



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 2008

Greetings:

I trust everyone is enjoying the summer with your family and friends. Summer seems to lend itself to an easier approach to our work and a chance to recharge our batteries after the long winter weather. Take full advantage of the moment and you need not be reminded that September always comes too quickly.

As tradition has it, the end of August 2008 brings with it the All Canada Progress Meeting and as all of you are aware, we are meeting in Toronto. The First District Office has lined up an impressive agenda and in conjunction with the Local Host Committee we are looking forward to a first class, professional conference that will prove beneficial and constructive for our IBEW and organized labour in Canada.

With the anti-worker legislation that has been developing out of Western Canada in the last few years, starting in British Columbia with the deregulation of the trades, B.C. and Alberta and their collusion on TILMA, Alberta's introduction and passing of Bill 26 within a week and Saskatchewan's proposed Bill 5 and 6, just to name a few examples; we all know that we need to be more political active. At our Progress Meeting we want to discuss the challenge head-on, and to develop that action agenda in the IBEW, we have established our Progress Meeting program to provoke the needed discussion and direction on grass roots and leadership political action.

We look forward to seeing all of you during the week long planned agenda starting on Saturday, August 23rd at the Trainer's Conference, the training session on Political Action on Monday, August 25th and the Progress Meeting itself on Tuesday, August 26th through to Thursday, August 28th, 2008.

Enjoy the rest of the summer.

In solidarity,

Phil Flemming, IVP



Business Managers Training Course

Once again it is necessary to emphasize the importance of the Business Managers Training Course. While the priority target audience is new Business Managers and Busi-

ness Managers/Presidents, (because there are not enough Business Managers newly elected this year to fill the class), this training is also strongly recommended for those Business Managers who were elected in recent years, but have not yet taken this training.

Existing Business Managers who have held this position for a number of terms and have not yet attended the Business Managers Training should also be participating. On seats available basis, Assistant Business Managers and Presidents are welcome to attend.

More now than ever before, there is a tremendous amount of administration and large finances to oversee and anyone who has attended this training is better equipped to do the job. There will be two Representatives from the Washington Office and two Representatives from the First District Staff to present this course and with these resources available, it is imperative that this class be fully booked.

The Business Managers Course is a Two-Week Training in total, and week one is scheduled to be held during the week of September 15 - 19, 2008 at the Delta Toronto Airport West in Mississauga, ON and week two is yet to be scheduled. Please forward the names of those interested to the First District Office and registration forms will be sent to those Officers from the Washington Office.

Local Union 213 – Burnaby, BC – Sears Boycott Over

After a seven month lockout, members of IBEW Local Union 213 (Appliance Service Technicians) employed by Sears Canada voted on and accepted a three (3) year Collective Agreement; the vote was 74% in favour, and although the package did not meet all of the members expectations, there were no concessions.

Thank you to everyone for their support and solidarity during this dispute...the Sears boycott has now been lifted!

Western Canada Membership Development Update

Since October 2007, International Lead Organizer Darrell Taylor has been working on a number of initiatives. His area covers all of Alberta, and at present, is working on targets in Edmonton, Ft. McMurray, Red Deer, Calgary and Lethbridge.

Working with Local Union 424 Assistant Business Man-

ager William Begemann in Edmonton, AB, Darrell and William signed a voluntary recognition and concluded a first Collective Agreement with Skyline Sign Service Ltd. of Edmonton. The company is well poised for expansion into the future. Darrell and Organizer out of Local Union 424's Calgary office Andrew Fowler successfully organized the employees of Neon Sign Crafters Ltd. in Calgary. The certificate was issued in April 2008 and Local Union 424 is presently negotiating a first Collective Agreement. Congratulations Representative Taylor, Brother Begemann, Brother Fowler, and Local Union 424.

Local Union 1007, Edmonton, AB recently concluded an organizing campaign for EPCOR employees working in Chestermere, AB. Congratulations go out to Business Manager Martin Duckworth and Representative Taylor for successfully concluding this internal campaign.

Moving further west to British Columbia, Local Union 213 Organizer William Maarsman was successful in certifying employees of EQ Lending Corp. This new company is looking to expand into Alberta and is interested in maintaining an affiliation with IBEW as it expands. On April 1st, 2008 Jason Mann was appointed as International Lead Organizer for Region 7, Council 3 (covering British Columbia and Yukon). Congratulations on your appointment Brother Mann, and we wish you nothing but success in growing the IBEW!

Bill 26 - Labour Relations Act changes – Alberta - Tuesday, June 03, 2008 - Excerpts taken from IBEW Local Union 424 website www.ibew424.net

The Alberta government introduced legislation that rewards their friends in the non-unionized construction sector and punishes union membership with the threatened loss of their pension and health and welfare benefits.

Bill 26 will remove the Union's ability to use Market Recovery Funds to balance costs for unionized contractors that contribute to union benefit funds.

Non-union contractors pay little or nothing into such funds; for years they demanded the outlawing of *Merfing*, claiming it's an unfair subsidy.

After contributing heavily to the PC party during the last election the non-union contractors are demanding a reward. Alberta's Premier Ed Stelmach is using his massive majority in the legislature to jam this legislation through in record time.

In what passes for democracy in Alberta, this Bill may not be stopped.

On Bill 26—The Minister should be ashamed that his first bill as the minister responsible is to deliver a pre-

sent from the Premier to the government's financial contributors at Meritt Contractors.

Labour Minister Hector Goudreau defines Market Recovery Funds as predatory. He suggests that unionized contractors use Market Recovery Funds to "undercut" non-unionized bids.

Market Recovery Funds are used to allow unionized contractors, who all pay into workers pensions and health and welfare benefits, to merely be competitive with contractors that contribute little or nothing at all to pension benefits and health and welfare benefits for workers.

There has been absolutely no consultation with the affected parties before Bill 26 was tabled. When asked "who did you talk to" or "who asked for this" the only answer the ministers office will give is that these actions are the result of a study conducted in 2002. This minister made no attempt to communicate with anyone that may disagree with the bill the Premier's office handed him. The government wants to reward their financial and ideological supporters in the non-unionized construction trades.

Without Market Recovery Funds to truly level the playing field it is the unionized contractors and unionized workers that will pay the price for higher non-unionized profits. Without Market Recovery Funds workers' pensions and health and welfare benefits will be lost.

- As our workforce ages we should be doing everything we can to encourage greater participation in pension and health benefits. Instead this government is prepared to place the financial burden on the worker and the general tax-payer as long as the owners can make a higher profit.

For more information please visit Local Union 424's website at www.ibew424.net.

Ontario's Workforce Shortage Coalition

The following article was taken from the website <http://workforcecoalition.ca/2008/03/04/350-experts-meet-to-discuss-skills-shortage/>

Some 350 representatives from business, labour, education and government gathered March 4, 2008 in Toronto to address one of Ontario's most pressing challenges – the shortage of skilled workers.

Hosted by Ontario's Workforce Shortage Coalition, the purpose of the symposium was to identify solutions to ensure Ontario has the skilled workers it needs to compete in the global economy.

"There is no longer any question about the existence of the skills shortage," said Linda Franklin, President and CEO of Colleges Ontario. "This symposium is about generating discussion and ideas that will lead to the develop-

ment of a coordinated, long-term skills strategy for the province.”

The challenges will intensify in the years ahead as record numbers of baby boomers retire. It is expected Ontario will be short more than 360,000 skilled employees by 2025, according to a Conference Board of Canada report released by the coalition last fall. This could escalate to a shortage of more than 560,000 skilled employees by 2030.

Ontario’s Workforce Shortage Coalition represents 100,000 employers and millions of employees throughout the province. The coalition has been calling for a comprehensive strategy to address the skills shortage.

“The skills shortage is already hurting sectors like tourism, construction and information technology,” said Terry Mundell, President of the Greater Toronto Hotel Association. “It’s vital that business, labour, education and government come together to find solutions before the problem intensifies. We need to ensure that young people, older workers and new Canadians get the skills and training they need and that Ontario depends upon.”

The symposium featured keynote speeches from Hon. John Milloy, Minister of Training, Colleges and Universities, and Len Crispino, President and CEO of the Ontario Chamber of Commerce.

Round table discussions were held to gather expertise and advice from participants on three key questions:

- 1) **What should business be doing to address the skills shortage?**
- 2) **What should educators be doing?**
- 3) **What should governments be doing?**

The input received from the symposium will be used by the coalition to develop strategies to be presented to the McGuinty and Harper governments.

International Representatives Chuck McKenzie and Tom Reid attended the Symposium on behalf of the IBEW International Office. During the round table discussions it was pointed out that despite what the press is continuing to print, and what the government continues to spout to anyone who will listen, there is no shortage of applicants and interest in the trade of electrician. Our Local Unions receive countless applications on an almost daily basis.

While it is difficult to accept that there is any skills shortage when we have members unemployed, we cannot discard the projections entirely, or accept that we face our own challenges in dealing with attrition and temporary peak demand periods for tradesmen. We have recently, in peak demand periods, seen jobs go unfilled across the district, and it appears as though more are in store. Our history has also taught us that in periods of full employ-

ment our contractors stop bidding work, resulting in us losing market share at the very time we should be making gains.

Our success and even survival in the future will depend on our ability to provide workers.

Full copies of the Ontario’s Workforce Shortage Coalition report and the Conference Board of Canada report, as well as the speeches made at the symposium by Anne Sado, President of George Brown College, Hon. John Milloy, Ontario Minister of Training, Colleges and Universities, Len Crispino, President and CEO of the Ontario Chamber of Commerce, can be downloaded at www.workforcecoalition.ca The website also gives you the opportunity to be heard. Please take the time to have a look.

Local Union 636 – Mississauga, ON – Work Stoppage Ends

Local Union 636 members at Horizon Utilities voted 73% to return to work after a 17 day strike. Horizon Utilities was formed a few years ago after a merger between Hamilton and St. Catherines Hydro where many labour issues had been left unresolved.

In addition, the company lacked the ability to develop appropriate labour relations with their employees that resulted in numerous grievances, arbitrations, and bad feelings. A pending merger between Horizon and Guelph Hydro anticipated additional major concerns to the bargaining unit which had to be resolved at the bargaining table prior to the merger. At the end of the day, this became a strike for dignity and respect.

With strong leadership on the strike line and having an extremely capable negotiating team, these members had strong support for their objectives which, ultimately, delivered the necessary changes in the final memorandum.

Congratulations to the Horizon members for demonstrating an example of an effective strike!

Darlington Nuclear Plant Expands – Ontario

Excerpts taken from article “Darlington times two” – Toronto Star, Tuesday, June 17, 2008 by Staff Reporters, Robert Benzie and Debra Black

Power-hungry Ontario wants new sources of electricity near Toronto. Hard-hit Durham Region wants jobs. Those factors won out over environmental fears and huge costs yesterday as the province announced that the Darlington nuclear plant will be expanded to accommodate two giant reactors.

Canada’s first new reactors in two decades are expected to generate up to 3,200 megawatts of power. That is almost enough to power all homes and businesses in Toronto and nearly doubles Darlington’s current capacity.

Energy Minister Gerry Phillips said construction should begin at the existing station in 2012 with electricity being generated by July 1, 2018. Phillips declined to give a price tag for the Darlington project other than to say it would fit within the province's \$26.3 billion plan to upgrade its nuclear capacity over the next 20 years. Phillips said Darlington was selected because its transmission capacity is more accessible than the privately operated Bruce site on Lake Huron.

The reactors will be operated by publicly owned Ontario Power Generation. Before construction can begin, an environmental assessment and licensing by federal regulators must be completed.

Three firms are bidding to design the reactors – the federally owned Atomic Energy of Canada Ltd. (AECL), which makes the existing Candu reactors; U.S.-based Westinghouse Electric; and Areva of France, the world's largest nuclear company. The winning bid will be selected in November.

The new reactors should generate up to 3,200 megawatts of power. This will compensate for the eventual phasing out of older reactors, so that Ontario maintains its current capacity of 14,000 megawatts of nuclear-generated electricity, or about half its peak demand.

Darlington, home to a nuclear generating station for 15 years, currently has 4 Candu reactors generating about 3,500 megawatts and was engineered by AECL.

Federal sources have warned AECL could go out of business if it fails to sell its newest generation of Candus domestically.

Experts say new nuclear plants can cost \$8 billion to \$15 billion.

Given that coal-fired plants that provide about a quarter of the province's electricity generation – and spew smog and greenhouse gases – will be phased out by 2014, Progressive Conservative MPP John Yakubuski accused the Liberals of dragging their heels on new reactors.

Transmission Lines

With the expectation of the Bruce Nuclear Generating Plant to meet its timeline for the refurbishment of their reactors, a transmission line is being built from the Bruce to Milton, ON.

Stantec is representing Hydro One Networks Inc. (HONI) and will handle the on-site engineering, procurement, construction and HONI will perform the design and other engineering.

The environmental study will be completed in early fall

2008 with the initial stages of development starting in February 2009 with completion targeted by December 2011.

This 500KV line will be a 4 conductor 750MCM bundle and will need 726 towers to complete the 180 kilometer line. It is estimated that this project will need approximately 200 linemen. International Representatives Routliff and Wilson along with CCO Representative Dowding have had preliminary discussions with Stantec on the ability of the IBEW to supply manpower. Further discussions with IBEW contractors will take place in the near future.

2008 Canadian Legislative Conference, Building and Construction Trades Dept.

The Canadian Legislative Conference of the Building & Construction Trades Department (BCTD) was held in Ottawa, ON from May 4 through May 6, 2008 and attracted approximately 370 participants from across Canada. Delegates and guests were from BCTD's 14 affiliate trades, contractor associations, provincial building trades' councils and direct buyers of construction. Record participation from across these groups indicates that there is a keen interest in unified political action by the construction industry in Canada. Coming together to collaborate on mutual issues facing the industry is an important step.

In his keynote address, BCTD President Mark Ayers highlighted the reinvigorated spirit of skilled trades across North America and talked about the importance of taking our collective message to all levels of government. The pending federal elections in both Canada and the United States present an opportunity for our membership to get involved in the political process and impact our workplaces and families. He highlighted the opportunity that has presented itself in Canada to continue to deliver a first class product to industry. He recognized the attendance and participation of apprentices from each affiliated union as encouraged by the Canadian Office of the BCTD. Mr. Ayers delivered an important message to these apprentices about recruiting, training and retaining top quality talent. In the final moments of his speech, he indicated unity and focus of purpose for the Building Trades was paramount in our mission of providing first class service to our industry.

The legislative conference was honoured to host members of the Federal Government, the Senate, the Official Opposition, and invited guest speakers who interacted with member participants on issues of national interest:

The Honourable Monte Solberg, Minister of Human Resources and Social Development Canada (HRSDC), M.P. Medicine Hat, AB: Minister Solberg spoke about advances in labour market development across Canada, in particular his plan to reach out to non-traditional labour sources. The Minister discussed acute labour shortages in some regions and his plans to address these shortages through the employment of apprenticeship programs. Of

note, the Minister announced new funding for the Construction Sector Council for labour market information – \$5.5 Million over 5 years. Minister Solberg's address highlighted the Government of Canada's interest in the success of our industry and the success of our people.

Hugh Segal, Senator, Conservative Party of Canada: Mr. Segal discussed the changing nature of Canada's democracy and how political institutions need to be flexible to react to the demands of the nation. In particular, he discussed what Senate reform would mean for Canada and organizations like the Building Trades. He talked about the history of the Senate and how Canadians could benefit from a more democratic institution. He encouraged our membership to think about having a position on Senate Reform for when this debate is before the country in the next few of years.

The Honourable Bob Rae, Foreign Affairs Critic, Liberal Party of Canada, M.P, Toronto Centre: Mr. Rae discussed the future of the Liberal Party in Canada and some of the challenges currently before Canada. Delegates to the conference were interested to hear about some of the strategies the Liberals have been employing in the House of Commons. Mr. Rae talked about the importance of the construction industry and the role we play in the national economy. Mr. Rae brought a message of determination and a message of spirit to the conference – his political acumen and experience in public life was evident to the delegates and guests.

Michael Ignatieff, Deputy Leader of the Liberal Party of Canada, M.P. , Etobicoke – Lakeshore, ON: Mr. Ignatieff engaged the conference with a very interesting discussion on issues facing Canadians and in particular, the importance of a mobile, well trained workforce. Mr. Ignatieff talked about unity in Canada and how we need a federal government that tackles issues with a pan-national approach. He discussed a number of legislative issues before the country, focusing on fairness and equality as his theme. Mr. Ignatieff mentioned on a personal note, that his son was in an apprenticeship program and he was concerned with the relatively flat graduation rates across Canada from recognized trade programs. He made a commitment to the conference he would take the Building Trades Legislative Issues Briefing book to the Liberal Caucus and he would review the information with them.

The Honourable Jack Layton, Leader of the New Democratic Party, M.P Toronto-Danforth, ON: Mr. Layton talked about the importance of labour in Canada and how the NDP is working to shape the political agenda in Ottawa. He talked about his legislative priorities for the country.

Ken Georgetti, President of the Canadian Labour

Congress, discussed the partnership and important relationship between the Building Trades and the Canadian Labour Congress. He talked about a new job strategy program the CLC is implementing and a number of other initiatives for working families.

Terry Burton, Corporate Manager, Construction Labour Resources, Shell Canada, discussed several issues facing our collective workplace. Jobsite safety, mobility and skilled labour availability dominated his discussion. He discussed alternative manpower sources that are being engaged by the purchasers of construction – he urged the Building Trades to support the Temporary Foreign Worker program and work with government to explore new sources of skilled labour.

Denise Doyle, Hamilton's Centre for Civic Inclusion, discussed the importance of cultural awareness in the workplace and how the Building Trades needs a national strategy to be truly inclusive and representative of Canada's shifting demographic trends.

Dr. Richard Loreto, RAL Consulting Inc., discussed the future of the workplace and what the changing demographics of the Canadian workforce will mean to BCTD. He discussed the importance of a formalized recruitment strategy from non-traditional sources of labour including women, aboriginal and immigrant communities. Dr. Loreto discussed what a future workplace might look like – the integration of robotics and new technology into the workplace was.

Something new for the Building Trades was a "Town Hall Meeting" with the political parties. BCTD were honoured to have three Members of Parliament come together in a round table format to address issues of national importance: Health Care; Environment; Security; Labour Mobility; and, Employment Insurance. The Town Hall was a success in that relationships were formed with the various parties in attendance. The Town Hall featured **Hon. Judy Sgro**, Labour Critic for the Liberal Party of Canada, **Libby Davies** from the NDP and **Carole Lavallée** from the Bloc Quebecois.

Five workshops were hosted by the Building Trades legislative conference in 2008:

1. Senate Reform
2. Civil Engagement and Political Action
3. Temporary Foreign Workers
4. Emerging Occupational Health Issues
5. Innovative Training for the Future

A reception was hosted at the Canadian War Museum Monday evening May 5th which featured **Professor Desmond Morton** who discussed the important historical role labour has played in Canada's past military conflicts.

Lobbying Members of Parliament is an important part of the BCTD and affiliate mandate. This year, 165 participants met with Members of Parliament from all parties to discuss relevant issues. The legislative briefing kit produced by the Canadian office outlined a number of issues which our members took to Parliament Hill.

In summary, the 2008 Legislative Conference was a resounding success. The momentum we have witnessed so far on our issues is noticeable – there have been a number of discussions during Question Period in the House of Commons focused on Building Trades issues. We will keep you updated and informed.

New Brunswick Makes History by Realizing an Industry First – Fredericton, NB—Excerpts taken from *Energie NB Power Group Press May 30, 2008 Press Release*

NB Power Nuclear Corporation has successfully completed the first stage of the Point Lepreau Generating Station Refurbishment Project. During this first stage, NB Power de-fueled the full reactor core, a world first in the CANDU-6 industry. Today, NB Power turned over the fueling machine vaults to Atomic Energy of Canada Limited (AECL) to allow AECL to begin refurbishment's second stage.

Since the March 28, 2008 shutdown, the team has been focused on de-fueling the reactor core by removing all 4,560 fuel bundles from the 380 channels. The team then drained the heavy water from the heat transport system before turning it over to AECL today. In addition, boiler cleaning, removal of eight large air coolers and other related jobs were performed.

The Point Lepreau Generating Station refurbishment outage is a three-staged project that will be carried over 18-months. The first stage was station shutdown and defueling of the reactor core and turnover preparation. The second stage, which will be led by our major partner AECL, will be the execution of the outage including retubing the reactor and refurbishing and upgrading other key components and systems. During the third stage, NB Power and AECL will work together to commission the Station and return it to service by September 30, 2009.

NB Power is proud to be the world's first nuclear operator to undertake a CANDU-6 reactor refurbishment.

Double Breasting - Liberals Anger Employers Side of Construction Industry – Saint John, NB

The IBEW is very pleased that the Liberal government has passed legislation that ends *Double Breasting* in the province of New Brunswick.

Congratulations to all of the Locals for their successful lobby. This is a great example of what political involvement can accomplish.

Nova Scotia Dockyard Council Receive Long Over Due Wage Improvements.

On May 12/2008 the Arbitrator for the N.S. Federal Government Dockyard Trades and Labour Council East (FGDTLC (E)) gave his award as follows:

- A 5.6 % wage adjustment to all Hourly Rates of Pay found in Appendix "A", as well as all Salary Protected Employees, effective January 1, 2007.
- An 8.4% increase to the Self Directed Team Differential (A-1 Hourly Rate) found in Appendix "A" effective January 1, 2007.
- Economic increase of 2.0% on January 1, 2007, 2.0% on January 1, 2008, and 2.0% on January 1, 2009.

Other improvements included: Leave with Pay for Family-Related Responsibility changes where Employees shall be credited a one time entitlement of twenty-four (24) hours of vacation leave with pay on the first day of the month following the anniversary of the employee's first year of service.

The expiration date of the Collective Agreement will be **December 31, 2009.**

Business Managers **Ross Watson Local Union 1131 – Dartmouth, NS** and **Kevin Ernest Local Union 1133 – Halifax, NS** were very pleased with the outcome of this round of negotiations.

Brother Lorne Brown President FGDTLC (E) and IBEW Local Union 1133 member thanked the Inner and Outer bargaining committees for showing great professionalism during the entire Collective Bargaining process.

New Regulations – Lobbying the Federal Government

On June 6, 2008, the CLC announced that effective July 1st new regulations will come into force that will require organizations that lobby the federal government to provide monthly reports on meetings with the Ministers and government officials to the Office of the Registrar of Lobbyists.

These new regulations are very specific and can have a direct impact on the advocacy work of unions with the federal government. For more information and versions of the new Lobbying Act you are directed to the following website:

http://www.orl-bdl.gc.ca/epic/site/lobbyist-lobbyiste.nsf/en/h_nx00161e.html

Occupational Standards Evaluation Project

The 2004 Human Resources study by the Canadian Electricity Association demonstrated that a majority of the industry appreciate the need and development of standardization and certification of electrical industry occupations across Canada.

The First District Office in collaboration with several Local Unions across the country and the Electricity Sector Council (ESC) were able to deliver IBEW members who participated in the ESC Occupational Standards Evaluation Project involving Power Station Operators, Power Protection and Control Technicians, and Electrical Engineer Technicians and Technologists. These members were sponsored by Local Unions 254, 258, 636, 1928, 2034 and 2067 in the *Validation* process of the project.

The project is supporting the ESC to address key HR challenges in the electrical industry relating to recruitment, standardized training, the integration of internationally trained workers, worker mobility and improving industry productivity, safety and quality of work.

The *Validation* procedure will assist to develop detailed and relevant standards reflective of the industry as a whole. The standards will be finalized and available in the latter part of 2008.

Canadian Standards Association (CSA) Safety Conferences

The CSA will host multiple two-day Conferences across Canada to provide training to Electrical Industry participants with respect to changes that will be contained in the new 2009 Edition of the Electrical Code Book, Part 1.

The five-city Conference tour, in addition to the training related to the "Code Book", will launch the **CSA Z462 Standard Electrical Safety in the Workplace**.

The issues addressed by the **Standard** will include unique regional safety issues, Arc Flash Prevention/Protection, Product Safety, Personal Protective Equipment, procedures that address facility management, technical training and management systems as well as your legal obligations when managing workplace electrical safety.

Delegates will have an opportunity to interact with Workplace Electrical Safety Professionals and learn from their experiences.

The Conferences are scheduled for:

Edmonton – October 21 and 22
Vancouver – October 27 and 28

Toronto – November 5 and 6
Winnipeg – November 13 and 14
Moncton – November 25 and 26

To register: visit learningcentre.csa.ca, email CSA at seminars@csa.ca or call toll free 1-800-463-6727

The Implications of Retirement in the Electricity Sector— Excerpts taken from the latest edition of the *Electrical Utility Safety Association (EUSA) Magazine*

That 'whoosh' employers across North America are beginning to hear is the sound of millions of baby boomers leaving their jobs and heading into retirement en masse. The issue is of particular concern in the electrical and utilities sector because of the high numbers of skilled trades involved. Because new workers must complete apprenticeship programs before taking on the full responsibilities of those they will be replacing, human resources specialist in our industry must act now to replace workers who won't be retiring until 2012. This reality has been identified in a CEA Human Resources Sector study and recent WSIB environmental scans.

The findings of the Human Resources Challenges and Opportunities section of the study that (1) retirement was seen as a major issue by more than 90% of industry representatives, and (2) retirement in the electricity sector will have a substantial impact on the industry, posing significant risks including safety since new entrants to replace retirees are less knowledgeable. Specifically, current estimates of retirement indicate that 17,066 trade, engineering and management staff now working in Canada are expected to retire by 2014 and 37% of the workforce will be eligible for retirement by 2014.

Retirement could impact the sector in the following ways:

- Infrastructure projects slowed or stopped due to a lack of human resources
- Reliability lessened, not enough staff to maintain system support
- Increased cost of production
- Greater or earlier reliance on automated systems
- New entrants in the workforce may have a negative impact on safety and productivity
- 21.1% of staff expect to retire in five years or less and 45.5% of staff expect to retire within the next ten years
- 60.9% of managers and 46.7% of trades staff are most likely to retire in the next ten years
- 52% of power systems/power station operators plan to retire in ten years or less
- 72.9% of utility managers and 64.7% of supervisors expect to retire in the next ten years
- The impact of retirement is expected to be greatest among transmission companies where more than 55%

of non-support staff is eligible to retire in the next ten years

- 22% of workers said they would work for their employer for us to five years past their eligible retirement date and 5.3% said they would stay past six years. 55.2% of decided employees stated they would not work for their current employer past their retirement date
- Also, the majority of staff reported being unlikely to work past the date they are eligible for retirement

Judging by the last two points, softening the skills shortage crunch simply by asking current employees to stay on past their retirement dates does not seem viable. Flexible work was the most popular way to encourage employees to stay. The consensus from focus groups and surveys was that few employees would work past age 60. One of the concerns is knowledge transfer to new workers. It was suggested that this could be achieved by using retirees as technical advisors and industry representatives identified phased-in retirement as a mechanism to offset the effects of the future retirement.

If that turns out to be true, knowledge transfer from old to new workers will be a challenge. Two suggested mitigating strategies were using retirees as technical advisors and phased-in retirement. According to the CEA study, in 2004 the average age for electricity sector employees across Canada was 44.2.

First District 2008 Harley Davidson 2nd Early Bird Draw Winner

Once again, we are pleased to announce that the winner of the second Early Bird draw, holding ticket number 0336 for \$5,000.00 – drawn May 22nd, 2008 at the 20th Annual IBEW/MS Charity Golf Tournament by retired IVP Ken Rose – is:

**LORNE ROBBINS of Local Union 914, Thorold,
ON
Congratulations Lorne !!!**

FYI: *There are still a few tickets left to be purchased; if interested, please contact the First District Office or your International Representative. Also, if any Locals have spare tickets, please send them back to the First District Office.*

The First District Office is sad to announce that retired International Representative **Ernie Swift** passed away June 20, 2008.

2008 Projected Meetings

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|---------------------|--|
| 7/17 – 19/08 | IBEW Women's Conference
Hyatt Regency Hotel on Capitol Hill
Washington, D.C. |
| 8/2 – 08/08 | NTI Meeting
Knoxville, Tennessee |
| 8/11 - 8/13 | Utility Conference
Westin Hotel
Seattle, Washington |
| 8/12 - 13/08 | Government Employees Conference
Westin Hotel
Seattle, Washington |
| 8/23/08 | 1st Annual Training Coordinators Meeting
Sheraton Centre Hotel
Toronto, Ontario |
| 8/26 – 28/08 | 1st District All Canada Progress Meeting
Sheraton Centre Hotel
Toronto, Ontario |
| 9/3 - 5/08 | Membership Development Conference
Bally's Hotel
Las Vegas, Nevada |
| 9/15 - 19/08 | Business Managers Training
(Week One)
Delta Toronto Airport West Hotel
Toronto, Ontario |
| 12/1 – 5/08 | IBEW Nuclear Conference
Golden Nugget
Las Vegas, Nevada |

Railroad Conference – dates TBA

A Quote to Think About from Coast to Coast

**“Either you're part of the problem or you're part of the solution or you're just part of the landscape.”
— J. D. Zeik**