do at that project but will be done offshore, non union. This article is a good example that practically anything can be built anywhere in the world and moved to sites and we do not receive the benefits derived from the construction. We have no lock on any construction work even with a project agreement. This is work we were counting on at that project to employ our members but alas it is gone to non-IBEW workers. Another example of work being done offshore for that project is the construction of a 1000 person accommodation modules (approx. \$40 million dollars) which are being constructed in Norway that will be transported to the project where we and other building trades people again will do only the hook up on the site:

Cianbro officials are announcing that the company has won a contract to construct 22 building modules at its Eastern Manufacturing Facility for a Newfoundland facility, which means hundreds of jobs for local workers.

Vale is a Brazilian-based company that has mining operations all over the globe. Cianbro officials have been talking with Newfoundland and Vale officials for about two years. The project, which is scheduled to be in full swing by November, will employ in excess of 100 people.

The electrical rooms will be installed at a plant that Vale is constructing in Long Harbour, Newfoundland. The rooms will be one, two and three stories tall and weigh up to 600 tons each. The structures, which will include switch gears and major electrical components, will be loaded onto barges and then shipped down the Penobscot River and along the coast to Long Harbour.

A cross-section of folks will be needed to do the work. In addition to engineering, there is a strong electrical component and a strong construction component. Cianbro engineers have designed the structures and company officials have spent the last couple of months working out details and ordering the needed supplies.

**Disaster Relief for Pakistan** *(The following article is an announcement that came from the CLC's President, Ken Georgetti)*

*You will have all watched with horror the images of the devastation caused by flooding in Pakistan. Emergency relief to aid the victims is essential and I know the Canadian labour movement will respond with the same generosity and solidarity as in previous disasters of this nature.*

*International relief efforts are now underway through a number of well-established organizations including the Canadian Red Cross, Oxfam-Canada, Doctors Without Borders and others. The CLC has donated \$10,000 to the Canadian Red Cross for relief to flood victims.*

*The federal government has committed to matching donations made by individual Canadians to eligible registered Canada charitable organizations who are earmarking donations to respond to floods in Pakistan until September 12, 2010.*

*The Canadian Labour Congress is working with the Canadian Red Cross (one of the approved organizations) to set up a special donation portal on the Red Cross website, where individual union members can contribute if they wish and receive tax receipts. This would help maximize the individual contributions that qualify for matching federal funds. The donation portal is: <https://secure.e2rm.com/registrant/donate.aspx?EventID=57719&LangPref=en-CA>*

**Workers 4 Wishes - A Wish for Chelsea Beth Allaby**  
*(The following article's excerpts were written by 'Workers 4 Wishes' committee members Eamon Clarke and Violet Brown as well as Dave Stephen from IBEW Local Union 502)*

The *Workers 4 Wishes* is a group of volunteers from the IBEW Local Union 502 and the Carpenters Union, Local Union 1386. IBEW and the Carpenters Union have been joined by some friends from UA Local Union 213 and anticipate teaming up with other regular working people around southern New Brunswick that wish to help. They have helped many sick children in the past and will continue to do so in the future. They also hope to be able to provide a few wishes each year for their community's most vulnerable children. The following is the most recent wish come true:

Chelsea Allaby is a warm, friendly and loving 18-year girl from Charlotte County, New Brunswick whose father Brent is from Nauwigewauk and whose mother Marlene comes from Martinon. With a smile that would light up the darkest winter night, this young lady disguises the fact that she has been a Neuroblastoma Cancer Patient since the age of seven and that she also suffers from Dravet Syndrome – a severe form of epilepsy.

Chelsea recently finished round #13 of chemotherapy in the Saint John Regional Hospital before traveling to the Issac Walton Killam Children's Hospital (IWK) for surgery to see if they are able to harvest her stem cells as the next step in her treatment. Throughout all these difficult times Chelsea brings much love and happiness to her family and friends.

Recently, through Chelsea's uncle Derek, the family met with volunteers from *Workers 4 Wishes (W4W)*. W4W strives to provide a few wishes each year for children in their community that have life threatening illnesses. Chelsea endeared herself immediately to the committee members with a big smile and a hearty hug. Over subsequent visits she would always pull out some of her favourite games and enjoy posing for pictures.

Chelsea's wish is to travel across country to visit family and friends in places like Quebec, Kingston, Toronto, Fergus and ending up in Winnipeg. The W4W group is making arrangements for the family to have this wish, which will hopefully give them a few days of pleasure away from the pain and suffering that she has endured for years.

The *Workers 4 Wishes* organization and Leisure Time RV provided a motor home and enough essentials for Chelsea Allaby to take her trip across Canada; the motor home left from the IBEW Local Union 502 hall on September 8, 2010.

Many difficult decisions lie ahead as the family explores all viable options for treatment that may include traveling to the US or Mexico. We wish them all the best in life and will keep them in our prayers.



*Left to right Front – Kelly Dobson (John T. McMillan Jr. Foundation (JTM Jr.), Chelsea Allaby, Eamon Clarke (IBEW LU 502). Back – Kayla Allaby, Marlene Allaby and Brent Allaby. Others in background are Union and JTM Jr. Foundation members.*

Chelsea's sister Kyla administers a Facebook site (Updates on Chelsea) if you wish to read more on Chelsea and her amazing attitude and incredible bravery. For

more information on Workers 4 Wishes, you can go their website at <http://workers4wishes.webs.com/>.

### **Public Service Labour Relations Board Order - Local Union 37-Fredericton, NB**

Local Union 37 - Fredericton, NB has been certified for the Operational Bargaining Unit at the New Brunswick System Operator (NBSO). This bargaining unit includes the Local Union 37 members who were formally seconded to NBSO from NB Power Transmission, and also includes seven new members who were direct hires of the NBSO, and who had not been Local Union 37 members previously. In total there are 35 members in the new bargaining unit filling a variety of roles including Power System Operators, Energy Coordinators, Professional Information Technologists and Engineers, and Administrative employees.

There is no mechanism for successor rights within the New Brunswick Public Service Labour Relations Act which complicated matters. Local Union 37 worked closely with the employees, the NBSO and with the former employer NB Power Transmission to achieve this successful outcome. Plans are now in place to establish a local labour management committee to help deal with any further transition issues.

### **Workplace Safety & Insurance – Economic Justice for Injured Workers** *(The following article has excerpts taken from the September 2010 Local Union 353 Newsletter and was written by WSIB Consultant Gary Majesky of Local Union 353)*

This article is just one more example of how the IBEW makes a difference in our members' lives, while advancing the cause of workplace justice and health and safety.

In 2007, the member developed Plantar Fasciitis and filed a claim with the WSIB which was denied; his original appeal was also rejected by a WSIB Appeals Resolution Officer.

Plantar Fasciitis ("PF") is one of the most common causes of heel pain. It involves pain and inflammation of a thick band of tissue, called the plantar fascia, which runs across the bottom of your foot – connecting your heel bone to your toes. PF causes stabbing pain that usually occurs with your very first steps in the morning. Once your foot limbers up, the pain of PF normally decreases, but it may return after long periods of standing or getting up from a seated position.

In his 2003 Discussion Paper, Dr. T. Daniels (a renowned specialist) provides a description of the in-

flammatory process at the source of PF which is similar to that given by Dr. W. Harris, in his 1996 Discussion Paper on the same condition. Dr. Daniel's writes:

*It is theorized that the repetitive tensile forces created by walking or standing cause micro-tears in the fascia, leading to acute and eventual chronic inflammation.*

With respect to the cause of inflammation of the plantar fascia, Dr. Daniels writes there is "no consensus regarding etiology" and that the potential risk factors include the following:

- Age (greater than 45)
- Gender (condition more prevalent among women)
- Obesity
- Seronegative (uninfected) inflammatory disorders
- Activity levels, including prolonged standing

The Panel's opinion was that the medical literature essentially considered PF to be a non-work related disablement, and likely just part of the normal aging process. At the hearing it was articulated by Local Union 353 WSIB Consultant Gary Majesky and Brother Dean Hinds that there are physical demands habitually recruited in the job and displayed physical demonstrations of various work situations, including photo's of the materials, areas of work, and the awkward postures, including standing on pipes, climbing ladders, and other work activities that increased tensile loading of the foot. Brothers Majesky and Hinds argued that the work of an electrician, particularly in relation to the unique circumstances of this claim, involved a work related onset of PF.

The outcome of this case, the Tribunal ruling, was that the Panel found that the worker's job duties, which required, among other things, walking, climbing and standing the entire day, with regular weight-bearing activities, were entirely compatible with the development of the right foot PF symptoms as reported – the worker/member won this appeal and a new case law was created.

Congratulations to Brother Majesky for creating this new case law and making it easier for all union members to rely on.

### **IBEW Women's Conference 2010 - Sisters in Solidarity Strength through Activism**

The IBEW International Women's Conference lead by Human Services Director Carolyn Williams was once again a fabulous success; women from Canada and the United States participated with great enthusiasm. A good atmosphere was set as throughout the conference the theme, "Sisters in Solidarity" resonated through the exchange of ideas, strategizing, and expressions of many

points of view. It was exciting to have a large delegation from Canada; went from a mere 7 delegates in 2008 to 30 delegates this year. You could say; "Canada was in the House, Loud and Proud", amongst our 330 American Sister Delegates.



The repeating workshops included Dynamic Presentations and Public Speaking, Stress Management, Time Management, Call Center Forum, Diversity Awareness, Membership Development, Promoting Women's Participation and Leadership in the IBEW, Recognizing and Remediating Sexual harassment, The Politics of Solidarity, Engaging Young Workers for the Future, and Occupational Safety and Health.

The Plenary sessions offered interesting insights; Sheryl Wright, Executive Assistant to President Hill presented a motivational speech titled "Leadership Through Activism". Participatory segments such as a fun exercise of "Put your Game Face on", was conducted which brought out the history of notable women, "Her Stories" were presented by selected delegates on how they dealt with obstacles in their role as leaders, and a Generational Perspectives on Activism panel discussion was held.

Delegates attended one of three caucuses: Professional and Industrial, Construction, and the Canadian Caucus.

The Canadian Caucus opened with Local Union 258's in-house lawyer Rebecca Murdoch presenting a riveting discussion on mental illness in the workplace and how union activists need to be alert to the legal issues, specifically under Workers Compensation and the employer's obligation to accommodate. She identified what the shop stewards need to know in identifying and dealing with a co-worker who may have a mental disability. Rebecca discussed a recent case that Local Union 258 won at the BC Court of Appeal dealing with a hydro worker, who suffered from Post Traumatic Stress Disorder (PTSD) due to a serious gas leak at work whose claim for workers compensation was denied.

The balance of the Canadian caucus was spent learning

about each other and how we view ourselves in our roles in the IBEW. Women that are not normally sent to attend conferences were fascinated with the dynamics of the women working in other jurisdictions from Newfoundland & Labrador to British Columbia. The delegates represented work in Construction, Utility, Police Services, Health Services, Government and Manufacturing,



In their message to the conference delegates, International President Hill and Secretary/Treasurer Lee acknowledged that; "The number of women in the labour force is projected to be more than 78 million by 2018, up from 18.4 million in 1950. In 2009, 44.9% of all union members were women. Women are a vital source of growth for the union movement and a powerful force to be reckoned with".

The attitude that the women took away from the conference was; "I felt rejuvenated and motivated to be an active IBEW member" and, "In 2012, even more Canadian women will attend the International IBEW Women's Conference!"

### Workplace Electrical Safety Online Training

**Does your Occupational Health and Safety program address the needs of your electrical workers?** As an employer, you have the legal duty to protect your workers from hazards. Arc Flash is a potentially catastrophic event that can cause severe or fatal injuries and destroy equipment. The most common **arc flash** events occur during routine activities such as maintenance or equipment modifications. Although lockout is the most effective method of prevention, when work must be done on or near live electrical parts, employers should consider incorporating the safe work practices of CSA Z462-08 – Workplace Electrical Safety into their safety procedures.

*Available in English (EN) - Price (per enrolment): \$99 CDN+ applicable taxes Access period : 30 days.*

For more information, please visit:

<http://www.csa.ca/elearning/PDF/WorkplaceElectricalSafetyZ462-nostd.pdf>

# ANNOUNCEMENTS

## 2010 HARLEY DRAW WINNERS

The winner of the first Early Bird draw:  
**PETER GESNER**, Local Union 1555 - Moncton, NB

The winner of the second draw:  
**AUSTIN HILL**, Local Union 1852 - Sydney, NS

The FINAL Grand Prize draw for Harley:  
(split on a ticket)

**HARRY HOPEWELL & BRIAN TOBIN**,  
Local Union 1852, Sydney, NS

A big **THANK YOU** to everyone who purchased and/or helped sell tickets for making these draws a resounding success.

*Congratulations to Brothers Gesner, Hill, and Hopewell/Tobin!*

## IBEW Has Talent

This is advance notice that the IBEW will be having a talent competition that will be showcased at the International Convention in 2011. Prior to the International Convention, each District will have a competition so that a winner can be chosen to represent their District at the Convention.

The First District competition will take place at the Progress Meeting in Quebec City in July, 2010...stay tuned for more details.

## Construction Sector Council (CSC) – Women in Construction Symposium

The CSC Women in Construction Symposium held in March 2010 was attended by more than 40 industry stakeholders including employers, associations, labour groups, women's programs, and government.

The input from the participants helped to frame the issue in the context of the role of leadership, supervisors, tradespeople, and women in creating a cultural change that would support the engagement and retention of women in construction employment.

The symposium and strategy build on the CSC study The State of Women in Construction in Canada published in February 2010 and the full report can be downloaded from the CSC website at [www.csc-ca.org](http://www.csc-ca.org) or request a hard copy by emailing [info@csc-ca.org](mailto:info@csc-ca.org).

## Building Trades Unions Re-affiliated with CLC

There are three (3) Building Trades unions that have recently re-affiliated with the CLC, they are: United Brotherhood of Carpenters and Joiners of America, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.

## 2010/2011 Projected Meetings

- Nov. 1-3/10 **Canadian Wind Energy Conference**  
Palais des Congres de Montreal  
Montreal, QC
- Nov. 15-19/10 **Business Manager Training (Week One)**  
Le Meridien King Edward Hotel  
Toronto, ON
- Dec. 1-3/10 **Nuclear Conference**  
Golden Nugget  
Las Vegas, NV
- Dec. 6-7/10 **CanSIA (Canadian Solar Industries Association) Conference**  
Metro Toronto Convention Centre  
Toronto, ON
- Dec. 8-11/10 **CLC Rise Up For Your Rights Conference**  
Westin Hotel  
Ottawa, ON
- Jan. 13-16/11 **EWMC National Conference**  
IBEW Headquarters  
Washington, DC
- Jan. 27-28/11 **IBEW/NECA Benefits Conference**  
Naples Beach Hotel  
Naples, FL
- Feb. 8-9/11 **Eastern Winter School**  
Delta Toronto Airport West Hotel  
Mississauga, ON
- Feb. 21-22/11 **Western Winter School**  
Fairmont Empress Hotel  
Victoria, BC
- Mar. 9-11/11 **Utility Conference**  
Gaylord Nat'l Resort & Convention Ctr.  
Washington, DC
- Mar.31-Apr.2/11 **Construction Conference**  
TBA  
Washington, DC
- Apr.12-15/11 **Business Manager Training (Week Two)**  
Le Centre Sheraton Montreal Hotel  
Montreal, QC

