



**COAST TO COAST UPDATE**  
**AU COURANT D'UN OcéAN À L'AUTRE**  
**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**  
**FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ**



**PHIL FLEMMING**

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



**September/October 2009**

Greetings:

Every year on November 11, at the 11<sup>th</sup> hour Canadians pause to remember and honour the more than 1,500,000 women and men who have served and the more than 100,000 that have died in the First World War, the Second World War, the Korean War and in peace keeping missions and conflicts since then so that we continue to live free and in peace in our Country.

For many of us the horrors of war are something we only have read about, seen through the lens of a camera or heard about from a family member, a friend of a friend or in a Legion Hall on November 11. Most of us have been spared the reality of the brutal conflict but have reaped the many benefits of the bravest of the brave women and men who have given their lives, limbs and sometimes sanity to ensure our traditions, and a future in Canada they believed in.

Today, in 2009 we watch as our Canadian soldiers return from Afghanistan, some to grieving family and friends. We have to recognize and honour their service and commitment so their sacrifices are not meaningless.

Brothers and Sisters we must remember and involve ourselves on Remembrance Day so that the courage and selflessness of these women and men is not lost to future generations. We remember because they have given us so much and not the least our right to participate and reap the benefits of our Union.



In Solidarity and Remembrance,

Phil Flemming, IVP

**Labour Day Originated In Canada**

*(This Labour Day message was an article written in the Vancouver Sun for Labour Day - September 5, 2009)*

*When asked what Canada is famous for, most people would probably say the Maple Leaf or hockey, or perhaps in a more serious vein, our impressive history of human rights.*

*Not one in a hundred people, Canadian or otherwise, would likely mention Labour Day, but as it happens, the holiday that celebrates the contributions of workers around the world began right here.*

*It all started on April 15, 1872, when Canada was just five*

*years old. Although the United Kingdom had repealed a law making membership in a union a criminal offence in 1871, the crime still existed in Canada in 1872, and 24 leaders of the Toronto Typographical Union, who had been striking for a 58-hour work week, had been imprisoned.*

*That led the Toronto Trades Assembly to call its 27 unions to attend a demonstration, and on April 15, 10,000 people turned out to hear speeches calling for the repeal of the law that made union membership illegal.*

*Buoyed by that success, on Sept. 3 members of seven Ottawa unions held a parade a mile long, led by the Garrison Artillery Band and flanked by city firefighters. The parade made its way to the home of then Prime Minister John A. Macdonald, picked up the PM -- literally -- and took him to Ottawa City Hall in a carriage by torchlight.*

*Ever the savvy politician, and evidently aware that it was best not to rile up a mile-long parade after dark, Macdonald promised that he would "sweep away all such barbarous laws from the statute books."*

*Macdonald and the Conservative government made good on his promise the following year. But the trade unions had further work to do, so they continued to hold annual parades and demonstrations.*

*On July 22, 1882, the Toronto Trades and Labour Council decided to invite New Yorker Peter J. McGuire, the General Secretary of the United Brotherhood of Carpenters and co-founder of the American Federation of Labour, to speak at the demonstration.*

*McGuire was duly impressed by the event and, when he returned home, he proposed that the United States celebrate a day in honour of workers. Sure enough, the Americans celebrated their first unofficial Labour Day on Sept. 5, 1882, and McGuire became known as the "Father of Labour Day."*

*Over the next decade, individual states enacted legislation designating the first Monday in September Labour Day, and on June 28, 1894, the U.S. Congress passed a federal law enshrining the holiday. Just four weeks later, the government of then Prime Minister John Thompson enacted a similar law, and now the first Monday in September is celebrated as Labour Day throughout North America.*

*So in little more than a century, workers have gone from fighting for 58-hour weeks to expecting the standard 35 or 40 hour week. Strangely, though, despite these advances, recent surveys suggest that people are working harder than*

ever, and have less free time. Many workers don't even take all of their allotted vacations, and they stay tied to their desks through the "advances" of technology.

The economic meltdown, which began just about a year ago, has only made workers' woes worse, as layoffs have made the overworked the objects of envy.

From this perspective, things can only go up, and, if recent economic prognostications are to be believed, it appears that they will in relatively short order.

That's certainly worth celebrating right now!

### **Electrical Workers Held Conference**

*(The following article contain excerpts from an article that was published in PEI's 'The Guardian' Wednesday, September 2, 2009)*

The International Brotherhood of Electrical Workers held its annual progress meeting in Charlottetown the week of August 31st, 2009 and heard from speakers including Senator Michael Duffy, newly elected Nova Scotia Premier Darrell Dexter, IBEW President Edwin D. Hill and IBEW member Robert Mitchell, a P.E.I. MLA.

Over 200 delegates, representing all facets of the electrical industry, attended the conference to discuss the issues that concern industry and its workers.

A training component was also included and this year the course presented was 'conflict resolution'. The course will enable union reps to effectively communicate with employers to resolve issues of mutual concern.

The IBEW believes the future for Canada depends on a well-trained and skilled workforce. It believes that unions have a major role to play in building the Canadian economy.

Prior to the start of the convention, the National Electrical Trade Council met with over 40 facilitators of electrical apprenticeship training to discuss ways to improve the education for future electrical workers of Canada.

### **Youngster Happily Cuts Out Early From Leafs' Game**

*(Excerpts have been taken from Erin Dwyer's article from New Brunswick's 'Telegraph-Journal' - Published Tuesday September 29th, 2009)*

While watching an NHL game in Toronto, 11 year old Braden Gendron, of Hampton, NB received word that a double lung donor had been found.



Braden, who suffers from pulmonary hypertension, had told his mother a month ago - soon after he found out he was officially on the transplant list at the Toronto General Hospital's Multi Organ Transplant

Program - that he wanted to play hockey after he got his

new set of lungs; because of his disease, he was only ever able to watch his twin nine-year-old brothers play the game.

So when IBEW Local Union 502, Saint John, NB, Organizer Dave Stephens, became aware of this youngsters' situation he contacted the IBEW First District Office. Instantaneously, IVP Flemming contacted IBEW Local Union 353 President Barry Stevens who was able to obtain tickets to an NHL exhibition game.

When Braden and his family got the news that they would be attending an NHL exhibition game to see the Pittsburgh Penguins play the Toronto Maple Leafs at the Air Canada Centre, they were excited.

On September 22<sup>nd</sup>, 2009 Braden's family arrived at the arena, accompanied by IBEW Local Union 353 representatives Craig Swinnerton and Sharry Budd, not knowing their lives would be changed forever. They watched the pre-game warm-up, stood outside the dressing room as the players hit the ice and were just sitting down to dinner in the Air Canada Club as the first period began when Braden's father's cell phone went off -- it was the hospital; they had a donor.

"We hadn't even gotten our heads wrapped around the possibility we would get a call," said his mother, Jennifer Gendron. "They had said it could take six months, it could take a year."

For the Gendrons, it had only been 27 days.

The Gendrons sat somewhat shocked around their dinner table in the Air Canada Club. When staff at the Air Canada Centre learned what was transpiring, they sprang into action: arranging transportation, packing up food to take to the hospital and ensuring the family would get to come to another NHL game. Braden left the arena after the second period.

"We watched the last period at the hospital," his mother said.

It wasn't until 2:15 a.m. before they learned from the transplant team the lungs were a suitable match and, by 2:45 a.m., Braden was being prepped for his life-saving surgery. He wasn't scared; he was excited about what it would mean for his future.

"He said, 'Mom, it's going to be like I'm born again,'" recounted his mother. "He told us not to worry, everything was going to be fine, and he told the staff to keep an eye on us because we would be doing a lot of crying."

As always, Jennifer Gendron believed the brave face on her son was his way of coping during scary medical procedures. After seven years of battling the rare blood vessel disorder of the lungs that puts enormous stress on the heart, Braden had been through enough of them; and after his 10-hour surgery, she now believes otherwise.

"I thought it was just his way of dealing with things - until he woke up and looked at me and the first words out of his mouth were, 'I told you I could do it.' I've always taken it as he's trying to be tough, but I think he just really is."

Back in his hometown, where his mother owns a gym and where his father works as an RCMP officer, word spread quickly that Braden was in surgery. Emails were flying, Facebook updates were posted, and prayer vigils at local churches organized. On his mother's blog, hundreds of people from across Canada posted positive messages, among them his former teachers at Hampton Elementary School.

Braden, on the other hand, isn't aware how many people are following his progress. Since the surgery, he's been heavily sedated and now doctors started weaning him from some of the medications and removing some of the many tubes tapped into his body.

Braden is expected to be moved from the intensive care unit to his own hospital room. He will start to undergo physiotherapy to get him up and moving and start eating on his own. He will remain in hospital another month and will stay in Toronto another three to four months for follow-up and physiotherapy.

"Things are continuing to go well and his progress is amazing us," his mother said. Just after the surgery, the Gendrons accompanied Braden as he underwent a bronchoscopy - a procedure where a camera is inserted down into the lungs. "For us, it was quite an emotional moment to actually see his lungs, the new lungs that were so pink and shiny.

"We had actually second-guessed all along: Are we doing the right thing? Is this the right time?" his mother added. "Then they told us afterwards that his lungs were severely damaged and that his heart was in such a state that it couldn't have withstood the pressures much longer. It was severely enlarged, which we knew, but it was to the point where his ribs were actually deformed - that's a lot of pressure."

Jennifer Gendron said she hopes Braden's story will get people to consider organ donation and have their donor status placed now on their Medicare card or driver's license. In the last six weeks, he's one of three New Brunswick children who have received double lung transplants.

"There are so many people following his story," she said.

"If they haven't thought about it before, hopefully it is something they've thought of now.

"The negative part of this whole story is that someone else had to lose a child so that our child could have a second chance at life. It is a horrible thing, but what an incredible gift for someone to be able to give.

"It's pretty amazing that in such a small place we have three children and all of them to receive transplants so quickly."

In the meantime, the family is focused on Braden's recovery. But they have another goal in sight. "Before we leave this city, we have to get back to another Leafs game and stay for the whole thing - that's on our to-do list."

### **Electrical Workers Back Province**

*(The following article has excerpts from the Saint John, NB, Telegraph-Journal, published Wednesday October 7th, 2009 - written by **IBEW Local Union 37 Business Manager Ross Galbraith**)*

News of the revised schedule for the Point Lepreau Generating Station refurbishment is clearly a huge disappointment for the public. Back in 2005 when the decision was made to refurbish Lepreau, it was believed that it was the right decision. Now today, in 2009, despite the schedule delays, it is still the right decision.

Point Lepreau will start again, and when it does, it will provide our youth with career opportunities in a high-tech industry that has good paying jobs for the next 30 years. New Brunswickers will save millions each month for the next 30 years because of its cheaper electricity, all the while reducing our dependency on foreign sources of fuel and without emitting greenhouse gases.

Nevertheless, no one is happy with the current schedule, and sharing in the disappointment over the delays are the 1,800 men and women working on the Point Lepreau Refurbishment Project. Approximately 800 of these employees are members of my local within the International Brotherhood of Electrical Workers (IBEW), people who normally operate and maintain the station but who are now involved with every aspect of the refurbishment. Although the project's completion has been delayed, we still believe in this project because of the many benefits it brings to our province.

I also know first-hand that our members, and everyone else working on the refurbishment, are dedicated to completing this project for the people of New Brunswick. Everyone working on this project has made personal sacrifices for the sake of the refurbishment as work goes on around the clock. They are doing everything they can, as safely as they can, to complete this project as soon as they can.

The IBEW members working throughout the rest of NB Power are equally committed to this project and are not only supporting it directly but are also making sure that reliable replacement energy is available for the people of New Brunswick while Point Lepreau is off-line.

Faced with unexpected issues, our members have been rolling up their sleeves to advance this project. Almost a year ago, when the schedule first started to slide, NB Power and IBEW formed a special team to seek out ways to work more efficiently and to develop suggestions to help AECL and the project progress. This was in line with the values of a "Code of Excellence" that the IBEW has developed, in which our members strive to provide the best work and best value to our employers.

Recognizing this exceptional level of co-operation and joint

problem-solving that is occurring at Point Lepreau is more useful and productive than the finger pointing by those who are now saying the project has been "mismanaged." They are simply mistaken. From what I've personally observed, the level of commitment and dedication from all levels working on this project has never wavered.

The fact is, this is an enormously complicated job, with an incredible number of complex and potentially hazardous tasks being performed every day. NB Power employees working on the refurbishment recently surpassed 4.8 million hours worked (more than 2,300 person years of work) without a single accident that caused a worker to miss time. That is an incredible and unparalleled safety record for this volume and type of work.

We are not running behind on this project because of mismanagement. We are running behind because of growing pains with the innovative techniques and incredibly complex robotic equipment that is being used for the first time in history by a highly talented and dedicated workforce.

By working together, IBEW and NB Power, along with AECL and their contractors, have found many solutions to complex technical issues. In many cases, work processes and equipment improved. The development and application of innovative solutions have kept things moving forward.

The fact that we are pioneering new solutions and techniques means that we will be helping other AECL CANDU refurbishment projects around the world run much more smoothly. For example, the Korean refurbishment project, which started after we did, is proceeding more quickly because they are learning from us. Quebec Hydro will also benefit from our experience when their Gentilly 2 CANDU is refurbished in the near future.

The bottom line is that the innovations and process improvements we are pioneering here in New Brunswick provide an immeasurable benefit to AECL and to their other customers. Unfortunately, the time delays caused by the necessity of troubleshooting and revising processes mean that our replacement energy costs are going to be more than we bargained for.

As others have pointed out, since AECL is a federal Crown corporation and is deriving benefit from this, it is only fair that Ottawa provide some assistance to New Brunswick to cover the mounting costs.

#### **Wage Earner Protection Program Act**

*(The following article was an ANNOUNCEMENT from CLC President Ken Georgetti dated September 30, 2009)*

*As you know, the Canadian Labour Congress and its affiliates have worked hard to get the 'Wage Earner Protection Act' (Bill C-55) passed by Parliament.*

*In late 2005, Bill C-55 was passed in the dying days of the Liberal government. However, to avoid the Senate holding up the Bill, it was not put in force until consequential amendments to the 'Bankruptcy and Insolvency Act' and 'Companies' Creditors Arrangement Act' (CCAA) could be completed and passed.*

*We continued to work on the subsequent amendments needed with our allies in Parliament. Through hard advocacy work, in 2008 changes were developed with Bill C-12 that were necessary to protect our collective agreements and ensure unremitted pension contributions also received super-priority in bankruptcies.*

*Earlier this year, in January, the provisions of the 'Wage Earner Protection Program Act' relating to payment of severance and termination pay came into effect.*

*I am pleased to say that all the consequential amendments to the two bankruptcy laws that were required to implement the full intent of the 'Wage Earner Protection Program Act' have now been completed and came into force on September 18, 2009. In particular, I would like to point out this new provision in the CCAA laws that will protect our collective agreements in bankruptcies:*

***"Any collective agreement between an employer and a union shall remain in force, unless the agreement is amended by agreement of the parties. There is no provision for the Court to disclaim, terminate or revise a collective agreement."***

*This is a major victory for working people. Due to the hard work of the labour movement, working with allies in Parliament and keeping the pressure up, workers in Canada have basic protection in the event their company goes bankrupt. With your support, a strong and focused Canadian Labour Congress campaign was able to amplify the voices of the affiliates in our parliamentary work. We will continue to work to improve on this important base.*

#### **Buy Canadian-Made Goods - Look For The Made In Canada Label**

*(Article taken from Canada's leading independent online newsmagazine [StraightGoods.ca](http://StraightGoods.ca) : Tuesday, September 29, 2009—by a woman who just wrote in to the editor)*

*A physics teacher in high school, once told the students that while one grasshopper on the railroad tracks wouldn't slow a train very much, a billion of them would. With that thought in mind, read the following. It was obviously written by a good Canadian.*

*Good idea . . . One light bulb at a time . . .*

*Check this out: I can verify this because I was in Lowe's the other day for some reason and just for the fun of it I was looking at the hose attachments. They were all Made in China. The next day I was in Home Hardware and just for the fun of it I checked the hose attachments there. They were Made in Canada. Start looking.*

*"You have to read the labels on everything."*

*In our current economic situation, every little thing we buy or do affects someone else - even their job. So, after reading this email, I think this lady (who wrote in) is on the right track. Let's get behind her!*

*She said: "My grandson likes Hershey's candy. I noticed, though, that it is marked Made in Mexico now. I do not buy it anymore. My favorite toothpaste Colgate is Made in Mexico now. I have switched to Crest. You have to read the labels on everything."*

*This past weekend I was at a general merchandise store. I needed 60W light bulbs. I was in the light bulb aisle, and right next to the GE brand I normally buy was an off brand labeled, "Everyday Value". I picked up both types of bulbs and compared the stats - they were the same except for the price. The GE bulbs were more money than the Everyday Value brand but the thing that surprised me the most was the fact that GE was made in MEXICO and the Everyday Value brand was made in - get ready for this - in Canada, in a company in Ontario.*

*So throw out the myth that you can not find products you use every day that are made right here.*

*My challenge to you is to start reading the labels when you shop for everyday things and see what you can find that is made in Canada - the job you save may be your own or your neighbour's!*

*If you accept the challenge, pass this on to others so we can all start buying Canadian, one light bulb at a time! Stop buying from overseas companies! (We should have awakened a decade ago).*

*Let's get with the program . . . Help our fellow Canadians keep their jobs and create more jobs here in Canada.*

*If President Obama insists on a "Made in America" policy, which is commendable of him to support American workers, we should do likewise. BUY CANADIAN! Read the labels. Support Canadian jobs.*

Here is a website that can help:

<http://www.buycanadianfirst.ca/product-categories>

### **Canada's Installed Wind Power Capacity to Exceed 3,000 Megawatts by the End of 2009**

*(The following article was researched and published by Industrial Info Resources -- September 29, 2009)*

At the Canadian Wind Energy Association's (CanWEA) (Ottawa, Ontario) annual conference held in Toronto last week, CanWEA announced that the wind energy generating capacity in Canada would reach 3,159 megawatts (MW) by the end of 2009. This year, the country is expected set a record by adding about 790 MW of wind power generating capacity. Also, windfarms are being

installed in every province in Canada for the first time.

Canada, which ranks 12th in the world for installed wind power capacity and generation, has embarked on "Wind Vision 2025" an ambitious, long-term wind energy program. The country, which is endowed with abundant natural resources, also has three windy coastlines. Presently, the country's windfarms provide electricity to about 860,000 households. As part of the Wind Vision 2025 initiative, CanWEA hopes to increase the contribution of wind energy to 20% of total energy needs. At the end of 2008, contribution of wind energy to the national grid was less than 1%. The Wind Vision 2025 program, which is estimated to require investments of about \$72.47 billion, will add about 55,000 MW of wind power capacity, create 52,000 new jobs, and reduce greenhouse gas emissions by 17 million tons.

By 2025, Canada's electricity demand is expected to grow by 36%. Industry experts have observed that during this period, energy consumption will increase 214 terawatt-hours (TWh). About 15% of Canada's power generating facilities, mainly coal-based power plants, is expected to be replaced or phased out. By December 31, 2014, four coal-powered plants at Lambton, Nanticoke, Thunder Bay, and Atikokan will be shut down. It is therefore imperative for Canada to build new power plants, which will generate about 323 TWh of power.

CanWEA is confident that about 50% of this new capacity can be procured from wind power. Energy analysts indicate that to achieve this target, about 22,000 wind turbines will have to be installed in 450 Canadian sites. This initiative would require sound planning, steady and consistent progress, and infrastructural support from the government. Renewable energy sources are a better alternative to traditional thermal sources, as they do not emit greenhouse gases. The electricity sector in Canada accounts for about 17% of total greenhouse gas emissions in the country.

At the end of 2008, according to Canadian Electricity Association (CEA) (Ottawa), hydropower contributed 61% to the country's energy production, followed by conventional fossil sources adding 20.3%. Nuclear power accounted for 14.2% of the total power delivered at the national electricity grid, while wind power and other sources contributed 0.3% and 4.2%, respectively. The U.S. Energy Information Administration indicates that by 2030, natural gas-based power generation in Canada is expected to increase 2.5%, while coal-fired power generation will grow 0.8%. Contribution of nuclear power and hydropower generation is expected to rise 1.5% and 1%, respectively. Wind energy will grow 13.1%, while electricity generation from other renewable energy sources will increase 3.5%. Electricity generation from oil-fired power plants will decline 0.6%.

The Canadian federal and state governments also have introduced incentives to encourage the use of renewable energy in the country. State governments have entered into power purchase agreements with wind power developers for 500

MW of projects, which are expected to begin operations in the next five years. By 2020, the provinces of Ontario, Alberta and Quebec are expected to increase wind power generating capacity to 4,600 MW, 2,700 MW and 4,000 MW, respectively. In 2007, the federal government also introduced an incentive scheme, which pays US1 cent per kilowatt-hour (kWh) generated from renewable energy sources. By 2010, a scheme for carbon and greenhouse gas trading is also expected to be put in place.

According to the CEA, global investments in the wind power sector are expected to touch \$917 billion, adding about 500,000 MW of capacity by 2020. The U.S. leads the list of top wind power producers with an installed capacity of 25,000 MW, followed by Germany and Spain with installed wind energy generating capacities of 23,900 MW and 16,700 MW, respectively.

**Workers At Troubled \$820 Million Seymour-Capilano Filtration Plant Tunnel Project Throw Out Christian Labour Association Of Canada [CLAC] In Favour Of Maximum Protection Provided By Three BC Building Trades Unions**

*(The following is a 'News Release' from the BC & Yukon Territory Building & Construction Trades Council on Oct. 15/09)*

Unionized workers at the troubled giant \$820 million Seymour-Capilano Filtration Plant twin tunnel project have voted for a second time to reject representation by the Christian Labour Association of Canada (CLAC) in favour of the maximum protection of their rights provided by three BC Building Trades unions.

The results of a Labour Relations Board-supervised vote were announced Wednesday and turn the job of representing about 130 workers over to three BC Building Trades unions working together in a "poly-party" certification – the International Union of Operating Engineers Local 115, the Construction and Specialized Workers' Union Local 1611 [Labourers' Union] and the IBEW Local 213.

The huge water diversion project has been slowed by serious cost over-runs and unsafe work conditions. The original contractor, German-based Bilfinger-Berger, stopped work in January 2008 and is now being sued by Metro Vancouver for the additional costs of hiring a new contractor.

Earlier this year the GVRD selected an American company, Frontier-Kemper, to complete the project and tunnel boring operations resumed this summer.

Bilfinger-Berger workers had already previously voted to replace CLAC with the Building Trades poly-party but lost their union representation when Bilfinger left the project. CLAC was able to resume representation of the employees with the new employer Frontier-Kemper. Now, for a second time, workers have rejected CLAC for representation by the poly-party.

"There's something drastically wrong with the system when workers have to vote not once but twice to be represented by the union of their choice" according to Gary Kroeker, Business Manager of the Operating Engineers Local 115. "This is a difficult and potentially dangerous project, so workers want the best protection they can get."

"Fortunately for these workers, lightning did strike twice," said Mark Olsen, Business Manager for the Construction and Specialized Workers' Union Local 1611. "But it is obviously time to review the BC Labour Code process that let CLAC return even after workers had clearly rejected them."

Said Rick Dowling, Business Manager for the IBEW Local 213: "We believe other construction workers currently represented by the Christian Labour Association of Canada should take the same hard look at CLAC that Seymour-Capilano Filtration Plant workers did, because it is in their best interests to be represented by bona-fide Building Trades unions who will fight for their rights on the job, including health and safety."

Both Ontario and Nova Scotia prohibit the Christian Labour Association of Canada operating as a legal trade union in construction. The Building Trades leaders are calling for the same protection for workers in BC.

The three unions look forward to establishing a productive and stable relationship with Frontier-Kemper, which is certified to Building Trades unions in several American states.

**Canada's \$1 Billion Rescue Package to Pulp and Paper Industry Close to Being Finalized** *(The following article was researched and published by Industrial Info Resources -- Oct 6/09)*

Later this month, the Canadian government is expected to approve legislation that will fund up to \$1 billion in energy conservation and environmental compliance projects at pulp and paper mills across the country that burn black liquor in pulping operations. *Black liquor is a byproduct of the kraft process, (also known as kraft pulping or sulfate process) during the production of paper pulp.* Dubbed the Pulp and Paper Green Transformation Program, the legislation will allow companies to generate credits based on \$0.16/litre of black liquor fired between January 1 and December 31, 2009, or to a cap of \$1 billion in credits, whichever comes first. Firms have until March 31, 2012, to draw on this funding to finance approved capital projects.

The measure is meant to counter a similar subsidy in the form of tax credits given to pulp and paper firms in the U.S., which are estimated to receive close to \$10 billion by the end of the year on the basis of 50 cents per gallon of black liquor. The American subsidy is based on a loop hole in a Transportation Bill that offers credits for alternative fuels, for which black liquor qualifies when blended with diesel. U.S. companies, however, are not required to use the credit for capital improvements or any other purpose. Of the country's 71 pulp and paper mills, only 27 are eligible for the program. Those mills have compiled or are finalizing a list of projects that may qualify for the credit. Projects may include, but are not limited to, the following:

- Recovery boiler upgrade or replacement
- Installation of electricity-generating turbines for cogeneration
- Replacement of motors with variable frequency drive motor
- Control optimizations, which are process controls that are installed to optimize operating parameters and performance, and achieve energy savings
- Fuel switch with new boiler, to switch from fossil fuels to biomass
- Enhanced black liquor evaporation or concentration, to increase the heat content of the liquor and improve thermal output
- Hog fuel dewatering, to increase the heat content of the fuel and improve thermal output
- Incineration of non-condensable gases, to improve pollution control and achieve marginal thermal output
- Water reduction to save water heating, usage and/or drying and associated energy use while improving effluent treatment and water discharge quality

Once the determination is made as to how much money each mill will be awarded, companies will make final plans to proceed with specific projects. Industrial Info has identified more than \$575 million in planned expenditures related to the transformation program. Project expenditures range in value from less than \$1 million to more than \$75 million for a single project. For some firms, the order of priority will fall on which projects offer the biggest bang for the buck.

### **Historic Victory For Migrant Farm Workers - Contract Sets New Precedent For Rights Of Workers**

*(The following article is a Press Release from the CLC dated September 23, 2009 pertaining to the Collective Agreement reached between UFCW Canada and Floralia Growers of Abbotsford, BC).*

#### **PRESS RELEASE**

*A breakthrough collective agreement was reached September 21<sup>st</sup> between UFCW Canada and Floralia Growers of Abbotsford, B.C.*

*The new UFCW Canada Local 1518 contract provides wage improvements, but is particularly noteworthy for the protections it establishes for the rights of seasonal migrant agriculture workers to return to Canada under the federal government's Seasonal Agricultural Workers Program (SAWP).*

*"We have had a lot interest from migrant farm workers in joining the union," said Ivan Limpright, President of UFCW Local 1518, "and this contract is a huge step forward in providing the kinds of basic protections and recall rights that migrant farm workers in Canada deserve."*

*"These are among the most vulnerable workers in Canada, because too often when workers would dare complain, let alone join a union, the farm employers would make sure they didn't call those workers back for the next season's work, or just send them straight back to their home country," said Limpright.*

*"This contract establishes a real measure of justice and dignity for the Floralia workers."*

*The new contract establishes recall rights for migrant agriculture workers, and the union and employer have agreed to a process for recalling SAWP workers that will enhance workers' opportunities to return year after year.*

*In addition, when the growing season slows down and a smaller workforce is needed, a process is now established whereby those volunteering to return home would be the first to go, and if necessary, other workers would then return to their home based on seniority.*

*"Previously, the workers would be 'repatriated', as the employers like to call it, and strictly at the employer's whim," said Limpright. "For example, we have had cases where there was a slowdown in the growing season and a worker volunteered to go home because his wife was pregnant or there was another family emergency, but the employer would refuse and send someone else home instead. Now, under this contract, the workers at least have some control over their own fates, and this is a huge and important breakthrough."*

*The migrant agriculture workers at Floralia are from Mexico, and make up approximately 90 percent of the Floralia workforce.*

*In addition to recall rights, the crucial topic of overtime was also addressed in the new contract. It had been apparent that when workers developed an interest in joining UFCW, those workers were punished by having their overtime eliminated or minimized.*

*The new contract has a process by which overtime will be balanced among all workers, and monitored so that it is not awarded by favouritism nor used as a form of punishment against workers interested in the union.*

*Other achievements in the contract include:*

- *contract language that will see workers paid for all hours worked from their start time forward. Previously, workers went unpaid for travel time between fields, which could be as much as 1.5 hours per day;*
- *the formation of a Health & Safety committee with worker representation;*
- *a procedure to address grievances;*
- *improvements for domestic farm workers as well - start rates for domestic workers went from the \$8.00 minimum wage to \$9.09 per hour, equivalent to what SAWP workers earn;*

- Improvements to vacation language - a number of workers have been employed for two years of more, and under terms of the new contract, they will be entitled to 6 percent vacation pay with three years service, a substantial improvement for the workers;
- Wage increases set at SAWP rate-plus .10 cents, 10 cents, and 12 cents respectively in the final three years of the contract.

"I want to welcome our newest members," said Limpright, "and we are delighted that at last these members have a voice and a say in their workplace. This is a big step forward, and should be a strong, positive signal to other farm workers, domestic and migrant alike, that joining the UFCW makes sense."

"This a great victory for the workers at Floralia, who have exercised their Charter rights to join a union and bargain collectively," said UFCW Canada National President Wayne Hanley.

"The Charter is not stopped by provincial borders," said Hanley, "so it is shameful that Ontario and Alberta continue to trample the human rights of agricultural workers by blocking their access to unionize."

UFCW Canada in association with the Agriculture Workers Alliance operates a number of support centres across Canada for agriculture workers. UFCW Canada is also Canada's largest private-sector union with over 250,000 members across the country working in every sector of the food industry from field to table.

### **Our Values Are Timeless**

*(The following is excerpted from AFL-CIO Secretary-Treasurer Liz Shuler's speech at the AFL-CIO Convention)*

"It's been quite a journey with the IBEW. Starting in Portland, and all throughout the United States and Canada, we have organized together, walked picket lines together, rallied together and lobbied together.

I was fortunate to have Local 125 in my life even before I went to work there. My father Lance was a lineman working out of that Local and my late mother Joyce spearheaded a drive to organize office employees at the same utility. She was incredibly talented and supportive and, like so many hard-working American moms, made every sacrifice so her children could prosper.

My first priority is to manage the finances of the federation with the complete accountability and transparency.

The federation has already made some difficult cuts. As the finance report will show, the budget will be back in the black this year, but the need for prudent measures remains great. We will do what is necessary to maintain fiscal responsibility, but we will not dilute our mission or sacrifice our principles.

Financial responsibility is critical, but the job demands more, namely, to help establish priorities for our movement.

We need to revitalize and unify labour at every level. We need to reach out to unorganized workers, especially those under 35 who, for whatever reason, don't see us as the answer to the economic problems they face. Our message needs to resonate across generational lines.

For the first time in history, we have four generations in our movement as active and retired workers, ranging from those whose lives were shaped by the Great Depression and World War II, to the well-documented Baby Boomers, to Generation X, and to the Millennials, those born in the 1980s and later.

Our values are timeless: social justice, the dignity of work and job opportunities for all. But we need to rethink how we present them to the world.

Our task is nothing less than renewing the labour movement in the wealthiest nation in the history of the world. Four generations look to us to provide the hope, the progress and the justice they deserve.

Together we can advance those timeless values. And together we will."

NB: Liz Shuler was elected as AFL-CIO Secretary-Treasurer on September 16, 2009. Prior to that, Liz was Executive Assistant to IBEW President Hill.



### **"Canadian Electrical Code — C22.1-09 in Mobile Publication Format"**

For a limited time (expiring December 31<sup>st</sup>, 2009) CSA is offering a FREE 30-day trial of the 2009 Canadian Electrical Code as a Mobile Publication for use on smart phone (Blackberry, iPhone, etc). Key sections of the code can be referenced or reviewed at any time, from any location, with no additional air-time charges! Go to <http://www.csa.ca/mobile/> for details.

### National Forum on Workplace Electrical Safety

Presented by the architects of the *CSA Z462 Workplace Electrical Safety* and *CSA C22.1 Canadian Electrical Code Part 1* standards, this one-day forum will benefit anyone involved with electrical safety and safety planning. It will focus on providing the critical "how to" aspects of electrical safety requirements and best practices, all backed by case studies from your peers...and **CSA is offering 10% off to all IBEW members.**

The following are cities and dates where this forum is taking place:

**Regina - November 16**  
**Calgary - November 19**

Click on the following website for more information and how to register:

<http://www.csa.ca/cm/2009-ce-code-conference-z462>

### HARLEY DRAW WINNERS!!!!

The winner of the **first** Early Bird draw, holding ticket #466 for **\$5,000.00** – drawn May 21st at the 21st Annual IBEW/MS Charity Golf Tournament by Steve Smillie from the General Presidents Committee – is:

**BOB MESTON - Local Union 353, Toronto, ON**

The winner of the **second** Early Bird draw, holding ticket #297 for **\$5,000.00** – drawn the evening of September 3rd at the All Canada Progress Meeting (ACPM) Banquet by PEI's Senator Mike Duffy – is:

**LARRY GATNER - Local Union 424, Edmonton, AB**

The winner of the **FINAL** Grand Prize draw, holding ticket #184 for the **2009 Harley Davidson Black Ice/Blue-Ice "Road Kind Classic" FLHRC** – also drawn the evening of September 3rd at the ACPM Banquet by IBEW International President Ed Hill – is:



**LORNE ROBBINS - Local Union 914, Thorold, ON**

**Congratulations to  
Brothers Meston, Gatner & Robbins!**

### 2009 Projected Meetings

- 10/22 – 24/09 Gov't Employees Dept. Conference  
L'Enfant Plaza Hotel  
Washington, DC
- 12/2 – 4/09 Nuclear Conference  
Golden Nugget Hotel  
Las Vegas, Nevada

### 2010 Projected Meetings

- 1/28 - 29/10 NECA Benefits Conference  
Naples Beach Hotel  
Naples, Florida
- 2/15 - 16/10 Western Winter School  
Victoria, BC
- 3/2 - 3/10 Central Winter School  
Toronto, ON
- 3/23 - 24/10 Eastern Winter School  
Delta Halifax  
Halifax, NS
- 4/15 –17/10 IBEW Construction Conference  
Washington, DC
- 4/26 - 30/10 Broadcasting, Manufacturing and  
Telecommunications Conference  
Hyatt Regency Tamaya Resort& Spa  
1300 Tuyuna Trail  
Santa Ana Pueblo, NM
- 5/2 - 5/10 BCTD Legislative Conference  
Crowne Plaza Hotel  
Ottawa, ON
- 7/12 - 16/10 Utility Conference  
TBA
- 7/21 - 24/10 IBEW Women's Conference  
Washington, DC
- 8/23 - 26/10 1st District Progress Meeting  
Delta Saskatoon Bessborough  
Saskatoon, SK

