



**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



**January/February 2008**

Greetings:

On March 27, 2008 at 8:00pm EST the IBEW will roll out the "STATE OF OUR UNION – UTILITIES". This is a forerunner to the "IBEW Code of Excellence – Utility Sector" that will be delivered to Utility Local Unions in the coming months by our First District International Representatives.

The exciting thing about this "roll out" is that it will be a live broadcast, with a live IBEW audience of approximately 200 members originating in Los Angeles and will be broadcast over the Internet and in addition via a fiber optic system called Vyvx (pronounced viv-ex).

President Ed Hill will host the debut of this first-ever production about an initiative designed to foster greater labour-management cooperation within the utility industry and encourage our members to focus on achieving excellence in their work. The program is patterned on a similar one launched two years ago in our Construction Branch.

Utility Local Unions are encouraged to have their members view the program on their personal computers by logging on to [www.ibew.org](http://www.ibew.org) and click on a special icon that would take them directly to the web-cast. Of course if Local Unions can arrange larger groups, then all the better, since President Hill will be fielding questions that you will be able to ask via email. For the larger groups you may want to view the broadcast over the fiber optic system for optimal viewing quality. The locations where you can access the Vyvx system are available by calling the First District Office.

Every Utility Local Union will be contacted by a First District International Representative to offer assistance in setting up for the event as we want to be present at as many as possible. Be sure to tune in.

In solidarity,

Phil Flemming, IVP

**Bidding Farewell to a First District International Representative**

International Representative Paul Tremblay retired on December 31<sup>st</sup>, 2007 leaving behind a 39 year career in the electrical industry. Brother Tremblay was hired by the Dept. of Transportation in 1969 as an electronic technician at which time he was initiated into Local Union 2228. After spending 2 years in the Artic at various DOT sites, he was transferred to Dorval Airport, and then onto Mirabel Airport as a navigational and radar technician.

In 1977, Brother Tremblay became a Shop Steward at the Mirabel Airport for the Mirabel sub-unit and then a Chief Shop Steward of Unit 2 of Local Union 2228 in the Province of Quebec.

Prior to being appointed International Representative Brother Tremblay was a member of IFATSEA and served as a representative of Local Union 2228 attending various IFATSEA meetings around the world.

In 1990 he was appointed as First District International Representative servicing all government Local Unions, AECL, various Hydro Local Unions in the Ottawa area and construction and alarm Local Unions in the Province of Quebec.

A little known fact about Paul is that he played football for the Montreal Alouettes back in his younger days; and a well known fact about Paul is that he was always a team player.

Brother Tremblay and his wife Gisele will be spend their retirement traveling and enjoying life. Good luck Paul and Gisele!

**2008 First District Scholarship Winners!**

The IBEW First District Office, in conjunction with AIL Canada, Union Savings and MWG Apparel is pleased to announce the five (5) \$1,000.00 Scholarship Winners.

There were 110 applicants and all essays submitted were very well written and a true compliment to the IBEW. A random draw was held on February 8<sup>th</sup>, 2008 in the First District Office and the winners of the scholarships are the following students:

**Sarah Allison – Local Union 37 - Fredericton, NB**  
**Chantelle Boland – Local Union 1620, St. John's, NL**  
**Crystal Lumsden – Local Union 37 - Fredericton, NB**  
**Kelsey MacDonald – Local Union 37 - Fredericton, NB**  
**Lane Neilson – Local Union 2067 – Regina, SK**

***Congratulations to all!!!!***

### **Sears Canada Lockout Information Update**

Sears Holdings Corporation has 3,800 retail stores and over \$50 billion in annual revenues in Canada and the U.S. On October 1, 2007, Sears Canada locked out 70 appliance repair technicians in Metro Vancouver, Canada. Sears said the technicians could return to work under imposed terms that do not include any scheduled wage increases for four years, allow Sears to schedule split workweeks without two consecutive days off, eliminate certain overtime premiums, and remove a pre-existing paid holiday. Sears also said the technicians returning to work would not pay union dues. Almost four months later, the lockout continues. The locked-out technicians are asking North American workers to boycott Sears stores in order to get Sears back to bargaining.

Please help by telling Sears you support the locked-out technicians and by forwarding this message to persons you think will be interested in helping. For more detailed information please go to the following links:

**[www.labourstart.org/cgi-bin/solidarityforever/show\\_campaign.cgi?c=327](http://www.labourstart.org/cgi-bin/solidarityforever/show_campaign.cgi?c=327)**; and  
**[www.ibew213.org](http://www.ibew213.org)**

Letters to show your disapproval (include your cut-up Sears card if you have one) can also be sent to the following address:

**Sears Canada Inc.**  
**National Customer Service Centre**  
**c/o President's Office,**  
**500 College Street East**  
**Belleville, Ontario K8N 5L3**

### **Canadian Labour Congress Convention Call**

The Canadian Labour Congress (CLC) announced

to all affiliated organizations, Federations of Labour, Labour Councils and directly chartered Local Unions that the 25<sup>th</sup> Constitutional Convention of the CLC will be held from Monday, May 26 to Friday, May 30, 2008 in the city of Toronto at the Metro Toronto Convention Centre.

Representation at CLC Conventions, as well as the procedure for submitting policy resolutions, petitions, appeals and constitutional amendments are governed by Articles 10, 11, 12 and 23 of the CLC Constitution. A copy of the constitution can be found on the CLC website at <http://canadianlabour.ca> under "about us".

**The registration fee for each delegate is \$300** (no fee is required for alternate delegates) and must be submitted along with the duplicate (coloured) credential form no later than the deadline below. If additional credentials are required, they will be supplied by the Secretary-Treasurer of the CLC on request or call the First District Office, provided the organization concerned is entitled.

**Deadline for receiving Resolutions – March 11/08**  
**Deadline for receiving Credentials – April 25/08**

Credentials (including payment) should be mailed to the Secretary-Treasurer, CLC, ATTENTION CONVENTION OFFICE, 2841 Riverside Drive, Ottawa, Ontario, K1V 8X7. Resolutions (in the proper format) may be sent by mail or faxed, also to the attention of the Convention Office, to 613-521-4655.

**An Unbalanced And Unfair Budget - Government Is Running Away With \$55 Billion Owed To The Unemployed** - Taken from the CLC website [www.canadianlabour.ca](http://www.canadianlabour.ca) - News Release for February 26, 2008

OTTAWA – The Canadian Labour Congress says today's budget makes one thing clear for ordinary working people trying to make ends meet in an economy that offers less: this government is not on your side.

Calling Finance Minister Jim Flaherty's budget 'unbalanced and unfair', Ken Georgetti, president of the Canadian Labour Congress, says the federal government has its priorities all wrong. They take away money from the jobless and create tax shelters for the rich.

"For over a decade we saw these budgets that gave away money to business and failed to bring benefits

to working people. Four days ago, Statistics Canada released a study showing that over the last ten years Canadians who work for wages are getting poorer and their jobs are less secure. Meanwhile, the already-rich have been getting richer. When will these budgets focus on the needs and aspirations of ordinary working families?" asked Georgetti.

According to Georgetti, even if the numbers have been balanced in today's budget announcement, the priorities are way off.

Georgetti noted that there is no action in this budget to address further loss of good jobs in staple industries like manufacturing and forestry. Instead, the budget gave us another tax shelter scheme that will only benefit the very affluent. He says working parents would benefit far more from help finding child care and early learning spaces for their kids, or help paying for expensive prescription drugs, or repairs to crumbling public infrastructure, or even better job skills training more than they would from another tax shelter scheme.

"It is irresponsible for a government, whatever its political stripes, to ignore the fate of the 350,000 workers who lost good manufacturing and forestry jobs over the past five years," says Georgetti.

One thing both manufacturers and unions, and most recently the Ontario government, have called for is a strong "Buy Canadian" policy for all government purchasing, similar to what can be found in the United States, Mexico and Europe. Combined with bold investments in new public infrastructure, such a policy would give the economy a shot in the arm like no tax cut could ever deliver.

"Unemployed workers across the country will be angry when they realize the government intends through this budget to run away with \$55 billion from the EI fund. It is immoral to take away from the jobless."

"Government is supposed to help people, not give away all of its resources so it can't," says Georgetti.

### **Wage Earners Protection Act - Workers Finally Have New Law To Protect Their Wages**

*Article from the Canadian Labour Congress - December 14, 2007*

OTTAWA – Canadian workers have finally won new legal protection for their wages and their pension contributions when their employer goes bankrupt.

Bill C-12, a series of amendments to existing insolvency and wage protection laws, was approved by the Senate last night and received Royal Assent today. This was accomplished after an intensive three-year campaign by the Canadian Labour Congress and its affiliated unions to change bankruptcy laws that unfairly put workers last in line to get paid.

Working men and women lost an average of \$50 million a year in unpaid wages when companies went bankrupt while waiting for two years to receive only 15 cents on the dollar.

"Finally, workers no longer have to fear the prospect of lost earnings owed to them while dealing with the blow of the loss of their jobs. It took three years of hard work to convince parliamentarians to put individual working Canadians ahead of banks and other financial institutions" says Ken Georgetti, President of the Canadian Labour Congress.

Yesterday's victory marks the end of a long and determined campaign by the labour movement to change bankruptcy laws which too often saw employees suffer the loss of wages, benefits and even their pension savings because banks and other creditors were given priority. The Act also provides for protection of unpaid pension contributions.

The Act also protects workers' collective agreements from unilateral changes by bankruptcy judges. In far too many cases in the past, Judges have significantly reduced wages, benefits and other provisions in collective agreements. With this new legislation, changes can only be made with the agreement of the union, an important protection.

"Canadians have been waiting a long time for these protection measures. It is not just unionized workers that will benefit but every working woman and man in Canada – whether they are in a union or not – that will have this protection as soon as the government proclaims the Act," says Georgetti.

### **Statements Criticizing Union's Job Targeting Program Do Not Amount To Defamation, Judge**

**Rules** – *Excerpts taken from Labour Law E-Bulletin - Issue No. 197 - January 14, 2008*

The International Brotherhood of Electrical Workers, Local Union 213 runs a job targeting program, paid for by a fund raised from a levy on members' wages. Contributions to the fund are designated as union dues and as such are tax-deductible. Unionized con-

tractors bidding on certain contracts can apply for subsidies from the fund. Where a subsidized contractor is a successful bidder, the IBEW pays the contractor the subsidy based on hours of labour up to a maximum amount.

In an October 2, 2002 news release, the Independent Contractors and Business Association, an entity largely made up of non-unionized contractors, criticized the IBEW's program. ICBA official Philip Hochstein characterized job targeting programs as "a perversion of the tendering process" that also meant "that both federal and provincial governments [were] forgoing ... tax revenues" because "the dues collected ... [were] tax-deductible."

The Vancouver Sun interviewed Hochstein for an article that was published on October 5, 2002. The article paraphrased the ICBA as stating that the job targeting program "should be declared illegal," and quoted Hochstein directly:

If the government does not outlaw this insidious practice, we believe it will become even more common. It is possible that the amount of union dues used for this purpose could grow to over \$50 million, which represents a substantial tax loss to both the federal and provincial treasury.

An article in the Journal of Commerce on October 28, 2002 repeated the ICBA's argument that job targeting programs should be "declared illegal," called on industry associations to lobby government to this end, and stated that "the I.C.B.A. [took] the stance" that the practice deprived governments of revenue by treating the levy as tax-deductible union dues.

The IBEW sued the ICBA and Hochstein, alleging that the statements were defamatory in that they were intended to mean that the union was "involved in an illegal tax evasion scheme" and that it was "defrauding the federal and provincial treasuries of tax revenue." The parties disagreed about the policy implications of using union dues for job targeting programs. A 1998 report concluded that such programs have no net impact on overall tax revenues. The union introduced an economist's opinion that job targeting programs tend to increase tax revenues, a conclusion disputed by the defendants.

Judge Harvey Groberman ruled that the published

statements were not defamatory. In Groberman's opinion, the statements did not convey the idea that the union was involved in an illegal tax evasion scheme. While the news release cast job targeting programs "in a negative light," it did not state that any alleged government revenue loss was the result of unlawful tax evasion, and it noted that the dues collected were tax-deductible, "suggesting that the tax aspects of the scheme [were] legal, though regrettable."

The judge conceded that the calls to declare job targeting programs illegal were "in isolation ... capable of conveying the meaning that the scheme [was] illegal, and that a formal condemnation of it [was] called for," but held that such a meaning could not be inferred when the references were read in context. Declaring something illegal could mean either "determining that something is contrary to law" or "changing the law to make something illegal," and Hochstein's call in the Sun article to "outlaw" the practice "implicat[ed] that it [was], at present, a legal one."

Likewise, the Journal of Commerce article called for lobbying efforts to declare job targeting programs illegal and set out the ICBA's view that the programs deprived governments of revenue. "At worst," Groberman ruled, the statements were "equivocal as to whether or not funds paid into the job creation scheme [were] legitimate tax deductions for union members."

Groberman held that the statements did not support the meaning that the union was defrauding the federal and provincial treasuries of revenue, as in his view none of the statements suggested deceit. Nor in the judge's view could a defamation claim be grounded on the mere allegation that the program deprived governments of revenue. In the present case, Groberman declared, "the criticism was not directed at a moral plane, but rather to the advisability of the tax policy."

The judge criticized what he saw as the union's "attempt to squelch" discussion about public policy, "even if the defendants [had] been careless in their statement of facts," as "debates as to the correctness or falsity of the defendants' assertions were properly a matter for public discourse."

Read: <http://www.lancasterhouse.com/decisions/2007/oct/BCSC-Hochstein.pdf> of the decision of the B.C. Supreme Court in International Brotherhood of Electri-

cal Workers, Local 213 v. Hochstein.

### **Local Union 254, Calgary, AB – Gets The Farm**

For many years TransAlta Utilities has had a “non-union” farming operation west of Edmonton in the Wabamun Lake area. Traditionally, this had been viewed as being exempt from the Alberta Labour Relations Code and out of reach of unionization. IBEW Local Union 254 brought this view to an end in 2007.

In the fall of 2006, IBEW Local Union 254 organized what were now called the TransAlta Reclamation Centre employees and applied to the Alberta Labour Relations Board for certification as the bargaining agent for this group of employees.

The work had grown to a point where farming was no longer the “prime function” at the centre and thus moved the operation into the jurisdiction of the Labour Relations Code. This was not an automatic step of course, the Local Union had to prove that the operating function was more than farming to the point of being included by the Code.

The group of workers involved, which is approximately 18 employees, are engaged in “reclaiming the land” where TransAlta coal mining takes place. The classifications of these jobs have been determined to be equipment operators and labourers.

To succeed in the certification, the Local Union had to overcome the objection of TransAlta, who really didn’t want any unionization of the Centre and the objection of a rival union, the United Utility Workers Association, who wanted this group for themselves. After a number of months of legal battles Local Union 254 was successful and won the certification vote convincingly.

Notice to bargain was sent by the union in February 2007 and negotiations commenced shortly thereafter. In early December 2007, a Memorandum of Settlement was reached which was accepted by the members of this new unit.

Important to this group was to have a Health Benefit Plan, be able to take vacation and recognition of permanent employees with value given to seniority.

Thanks to the bargaining team headed by Assistant Business Manager, Carter Woloszyn, for their hard

work in reaching this agreement. The term of the CBA is from December 2007 until the end of March 2011.

### **Saskatchewan Bills Will Tilt Labour Relations Landscape**

*Article taken from CLV Reports – January 7, 2008*

The newly minted government of Saskatchewan has announced itself by firing a shot across the bow of organized labour in the province. Two bills – 5 and 6 introduced into the Legislative on December 19, 2008 – propose to significantly alter the labour relations landscape in Saskatchewan.

Bill 5, an Act respecting Essential Public Services, would limit the right of public workers to strike where a case can be made out that public health and safety is jeopardized. As well, the proposed bill would require unions and employers to come to an agreement on which employees are essential 90 days before the expiration of a collective agreement. If no agreement is reached, the employer would be empowered to write up its own list. Unions would be allowed to complain to the Saskatchewan Labour Relations Board in the event that they disagree with the employer’s essential service designations.

Bill 6, an Act to amend *The Trade Union Act*, would change the rules for organizing campaigns with measures that include:

- Ending automatic certification when more than half the workers sign a union card;
- Allowing employers to communicate with workers during a certification drive; and,
- Raising the threshold of demonstrated support necessary to force a certification vote to 45 per cent. Currently 25 per cent must sign union cards in order to force a certification vote.

### **Saskatchewan Party Promises Labour Reform**

*Article taken from CLV Reports – December 3, 2007*

The Saskatchewan Party of newly elected Premier Brad Wall is showing signs of following in the footsteps of Ontario’s Mike Harris and BC’s Gordon Campbell. When the Legislature convenes on December 10, a record for the shortest time between election and recalling the Legislature, Wall will reportedly introduce several measures to drop card-based certifications and to allow employers to

“communicate” with employees during certification drives.

The Department of Labour has also been amalgamated with the Department of Advanced Education and Employment. Critics on the left fear he will adopt a confrontational, hard-hitting attitude characteristics of the early days of both Harris and Campbell.

### **IBEW Hero Makes History - Local Union 2034, Winnipeg, MB**

The following is now documented in the Winnipeg, Manitoba Hansard ('Hansard' is a daily transcript of the proceedings of the Legislative Assembly. It is generally available the second morning after each sitting day), after MLA Andrew Swan applauded a member of Local Union 2034, Winnipeg, Manitoba, Gordon Twiss on his heroics act on July 20, 2006, which is now a matter of public record and a part of the history of Manitoba:

#### ***Gordon Twiss***

*Mr. Andrew Swan (Minto): Mr. Speaker, every day heroes walk about us in Manitoba and it is my honour to speak about one of those heroes, Gordon Twiss, an assistant district operator for Manitoba Hydro. On July 20, 2006, Gordon saved the life of his co-worker, Dan Fletcher, who was electrocuted while trimming trees from a lift near a 7,200-volt power line. Gordon's quick reaction in calling for help and performing emergency first aid saved his co-worker's life.*

*On November 22, I was honoured to attend a dinner paying tribute to Gordon Twiss, held by the International Brotherhood of Electrical Workers Local 2034. He was given the IBEW's highest award, the IBEW Life Saving Award. The award was presented by IBEW International Vice-President Phil Flemming on behalf of the 750,000 members of the union. The IBEW Local 2034 executive board also presented Twiss with a gift on behalf of the local's 2,700 members.*

*Every occupation involves some kind of potential hazard and the work of Gordon Twiss, Dan Fletcher and their brothers and sisters in the IBEW can be particularly dangerous. Gordon's story serves to underscore the importance of teamwork when it comes to safety and health on the*

*job. It demonstrates how important it is that we be aware of those working with or near us and be perceptive to hazardous situations that can affect us or our colleagues on the job.*

*Mr. Speaker, Gordon Twiss's quick reaction and knowledge of emergency first aid helped to save a life. I would ask all members of the Legislative Assembly to join me in commending him for his quick thinking and heroic act. In addition, I'd like to recognize him for showing us the benefits of awareness and training in protecting ourselves and others on the job. Thank you.*

### **'Top Down' Organizing Success With Ontario Fire & Security**

With the combined efforts of Eastern Lead Organizer Rod Hilton contacting the owner, and Regional Coordinator Bill Martindale and Local Union 353 Organizer Gord Nye contacting the employees, Ontario Fire & Security (OFS) signed a voluntary recognition agreement and the I.C.I. Provincial Agreement on January 10<sup>th</sup>, 2008.

OFS is a Markham, Ontario based employer, specializing in the installation, repair and maintenance of new and existing fire alarm and security systems. Employees are certified by the Canadian Fire Alarm Association to program, verify, inspect and test equipment to ensure the highest standard of system reliability and customer satisfaction.

Negotiations on a first collective agreement are ongoing and employee membership applications are complete. This is part of a continuing focus to organize employers in the fire alarm, security and life safety industry.

### **Persistence pays off for Local Union 1928 – Halifax, NS**

Persistence pays off for Atlantic Utility Council (AUC) Organizer Gord Keeling and Local Union 1928 Business Manager Mike (Bulldog) MacDonald for organizing the 'Planners' at Nova Scotia Power Inc.

Local Union 1928's first attempt to organize this group of employees was in 2001 when the effort started very shortly after the AUC hired a full time organizer. After making contact with a small number of these employees a voluntary organizing committee

was formed and educated. As soon as they started signing membership application cards the Company was informed by employees within the group who had their own agenda.

The Company reacted by holding meetings with the group and giving them rewards of dinners and plaques for good service etc. Also, they all got wage increases in the area of \$3,000.00 to \$5,000.00 (dollars) per year and other perks such as vehicles to take home and those that wanted were given the opportunity of having a home office with equipment supplied by the employer. Once all this happened the number of people who would sign a card dropped off.

By 2004 the effort was a much more vigorous attempt. They signed 66% of the employees and an application to certify was made with the Dept. of Labour. The company intervened and there was a hearing held. The Dept. of Labour conducted a secret ballot vote which was requested by the Union upon making the application. The vote was 33% in favor and 67% against being unionized. The Dept. of Labour imposed a two year moratorium on any organizing effort by Local Union 1928.

The two years ended on March 03, 2007 and the cards were signed and an application to amend the current certification order was made to the Dept. of Labour on April 24, 2007. The Union this time did not request a vote and under the *Nova Scotia Act* there is not the need of a vote if there are sufficient representative cards signed to satisfy the requirements within the Act. Once again the Company intervened and then the long process of debate started between legal counsels and the Dept. of Labour. The Company dropped all their objections except they were requesting a vote be held; seeing how they won the last one.

Finally the debates were over and written submissions were done and countered. Word came from the Dept. of Labour on December 21, 2007 that they were not going to conduct a vote and the order for certification would be issued seeing that all the requirements were met within the Act.

The written certification order was received on January 18, 2008 effective November 23, 2007 to have the classifications of 'Planners' to be added to the present Province wide certification between

IBEW Local Union 1928 and Nova Scotia Power Inc. This is a group of six classifications with 54 new members Province wide.

### **Local Union 1651, Dartmouth, NS – 4 X 40 Very Momentous Occasion**

IBEW congratulates four (4) IBEW Local Union 1651 members who are celebrating a very momentous occasion this year: Members **Shirley Hickey and Dennis Richardson, Business Manager Gary Kenny and Treasurer Ray Roma**. They will all reach a milestone of 40 years of service. That's a total of 160 years of dedicated service to the IBEW and their employer Ultra Electronics (Formally Hermies Electronics).

### **Newfoundland and Labrador Refining Corporations Employers' Association Signs Labour Agreement With Construction Unions**

*An announcement released from the Newfoundland & Labrador Refining Corporation – 12/20/07; Release #NLRC0707*

St. John's – Today the Resource Development Council on behalf of its member construction unions and NLR Employers' Association Inc. signed a Memorandum of Settlement concluding the negotiation of a collective agreement for the construction of the new 300,000 barrel per day refinery at Southern Head, Placentia Bay, NL.

Upon commencement, anticipated in the late spring of 2008, this Agreement will ensure the employment of thousands of skilled Newfoundland and Labrador trades people in the construction of a world class facility.

The parties acknowledge the need to attract trades people currently working elsewhere back to Newfoundland and Labrador and the agreement negotiated reflects that desire.

In the next step on the labour relations aspect of the Refinery Project, the NLR Employers' Association Inc. and the Resource Development Council shall jointly approach Government to obtain the Special Project Declaration which is essential to justify the commitment necessary for projects of this magnitude.

The Project is expected to take up to four years to complete and to provide over 3,000 construction jobs at its peak.

For further information please visit the NLRC web-

site at [www.nlrefining.com](http://www.nlrefining.com)

### 2008 Harley Davidson Tickets!

The 1<sup>st</sup> District International Representatives are once again holding a fund raising raffle. Proceeds from the ticket sales will be used to help defray the costs of hosting the 2011 First District International Representatives reception at the 2011 International Convention in Vancouver, BC.

There will be only 500 tickets sold at \$100.00 each with 2 'Early Bird' draws with a cash value of \$5,000.00 each draw.

The first "Early Bird" draw will be held **March 17<sup>th</sup>, 2008** at the First District Office; the second "Early Bird" draw will be held **May 22, 2008** at the 20<sup>th</sup> Annual IBEW/MS Charity Golf Tournament; and the "Grand Prize" will be drawn as soon as all tickets are sold, or on **August 27<sup>th</sup>, 2008** at the All Canada Progress Meeting in Toronto, ON. The 'Grand Prize' is a *double red* 2008 "Road King Classic" FLHRC; the predominate red is pearlized and darker, as well another feature is that it has the new key fob security system.

All Early Bird prize winning tickets will go back in the draw and remain eligible for the grand prize. **That's right for \$100.00 you could win cash and a Harley!**



Tickets are available through your International Representative and can only be purchased by IBEW dues paying members. Be sure to get your ticket(s) early to qualify for both draws.

### 2008 Projected Meetings

- |              |  |
|--------------|--|
| 4/9/08       | Jon Walters Retirement Dinner<br>Washington, DC  |
| 4/10 – 12/08 | IBEW Construction<br>Conference<br>Washington, DC  |
| 5/4 – 7/08   | BCTD Legislative Conference<br>Ottawa, Ontario   |
| 5/5 – 9/08   | Broadcasting/Manufacturing<br>Telecom Conference<br>Atlantic City, Georgia                   |
| 5/22/08      | IBEW MS Golf Tournament  |
| 5/26 – 30/08 | CLC Convention<br>Toronto Convention Centre<br>Toronto, Ontario                              |
| 6/8 – 10/08  | CAF Apprenticeship<br>Conference<br>Victoria Conference Centre<br>Victoria, British Columbia |
| 6/16 – 18/08 | Railroad Conference<br>Miami, Florida  |
| 8/2 – 8/08   | NTI Meeting<br>Knoxville, Tennessee  |
| 8/11 – 8/15  | Utility Conference<br>Westin Hotel<br>Seattle, Washington                                    |
| 8/12 – 13/08 | Government Employees<br>Conference<br>Westin Hotel<br>Seattle, Washington                    |
| 8/26 – 28/08 | First District All Canada<br>Progress Meeting<br>Toronto, Ontario                            |
| 9/3 – 5/08   | Membership Development<br>Las Vegas, Nevada  |