



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



November/December 2008

Season's Greetings:

Brothers and Sisters, there have been many issues that have tested all of us over the past twelve months and many of those issues will continue into the New Year, 2009. However, these are challenges and difficulties that the labour movement, our union, and working families have faced before and will confront again, and will survive by supporting each other and working as a united force. In fact, many of our Local Unions even continue to prosper in these difficult times.

As we prepare for the 'holiday season' please remember to share what we have as true trade unionists, and most of all, with those in need and not quite as fortunate as us; there are many folks out there that can use a helping hand.

Please enjoy your family and friends during our festive holiday season and thank you for your support, professionalism, and friendship over the past twelve months.

In solidarity,

The First District Officers, Reps and Office Staff



British Newspaper Salutes Canada

This is an article from November 16, 2008 UK wires: Salute to a Brave and Modest Nation - Kevin Myers, 'The Sunday Telegraph' LONDON. It is funny how it took someone in England to put it into words... this is a good read!

Until the deaths of Canadian soldiers killed in Afghanistan, probably almost no one outside their home country had been aware that Canadian troops are deployed in the region.

And as always, Canada will bury its dead, just as the rest of the world, as always will forget its sacrifice, just as it always forgets nearly everything Canada ever does. It seems that Canada's historic mission is to come to the selfless aid both of its friends and of complete strangers, and then, once the crisis is over, to be well and truly ignored.

Canada is the perpetual wallflower that stands on the edge of the hall, waiting for someone to come and ask her for a dance. A fire breaks out; she risks life and limb to rescue her fellow dance-goers, and suffers serious injuries. But

when the hall is repaired and the dancing resumes, there is Canada, the wallflower still, while those she once helped glamorously cavort across the floor, blithely neglecting her yet again.

That is the price Canada pays for sharing the North American continent with the United States, and for being a selfless friend of Britain in two global conflicts.

For much of the 20th century, Canada was torn in two different directions: It seemed to be a part of the old world, yet had an address in the new one, and that divided identity ensured that it never fully got the gratitude it deserved.

Yet it's purely voluntary contribution to the cause of freedom in two world wars was perhaps the greatest of any democracy. Almost 10% of Canada's entire population of seven million people served in the armed forces during the First World War, and nearly 60,000 died. The great allied victories of 1918 were spearheaded by Canadian troops, perhaps the most capable soldiers in the entire British order of battle.

Canada was repaid for its enormous sacrifice by downright neglect, its unique contribution to victory being absorbed into the popular memory as somehow or other the work of the 'British.'

The Second World War provided a re-run. The Canadian navy began the war with a half dozen vessels, and ended up policing nearly half of the Atlantic against U-boat attack. More than 120 Canadian warships participated in the Normandy landings, during which 15,000 Canadian soldiers went ashore on D-Day alone.

Canada finished the war with the third-largest navy and the fourth largest air force in the world. The world thanked Canada with the same sublime indifference as it had the previous time.

Canadian participation in the war was acknowledged in film only if it was necessary to give an American actor a part in a campaign in which the United States had clearly not participated - a touching scrupulousness which, of course, Hollywood has since abandoned, as it has any notion of a separate Canadian identity.

So it is a general rule that actors and filmmakers arriving in Hollywood keep their nationality - unless, that is, they

are Canadian. Thus Mary Pickford, Walter Huston, Donald Sutherland, Michael J. Fox, William Shatner, Norman Jewison, David Cronenberg, Alex Trebek, Art Linkletter and Dan Aykroyd have in the popular perception become American, and Christopher Plummer, British.

It is as if, in the very act of becoming famous, a Canadian ceases to be Canadian, unless she is Margaret Atwood, who is as unshakably Canadian as a moose, or Celine Dion, for whom Canada has proved quite unable to find any takers.

Moreover, Canada is every bit as querulously alert to the achievements of its sons and daughters as the rest of the world is completely unaware of them. The Canadians proudly say of themselves - and are unheard by anyone else - that 1% of the world's population has provided 10% of the world's peacekeeping forces.

Canadian soldiers in the past half century have been the greatest peacekeepers on Earth - in 39 missions on UN mandates, and 6 on non-UN peacekeeping duties, from Vietnam to East Timor, from Sinai to Bosnia.

Yet the only foreign engagement that has entered the popular non-Canadian imagination was the sorry affair in Somalia, in which out-of-control paratroopers murdered two Somali infiltrators. Their regiment was then disbanded in disgrace - a uniquely Canadian act of self-abasement for which, naturally, the Canadians received no international credit.

So who today in the United States knows about the stoic and selfless friendship its northern neighbour has given it in Afghanistan?

Rather like Cyrano de Bergerac, Canada repeatedly does honourable things for honourable motives, but instead of being thanked for it, it remains something of a figure of fun. It is the Canadian way, for which Canadians should be proud, yet such honour comes at a high cost. This past year more grieving Canadian families knew that cost all too tragically well.

Lest we forget.

New Federal Regulations Aim To Curb Workplace Violence *Article taken from the Lancaster's Labour Law E-Bulletin - Issue 223, October 31, 2008*

The federal government has passed new regulations under the *Canada Labour Code* that oblige all employers under federal jurisdiction to "prevent and protect against" workplace violence by taking specific measures to address "bullying, teasing, and abusive and other aggressive behaviour."

The regulations form a new Part XX of the *Canada Occupational Health and Safety Regulations* under the

Code. Enacted pursuant to s.125(1)(z.16) of the *Code*, which provides that employers must "take the prescribed steps to prevent and protect against violence in the work place," the new regulations were published in the *Canada Gazette* on May 28, and publicly announced by Labour Minister Jean-Pierre Blackburn in June.

They require every employer under federal jurisdiction to develop a workplace violence prevention policy; to identify and assess risks related to workplace violence; to put preventive controls in place; to provide instruction and training to employees about the factors that contribute to workplace violence; to investigate each incident and provide a written report to a workplace committee or health and safety representative; and to review the effectiveness of its anti-violence initiatives at least every three years and update them as required.

The health and safety regulations under Part II of the *Code* cover the approximately 10 percent of the Canadian work force that is employed in sectors under federal jurisdiction, including banking, interprovincial and international transportation, broadcasting, telecommunications, federal Crown corporations and the federal public service.

According to a cost-benefit analysis published with the regulations, over the next 20 years implementation of the regulations will cost employers an estimated \$82.9 million in 2006 constant dollars, mainly for administration, documentation and training programs. On the benefit side, by reducing workplace injuries and absenteeism by a conservative estimate of 10 percent and improving employee morale and productivity, they are calculated to produce a saving of \$161.8 million over the 20-year period, resulting in a net benefit of \$78.8 million.

In announcing the new regulations, Labour Minister Blackburn said that they "will help to keep Canada's labour force safe, healthy and competitive. Canada is taking another step in its efforts to build the model workplace." Canadian Labour Congress Secretary-Treasurer Hassan Yussuff echoed the sentiment, saying in a statement that "these violence regulations represent the most comprehensive of their type in any jurisdiction across Canada."

CLC Municipal Campaign Strategy

The following is a letter address to the CLC Executive Council from the President of the CLC Ken Georgetti on November 24, 2008.

The elections last week in British Columbia marked the Canadian Labour Congress' most successful foray into municipal elections since the national municipal election strategy, approved by Convention delegates, began in 2005.

We were successful in electing a labour endorsed sweep of Canada's third largest city, Vancouver, with CLC staff running the campaign that elected the city's Mayor and

delivered nine of ten council positions. Victoria also elected a labour council endorsed Mayor and a majority on council. One hundred and eighty-two labour council endorsed candidates for mayor, council, school board and other positions were elected in B.C. – an astounding 72% success rate.

Over 60% of the mayoral candidates endorsed in B.C. communities were elected. Fourteen communities are now led by mayors endorsed by their local labour council. In Burnaby, one of the largest B.C. Lower Mainland cities, endorsed candidates also swept the Council and School Board.

Sisters and Brothers, electing politicians at the municipal level who will work for working people is only part of the job to be done. Labour councils will continue to lobby at the local level to ensure that the councilors, mayors and school board trustees they helped elect continue to support labour's vision for their community. This will ensure that procurement policies with strong Made in Canada components to support Canada's manufacturing industry are high on city council agendas.

We know that some of these mayors and candidates will move on to provincial and federal politics. We will work with them at that level as well to ensure that they continue to work for working people.

We are proud of our successes municipally since we began in 2005 – well over 700 labour endorsed municipal politicians elected across the country – and we are looking forward to even better results for working people in next year's municipal elections in Saskatchewan, Newfoundland and Labrador, the Yukon and the Northern Territories.

Please join me in congratulating B.C.'s labour councils and all your affiliated locals for their hard work and great success in this campaign.

Drug Testing – B.C. Construction Unions Reach Deal, Toronto Transit Union Girds For Battle *(Article taken from Lancaster's Labour Law E-Bulletin, November 28, 2008 – Issue No. 225)*

Unions and employers in British Columbia's construction industry have agreed on a highly unusual jointly-negotiated mandatory drug and alcohol testing policy that will cover some 35,000 workers. The joint policy, signed in May and announced in August, is being touted as the first such industry-wide pact in Canada, where testing policies are more typically unilaterally instituted by employers. Since most workers in residential construction in B.C. are non-unionized, the policy will apply mainly to employees on large commercial construction projects.

Under the agreement between the Bargaining Council of British Columbia Building Trades Unions and the Construction Labour Relations Association, testing can be

conducted on employees who are involved in workplace accidents or near-misses, or when there is reasonable suspicion of impairment on the job. Employees may also be subjected to testing where it is required by clients or project owners at the start of work on a new project, but the policy permits workers to opt out of such a pre-work test, provided that they are willing to be randomly tested on 24 hours' notice at least once in every three-year period. This opt-out provision is intended to spare workers who may move with some frequency from project to project from having to be tested each time prior to starting work.

The policy covers testing for alcohol and for marijuana, barbiturates, amphetamines, cocaine, methadone, opiates, propoxyphene, phencyclidine (PCP) and benzodiazepine. Workers who fail a drug test will not be allowed to return to work until a substance abuse specialist is satisfied that it is safe for them to do so, and they must agree to continue any required treatment or counseling and submit to random follow-up testing for two years.

The policy states that "the following are prohibited: (a) use of a substance at the workplace or during working hours; (b) being under the influence of a substance during working hours; (c) reporting to work under the influence of a substance; and (d) the unlawful manufacture, distribution, possession, transfer, storage, concealment, transportation, promotion or sale of a substance or substance-related paraphernalia at the workplace."

The president of the employers' association, Clyde Scollan, said that "we're quite pleased with the end result" of the negotiations, adding: "It's a positive step forward for both employers and workers in the B.C. construction industry because of our bottom line concern that everybody gets home safe and sound."

Mark Olson, the president of the union council, and business manager of the Construction & Specialized Workers' Union Local 1611, said that "construction work is dangerous enough without the added perils of having impaired workers on the job site. We've opted for a non-invasive testing policy which is designed to measure possible current impairment on the job, not what you did last week."

However, the policy director of the B.C. Civil Liberties Association, Michael Vonn, expressed skepticism that testing under the policy will be able to distinguish between actual impairment in the workplace and residual evidence of the recreational use of drugs such as marijuana at a prior time. Vonn said that, except for the breathalyzer test for alcohol, "we know of no drug test that will actually test for impairment. You can consume drugs hours or days prior to a drug test and still test positive."

Vonn expressed concern on behalf of the civil liberties group that the new policy is "a huge sweep that has nothing to do with intoxication or impairment and is nothing but

a fishing expedition into workers' lifestyles."

Meanwhile, the Toronto Transit Commission has become the first transit authority in Canada to decide to implement a formal policy of mandatory drug and alcohol testing for its employees, much to the consternation of the union representing transit workers.

The policy, approved in principle on September 17 by the TTC commissioners, stopped short of including mandatory random drug testing, as recommended in a staff report. Rather, the commissioners approved a policy of testing employees in safety-sensitive positions if there is cause for suspicion that they are under the influence of drugs or alcohol; following an incident or accident; prior to hiring; if the employee has a past violation for drug or alcohol use on the job; and before an individual who has undergone treatment for addiction returns to work. Details of the policy, including a proposed protocol, are to be worked out by TTC staff and then discussed with the union.

TTC Chair Adam Giambrone said that "I think the commission struck the balance we are looking to have struck, which is between passenger safety and security and the rights and dignity of our employees."

However, Amalgamated Transit Union Local 113 President Bob Kinnear, who had earlier threatened a possible walkout if the TTC tried to implement random testing, was not mollified. "We will not enter into anything that is arbitrarily rammed down our throats," Kinnear said after the TTC decision. "Without agreement from the bargaining unit, no, our members will not subject themselves to that invasion of privacy."

See the full text of the [British Columbia construction industry drug and alcohol testing policy](#).

The British Columbia and Yukon Territory Building and Construction Trades Council *Article taken from the BC Human Rights Tribunal Decision website dated Wednesday December 3, 2008*

Temporary foreign workers on Canada Line construction win precedent-setting BC Human Rights Tribunal discrimination complaint decision worth more than estimated \$2.4 million against SELI Canada and SNC Lavalin; Building Trades call for better treatment of all temporary foreign workers across Canada.

VANCOUVER – A BC Human Rights Tribunal decision today that temporary foreign workers on the Canada Line rapid transit project were discriminated against will force employers and governments to treat all temporary foreign workers fairly, says the BC and Yukon Territory Building and Construction Trades Council (BCYT).

The Tribunal gave the 38 workers from Costa Rica, Colombia and Ecuador an award estimated at more than \$2.4 million for back pay and damages for "injury to dignity, feelings and self-respect" because Canada Line contractors SELI Canada and SNC Lavalin paid them significantly less than European employees doing the same work on the \$2 billion project.

"The BC Human Rights Tribunal made a decision today that will improve the lives of tens of thousands of temporary foreign workers in Canada forever," said Wayne Pppard, BCYT Executive Director. "All workers in Canada have rights that must be respected, whether they are Canadian citizens or workers who come here from another country – that's what this decision means."

The union that the workers' joined is thrilled and had a warning for employers who exploit temporary foreign workers.

"Employers across Canada in every type of workplace need to make sure they are treating their workers fairly or they will pay a heavy price," said Mark Olsen, Business Manager, the Construction and Specialized Workers' Union, Local 1611 [known as the Labourers' Union.] "Non-union foreign workers should now feel free to come forward to be represented and protected by unions."

The CSWU organized the workers, who were mostly from Costa Rica, after Building Trades officials discovered they were making less than \$5 an hour working on Canada Line tunnel construction.

BC Federation of Labour President Jim Sinclair said the case will prompt more complaints to the BC Human Rights Tribunal from other BC workers.

"Farmworkers, hotel and hospitality workers and other temporary foreign workers who have been brought to BC and exploited by some unscrupulous employers now have a clear way to improve their lives and win fair wages and working conditions," Sinclair said. "We will use this decision to help those workers and put an end to employers who want to use them for cheap labour to increase profits."

Canadian Labour Congress President Ken Georgetti also hailed the decision as having national implications.

"There are tens of thousands of temporary foreign workers being brought into every province in Canada without adequate protection," Georgetti said. "The BC Human Rights Tribunal decision sets a precedent for the whole country and the federal and provincial governments must now act quickly to ensure these workers' rights are respected by providing full enforcement."

Enrique Aguilar, a spokesperson for the temporary foreign

workers and cousin to one of them, said the workers have returned to their homes in Costa Rica and thanked the Building Trades and CSWU for their strong support.

"The Building Trades and the CSWU have been incredible in their support for a group of workers from another country who were being exploited here in Vancouver," Aguilar said. "The workers have asked me to convey their enormous thanks for that support – they could not have done this without the help of labour in BC."

Charles Gordon of Florillo, Glavin, Gordon, legal counsel for the CSWU on the Human Rights Tribunal case, said he hopes the precedent set by the decision will avoid similar lengthy and expensive hearings for other workers.

"Temporary foreign workers should not have to rely on extensive litigation or suffer lengthy delays to win their basic human rights in Canada," Gordon said. "I hope this historic decision will make it much easier for other workers to demand fair treatment and encourage governments to adequately protect those rights."

Wayne Peppard called upon SELI Canada and SNC Lavalin to drop plans to appeal the BC Human Rights Tribunal decision to the courts – a move he says will further injure the temporary foreign workers.

"These workers have suffered enough - SELI Canada and SNC Lavalin should do the right thing, admit their serious mistakes and pay the workers the back pay and damages they are now owed," Peppard said. "Forcing the workers through another lengthy judicial process to try and deny them the money they are owed would be cruel and vindictive treatment that these hard working men don't deserve."

"There is no justice if the cost of justice is beyond the reach of ordinary workers," Peppard said, adding that the costs of the BC Human Rights Tribunal hearings and other hearings at the BC Labour Relations Board and Employment Standards to the BCYT and the CSWU is in the hundreds of thousands of dollars.

Wal-Mart Closes Unionized Quebec Garage After Arbitrator Imposes First Contract With Hefty Wage Increases *Article taken from the Lancaster's Labour Law E-Bulletin – Issue 223, October 31, 2008*

Union leaders are accusing U.S. based retail giant Wal-Mart of an "anti-union act" in breach of the *Canadian Charter of Rights and Freedoms* and Quebec labour laws after the company closed its first unionized tire-and-lube garage in Gatineau, Quebec on October 16 following an arbitrator's imposition in August of a first collective agreement with substantial wage increases.

In June 2005, the Quebec Labour Relations Board certi-

fied a local of the United Food and Commercial Workers union to represent the employees at the Tire and Lube Express shop attached to a Wal-Mart store on Mahoney Blvd. in Gatineau, across the river from Ottawa. Following the failure of negotiations toward a first contract, Arbitrator Alain Corriveau was appointed by the Quebec minister of labour at the union's request in August 2006 to impose a contract through binding arbitration.

In his August 13, 2008 award, Arbitrator Corriveau ordered that wages be increased over three years from a minimum of \$8.50 an hour for the lowest-paid workers to \$12.13 per hour by 2010. The highest-paid workers were to receive \$15.94 per hour by 2010.

In the negotiations and in its presentation before the arbitrator, Wal-Mart had been adamant that it could not depart from its compensation model, to the point of threatening to close the garage if it were forced to do so. This position prompted Corriveau to comment that "the employer has a business model that it does not want to modify. That is possibly the reason why the negotiations failed and the parties were not able to arrive at a first collective agreement." However, the arbitrator found Wal-Mart's stance unpersuasive. He pointed out in his award that in seven regions of Quebec wages were set at a higher level by provincial government decrees governing the automotive service industry, and "there is every reason to believe that the employer's remuneration policy in the regions where there are decrees ... must be adjusted to conform." Given these circumstances, Corriveau found that the salary scale proposed by the union "constitutes a realistic, reasonable and equitable solution."

Although there had been nine employees at the tire-and-lube shop at the time of Corriveau's award in August, the company had reduced that number to only five by the time the operation was closed. The non-union Wal-Mart retail store at the Gatineau location was not affected by the closing, and a union spokesman said that the employees displaced by the closing had been offered a choice of working at that Wal-Mart, working at a lower rate of pay at another Wal-Mart tire-and-lube shop in Gatineau, or receiving eight weeks' severance pay.

Union leaders have reacted with outrage to the closing, with Quebec Federation of Labour Vice-President Louis Bolduc saying that "it's clear to us that this was an anti-union act. The government, through the auspices of the Department of Labour, should intervene to ensure that companies like Wal-Mart – and others – respect the law."

Wal-Mart has insisted that the Gatineau closing was motivated not by the fact that the operation had been unionized, but by the 30 percent increase in operating costs that it said Corriveau's award would impose. Wal-Mart Canada spokesman Andrew Pelletier said that "the union contract that was imposed was simply unworkable." Indicating that

over the past two years the company has closed eight Tire and Lube outlets across Canada and is planning to close another one in Brampton, Ontario because of lack of profitability, he asserted that "these closings had nothing to do with union activity. There's no business that will accept to run a department that's not profitable."

A spokesman for Quebec Labour Minister David Whissell said that the Minister has asked for a detailed report on the closing and "the Minister will take the time to analyze the situation."

Note: In April 2005, Wal-Mart closed its store in Jonquière, north of Quebec City, putting nearly 200 employees out of work after the union was certified and the imposition of a first contract was imminent. A complaint by the employees arising out of that action is now before the Supreme Court of Canada. The Court is expected to hear the case, which raises issues of freedom of association, in January 2009.

Labour Productivity on the Pt. Lepreau Refurbishment Project *The following is taken from a letter that was sent by AECL Construction Manager, M. Verner, to NB Building Trades Council President, G. Ritchie on December 12, 2008.*

On behalf of AECL and their subcontractors; Lorneville Mechanical Contractors, Black & McDonald Ltd., Sunny Corner Enterprises, Safway, C. A. Parks Painting Contractor, Bretech, & PCI; Mr. Verner, AECL Construction Manager, took the opportunity to express AECL's sincerest gratitude for the excellent labour productivity that they have been experiencing to date on the Pt. Lepreau Refurbishment Project.

The complex tasks of dismantling, retubing and refurbishing the Pt. Lepreau Generating Station has not been without its issues. The trades have clearly demonstrated their commitment and collaborative efforts by supporting AECL's team of Engineers, Technicians, Managers and Contractors to help them overcome all obstacles, all the while working a demanding 24/7, 18-month schedule.

In addition, through 2008, there has been a steady increase in the weekly construction man-hours by all trades; a **NO Lost Time Injury** Frequency has been attained. Not only is the work being done with the skill and expertise reflecting the knowledge of the job, but also through the numerous suggestions to make our workplace safer for all of AECL's team. To date, AECL and their sub-contractors have accumulated close to 2 million man-hours of work with no lost time injuries. This is an excellent safety achievement for all of them, which demonstrates a good safety culture.

Safety + Quality + Productivity = SUCCESS

In closing, once again, thanks went to all the Building Trades representatives for their co-operation and productivity in helping AECL and their sub-contractors to achieve a safe and successful completion of this project.

Local Union 1928 – Halifax, NS Bonds With Nova Scotia Power

IBEW Local Union 1928 held its second Executive Board (the new elected board) meeting with newly appointed President of Nova Scotia Power, Rob Bennett and the Director of Human Resources, Kimberley Aselstine.

They spoke on the business of supplying power to our customers and the important role their employees, our members, play in the delivery and the ongoing commitment to supply the best services one can give to their customers. Mr. Bennett spoke on moving the business forward and some of the future projects that the company is pursuing.

There was discussion on safety and the improvements that were made over the years and the commitment from both Union and Management to continue to improve on this ongoing process.

There was discussion on the good working relationship between Union and Management and it was pointed out that this relationship did not just happen; it took a lot of work from both sides to make this happen and it will take commitment from both sides to continue this relationship.

Certainly by both Mr. Bennett and Ms. Aselstine taking time out of their busy schedules to attend and meet our new Executive Board and hear our questions and concerns, are a step in the right direction.



Front: IBEW International Representative, Brian Matheson – President IBEW Local 1928, Dave Worth – Director HR, NSPI, Kimberley Aselstine – President NSPI, Rob Bennett – Business Manager IBEW Local 1928, Mike MacDonald.

Back: Brother Jamie Mansfield, Brother Bruce Blakeney, Brother Gerard Boudreau, Brother Dan Guthro, Brother Frank Doran, Brother Gordon Bowie, Brother James Spo-

nagle, Brother Eric MacDonald, Brother Kevin McNeil, Brother Dave Sweeney, Brother Ernel Henwood.

Our Youth At Work Association

Our Youth at Work Association (OYAW) is excited about working closely with IBEW Champions across Canada. The OYAW community model has been developed and improved by IBEW Local Union 636 over the past number of years.

In the past two weeks, OYAW has spoken 26 times and impacted thousands of future leaders and adults in Fort McMurray, Windsor, Rama Reserve, Richmond Hill and Sudbury. We have been fortunate to have partnered with school boards and colleges across Canada for 2009. There will be over 100 communities that could be impacted by the IBEW family. Our goal is to reach 1.5 million Canadian adults and students. We want Canadians to recognize who are the Champion leaders in each community; each IBEW member is a Champion!

The participation model that has been developed with IBEW includes the following:

1. A 60 minute presentation. IBEW members will help in answering the questions from the students in the open Q&A period. Training will be provided by OYAW.
2. Media will be invited to each large event.
3. IBEW will build bridges to school staff, and government leaders.
4. OYAW will bring IBEW Champions to the school that their children attend.
5. IBEW will have the opportunity to impact 500 to 1500 future leaders at each location and 5 million households through local media outlets.

IBEW Champions will impact Canadians from coast to coast in 2009. Your visible leadership in school assemblies will change the attitude that many Canadians have for safety and training in the workplace. Please join us in your communities - we need your strength as a *family* and have the courage as Leaders to raise the standard of living and working in North America.

Thanks to Local Unions 636, 424, 2001 and SAV-RX for their generous donations.

IBEW 1st District Scholarships

The IBEW 1st District Office, in conjunction with

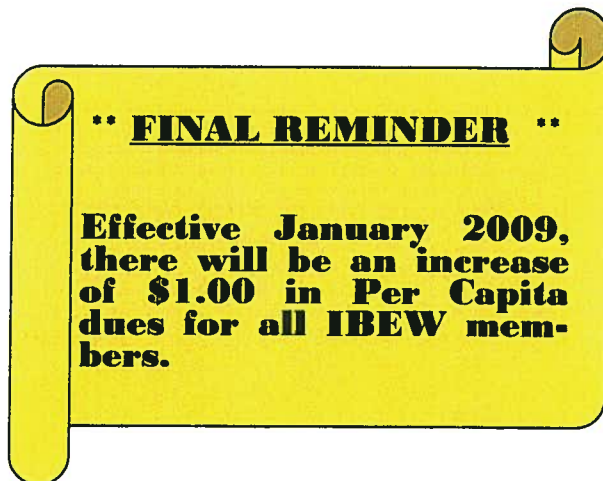
AIL Canada, Union Savings and MWG Apparel is once again pleased to announce that five (5) Scholarships in the amount of \$1,000.00 each will be made available to all IBEW members and their families, in full or part-time studies in pursuit of a post secondary diploma or degree.

The IBEW 1st District Office, AIL Canada, Union Savings and MWG Apparel realize the importance of continuing post-secondary education and skill development and are offering these scholarships to help interested union members and their families achieve their educational goals.

Members who are interested in being awarded one of the scholarships for themselves or their family member, should complete the application form, obtained from the Local Union or accessed from the 1st District website at www.ibew1st.org, accompanied by a brief essay outlining the benefits of belonging to the IBEW.

These essays will become the property of the IBEW and following a validation of each candidate, the successful applicants will be decided by holding a random draw on March 6th, 2009.

All entrants must be received by Friday, February 27th, 2009.



2009 Projected Meetings

- | | |
|---------------|---|
| 01/12 – 14/09 | Telecom. C.O.E. Training
Naples Beach Hotel
Naples, Florida |
| 01/26 – 29/09 | Business Managers Training
Radisson Hotel
Windsor, ON |
| 01/29 – 30/09 | IBEW NECA Employees
Benefits Conference
Hyatt Regency |

- Coconut Resort & Spa
Bonita Springs, Florida
- 02/16 – 17/09 Western Winter School
Coast Harbourside
Victoria, BC
- 03/2 – 3/09 Eastern Winter School
Delta Halifax
Halifax, NS
- 05/3 – 6/09 BT Legislative Conference
Crowne Plaza Hotel
Ottawa, ON
- 05/14 – 16/09 IBEW Construction Conference
Hyatt Regency Capitol Hill
Washington, DC
- 05/19 – 21/09 Electricity Sector Council
“Bright Futures” Conference
Toronto, ON
- 05/30 – 06/7/09 Utility Department Conference
Hyatt Regency Denver
Colorado Convention Center
Denver, Colorado
- 06/15 – 19/09 Broadcasting, Manufacturing
and Telecommunications
Conference
Sheraton Downtown
Nashville, Tennessee
- 09/1 – 3/09 All Canada Progress Meeting
Charlottetown, PEI

A ‘Quote’ to Think About

“The great high-road of human welfare lies along the old highway of steadfast well-doing; and they who are the most persistent, and work in the truest spirit, will invariably be the most successful; success treads on the heels of every right effort.”

— Samuel Smiles

From all the staff at the First District, we would like to wish you:

Merry Christmas

Veselé Vánoce

Joyeux Noël

สุขสันต์วันคริสต์มาส

Happy Hanukkah

Vrolijk Kerstfeest

God jul

Fröhliche Weihnachten

Καλά Χριστούγεννα

Buon Natale

Boldog Karácsonyt

