

UNIT MEETINGS APRIL, 2011

UNIT #1 (Alarms, Business Machines, Cable, City of Vancouver, City of New Westminster, Euro-Rite Cabinets, SPUDS, Trader Corp., Sears)

DATE & TIME: Wednesday, April 13, 2011 at 6:30 p.m.
PLACE: Local Union Hall, 4220 Norland Ave., Burnaby

UNIT #2 (Wiremen & Apprentices residing in Lower Mainland, Marine, Neon, Ocean Construction, SFU, Maple Leaf Foods, Winders, Vancouver School Board)

DATE & TIME: Thursday, April 14, 2011 at 7:00 p.m.
PLACE: Local Union Hall, 4220 Norland Ave., Burnaby

UNIT #3 (Terasen Gas - Lower Mainland, Pacific Northern Gas)

DATE & TIME: Thursday, April 21, 2011 at 7:00 p.m.
PLACE: Centennial Hall, 18918 - 88 Avenue, Surrey

UNIT #4 (FortisBC and Terasen Gas members residing in Kootenays)

DATE & TIME: Wednesday, April 6, 2011 at 7:30 p.m.
PLACE: Columbia Room, Castlegar & Dist. Recreation Centre, Castlegar

UNIT #5 (FortisBC members, Terasen Gas members and Wiremen and Apprentices residing in Okanagan and Similkameen; Cities of Kelowna, Penticton and Summerland members; and Pattison Sign — Penticton members)

DATE & TIME: Tuesday, April 12, 2011 at 7:00 p.m.
PLACE: IBEW 213 (Kelowna Office), 185 Froelich Road, Kelowna

UNIT #6 (Terasen Gas - Vancouver Island, Whistler and Sunshine Coast)

DATE & TIME: Wednesday, April 20, 2011 at 4:45 p.m.
PLACE: Royal Canadian Legion, Victoria

SPECIAL ORDER OF BUSINESS:

All Units - Nominations of delegates to the 38th IBEW International Convention.

STRIKES AND LOCKOUTS

Please respect the unions' picket lines in the following disputes:

Vancouver Island University Faculty Assn. (FPSE) - Vancouver Island University

Major Issues: Job Security, Seniority
Commenced: March 10, 2011

United Steelworkers (USW), Local 9346 - Teck Coal Ltd. (Elkview Operations)

Major Issues: Benefits
Commenced: January 30, 2011

CMAW, Local 1928 - Cove Top and Flash Cove Employees

Major Issues: Benefits, Wages
Commenced: Locked Out December 23, 2010

Canadian Union of Public Employees (CUPE), Local 873 - BC Ambulance Service

Major Issues: Wages, Compensation, Classification
Commenced: April 1, 2009

United Food & Commercial Workers Union (UFCW), Local 1518 - Extra Foods (Maple Ridge)

Major Issues: Wages, Job Security
Commenced: December 15, 2008

Construction and Specialized Workers' Union, Local 1611 - Wescon Enterprises Ltd. (Trivern) (Armstrong)

Major Issues: Seniority, Benefits, Concessions
Commenced: July 25, 2001



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A Message from the Business Manager.... MIKE FLYNN



APRIL 28TH—NATIONAL DAY OF MOURNING

The **National Day of Mourning** is observed in Canada, as in many other countries, on April 28th. It commemorates workers who have been killed, injured or suffered illness due to workplace related hazards and incidents.

The Canadian Labour Congress officially declared an annual day of remembrance in 1985, on April 28th. In December 1990, this day became a national observance with the passing of the Workers' Mourning Day Act, so that on April 28, 1991, it was officially the National Day of Mourning for persons killed or injured in the workplace; making April 28, an official Workers' Mourning Day.

Since its inception, the observance has spread to almost 100 countries around the world and known in most other countries as the Workers' Memorial Day. The date was picked because on that day in 1914, the Workers' Compensation Act received its third reading. In 2001 the International Labour Organization (ILO) first observed World Day for Safety and Health at Work on this day.

Typically the Canadian flag on Parliament Hill is flown at half-mast, and workers observe this day in various ways including lighting candles, donning ribbons and black armbands, observing moments of silence and attending services. The purpose of the Day of Mourning is twofold - to remember and honour those lives lost or injured and to renew the commitment to improving health and safety in the workplace - to prevent further deaths, injuries and diseases from work.

In 2010, 143 workers in British Columbia lost their lives due to workplace accidents or disease. Sadly, this number is up from 2009. While much work has been done to improve safety, much more work needs to be done. Sisters and Brothers, it is up to **us** to change the current culture that is far too prevalent in some workplaces. It is up to us to insist on a safe, healthy work environment.

If you have concerns with the safety structure in your work environment, please contact Adam Van Steinburg at the Union office. Adam is a qualified Construction Safety Office (CSO).

There are many services throughout the Province and we will update our website, www.ibew213.org, as soon as locations and times are confirmed. I encourage all members to attend a service in your area, not only to pay respect to those who lost their lives due to workplace accidents or illness, but to help deliver the message to the government and WorkSafeBC that one work related death is one too many. I encourage all employers to promote attendance.

You can also follow this link to place a flower for a fallen worker www.dayofmourning.bc.ca

YOU SNOOZE - YOU LOSE!

Increasingly, we rely on e-mail to communicate with our members. Please recognize how vulnerable and non-confidential these communications are if you are relying on company e-mail addresses. Your employer has full access to any e-mail you send to the Union (or union representative) from a company e-mail address. In the event of a lockout or strike, the union's access to company e-mail addresses will almost certainly be stopped. Make sure the union has your up-to-date home e-mail address. Please call the union office or send us an e-mail to provide your current home e-mail address.

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Assistant Business Manager, John Pesa Reports

Frontier Kemper - The Union has successfully negotiated an offer from the employer to settle the Chris Liske constructive dismissal grievance.

Westburne Electric Supply - The Union has corresponded with Ed Wyzkowski - Rexel VP of Human Resources in regards to the Spiro Reinhart illness pay grievance and the Counter Lead Hand grievance.

The employer has committed to review both files and a conference call is scheduled for March 25th in an attempt to resolve the grievances.

Vancouver School Board - Negotiations for a renewal to the agreement continue. The parties met on March 14th and have April 5th scheduled to continue main table bargaining.

Assistant Business Manager, Rav Ghuman Reports

Sears - The new collective agreement was ratified on February 2nd. Sears has finally put the raises through their payroll system.

Sears wanted to demote an employee from Tech 4 to Tech 3 while they trained him so he could do the full scope of the job. The Union took the position it was not the fault of the individual, and Sears is required to provide the training. The Company has agreed with the union's position to leave the employee in his current classification while they provide the required training.

Small Potatoes Urban Delivery

(SPUD) - Following the meeting of February 2nd, Rav met again with the membership on March 11th. The employees are very upset over some new policies the company has instituted regarding what is acceptable behavior, in particular for employees not to talk to other employees during work. It was brought to Rav's attention that SPUD felt they did not have to post job postings. Rav has put the Company on notice that according to Article 14.6 of the collective agreement all job postings must be posted. SPUD has also decided to take a unionized position (Quality

Assistant Business Manager, Rod Russell Reports

Black and McDonald - Rod has not yet received a reply from the Company regarding a possible extension to the current collective agreement. The Company originally proposed an extension. Rod has also requested information regarding the recent documented discipline of one member.

Pattison Sign Pentiction - Rod met with members to discuss a possible contract roll over for one year. He will be discussing this with the regional manager in late March. The contract ends March 31. The members had a COLA clause last year and did not get an increase. Members were clear at the meeting they are interested in Rod pursuing the possibility of a rollover regarding there are improvements to their wages and/or benefits.

City of Kelowna - Rod met with new HR director Stu Leatherdale. Rod and Stu had general discussions and introductions. Rod informed the City that bargaining should begin in the near future. The City is currently in talks with the airport and also the IAFF. Rod had an initial meeting with members to discuss bargaining.

City of Pentiction - CUPE and the

City settled and their collective agreement was ratified. Rod has not yet received a copy of the collective agreement. Members are angry CUPE and the city agreed to a "me too" clause, meaning that any wage increase another employee group with the City receives CUPE will also receive it. Rod has expressed the IBEW disappointment with the clause to both parties and has asked CUPE to consider carving the IBEW out of the clause but does not anticipate a positive response. CUPE has assured Rod the clause was a last minute proposal addition during the weekend settlement talks. Rod met with the management of the utility and the CAO to discuss bargaining. It is likely to begin mid to late April.

Dist. of Summerland - Members have expressed they are not interested in bargaining with Pentiction especially in light of the Pentiction/CUPE agreement. Rod has communicated the four parties may meet jointly for at least an initial meeting but all parties would have an "out" clause to be able to bargain separately. Rod met with management of the utility and the CAO to discuss bargaining and general timelines for beginning - mid to late April is the

The Foreman Promotion group grievance has been advanced to the next step of the grievance procedure. A Stage 3 grievance meeting took place on March 15th and the Union awaits the employer's response to the Stage 3 meeting prior to referring the matter to arbitration.

Allied Shipbuilders - Members employed at Allied Shipbuilders should

start thinking about proposals for bargaining. The agreement renewal date is June 30th, 2011. A proposal meeting will take place at the shipyard in the coming months to prepare proposals for negotiations. Once the date for proposals is established, notice will be posted in the lunchroom.

Union disagrees with Company's position. The parties have agreed to take this matter to Mediator Grant McArthur on March 30th and have him make a ruling on the issue.

Electrical Workers Minority Caucus (EWMC) - The first EWMC meeting was held on March 23rd at the Union Hall. A number of members attended the inaugural meeting, where we discussed our mission statement and started working on putting together a constitution that is in compliance with the EWMC International. The next meeting is scheduled for April 27th at the Union Hall.

Controller) and arbitrarily turn it into a management position. Furthermore SPUD has created a new position without consulting with the Union which is in violation of Article 19.10. Rav has filed a grievance to deal with all of the above mentioned issues and now waits for the Company's response.

Trader Media - Rav was informed by Ruth Strong (Human Resources Manager, Western Canada) that Trader will not sign off on the new agreement as there is an article in the Memorandum of Agreement that they claim was to have been deleted. The

anticipated start time.

FortisBC (FBC) - FBC settled the Apprentice Posting Grievance by agreeing to without prejudice leave the newly hired apprentice in Princeton in Oliver without the need to complete the pre-apprenticeship.

The company proposal to resolve the RSPD advancement grievance falls well short of the Union proposed resolution and this has been expressed to the Company. Arbitration dates are being set for this issue.

The Meter Technician grievance proceeds April 12 to 14.

The integration of Terasen and FortisBC now known simply as FortisBC continues at a fast pace. E-mail addresses and websites are being standardized and all vehicles are being branded the same.

Rod has requested the Union be provided any and all medical forms that are being utilized when dealing with IBEW members by Diversified Rehabilitation Group, who are working as a third party for FortisBC to manage disability and return to work issues. The forms ask for too much private information and Rod has expressed concerns. A grievance has been filed in order to expedite discussions.

The Company is hiring more low level managers and has not been replacing all vacancies created through attrition. Rod has informed members to be vigilant of managers doing Union work as well as to watch job posting procedures to ensure they are followed. Rod has expressed to the Company the Union has not and does not agree with percentage threshold limits for job selections. There will be further discussions on this issue as the Company has expressed an unwillingness to alter their procedure.

Negotiations in the Wire Section have finally started. The Building Trades negotiating committee (BCBCBTU) and the Contractors Representatives (CLR) have agreed on the main table bargaining process and trade discussions were held on March 24th and 25th. Both parties have discussed the IBEW's housekeeping proposals as well as the CLR's "modernization" proposals. The definition of Industrial work is outstanding from the previous round of

negotiations and was discussed again this round. Money items have not been tabled by either party. Future dates are set for April 19th and 20th.

Assistant Business Manager, Gord Van Dyck Reports

On March 24th, **FortisBC Energy Inc.** (FEI) (formerly Terasen Gas Inc. or TGI) firmly and finally rejected the Union's offer to extend the collective agreement for one year with a recommendation to accept or two years with no recommendation. This means the parties will commence full bargaining soon.

If you have any unsubmitted proposals, please give them to your Chief Shop Steward ASAP. We will hold a final Steering Committee meeting and present a description of our bargaining

proposals to the FEI membership at the Unit 3 and Unit 6 meetings in April. A hard copy of the Union's bargaining agenda will be distributed after it is presented to FEI.

There are 16 outstanding grievances at FEI and we are waiting for two arbitration awards and a Privacy Commissioner decision. One of the awards will decide whether disabled and demoted employees are entitled to severance pay upon retirement. Three grievances are in abeyance awaiting the outcome of this award. The Gary Pearson Sick

Leave Grievance arbitration hearing, which concerns privacy and sick leave entitlement issues, resumed on March 10th and will continue on May 17th, 18th, 19th and 20th. One grievance is in abeyance awaiting the outcome of this grievance. Mike Steinmann's Travel Time and Transportation Grievance will be arbitrated on June 7th and 8th. Three grievances are in abeyance awaiting the outcome of this grievance.

Our SOAs, SOTs and MCTs have failed to ratify a letter of understanding, which was to create a career path into

and through system operations and an Industrial Instrument Mechanic apprenticeship opportunity. There were 41 eligible voters. 39 members voted. 22 voted in favour of ratification. 17 were opposed. A mid-contract change requires clear majority (60%) support. In this instance, the change was only supported by 56% of the directly-affected, voting members.

Assistant Business Manager, Mirko Varga Reports

The **Cable Contractors** agreement has been signed off by all signatory companies and was supplied to shop stewards at the last Unit #1 meeting. Agreements are also available at the Union Office.

At **Shaw Cablesystems** the company is in the process of restructuring

and consolidating its service territories. More information on this process will be discussed at the next Unit #1 meeting.

At **GE Canada** Brother McIsaac's suspension grievance is scheduled for May 4th and 5th. A meeting is scheduled for all GE members for Wednesday, April 27th at 5:00 p.m. at the

Assistant Business Manager, Scott Ashton Reports

An unfair labour charge was filed against **ADT** for failing to communicate with the Union with regards to working out a date for **Branch 80** negotiations. Communication has been spurred on and dates should be forthcoming.

Three grievances have been filed against **ADT** for vacation payout. The **Branches 79 and 80** grievances deal with the employer's miscalculation of the payout amount. In the third, the Union is grieving ADT's move to go

back on their initial promise to pay out the vacation entitlement due to the former Broadview technicians who are now unionized brothers and sisters.

At the **City of Vancouver**, the **EOB** labour / management meetings have resumed. Meetings are planned to be held in the last week of the month. At the first meeting, talks were constructive and honest which hopefully will start the rebuilding of relations off in the right direction. One setback on the

Dispatcher, Adam Van Steinburg Reports

Since our last newsletter we had 22 journeymen book in and 44 go out to work. We had 19 apprentices book in and 35 were cleared to work.

Most of the clearances have been to Regina this month. The province of Saskatchewan will still have more calls

if members are willing to go.

Safety - If anyone is acting as a safety representative or sitting on an Occupational Health and Safety committee, please let Adam know. We would like to know who you are and make sure you have access to all the

Assistant Business Manager, Harry Van Beest Reports

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negotiations and was discussed again this round. Money items have not been tabled by either party. Future dates are set for April 19th and 20th.

The Shop Stewards course held February 12th was well attended by members from various workplaces and Units. Thank you to all who attended and are expressing an interest in representing their respective coworkers in the workplace. Another course will be held in late spring or early summer. If

relations has resulted in two new grievances filed against the City; one for the City's breach of the Employment Standards Act and the other deals with employment termination.

Scott would like to remind the membership to update the Union Hall with your current address, phone number and e-mail address. We are working on providing better communication with the membership and electronic communications will enable

us to provide you with more "unit" specific information faster.

Again, Business Reps. Rav Ghuman, Gord Van Dyck and Scott will be in Prince George, Terrace and Kamloops April 4 - 8 and in Victoria on April 12 for Shop Steward training and to provide Scott a chance to meet and visit the members in those regions. Contact the Union Hall for exact dates and times and be sure to let us know if you plan on attending.

acting in this capacity. It is an important role and key to future work and our ability to do the job safely and effectively. Everyone deserves to come home in the same capacity as they left.

Thank you to the members who are you are interested in attending, please contact your Business Office Representative.

Volunteers are needed for upcoming projects such as the renovation at the Church of the Sacred Heart Community Centre and to finish off the current Habitat for Humanity project. Volunteers are also needed from each Unit to assist with the upcoming Federal election. Please contact Harry or Adam if you wish to help out.

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positions. Any members who have an interest should contact Mirko.

Netcom Training—we are still in the relocation process of equipment and material, therefore some courses and seminars will be rescheduled and posted on the Netcom website.

At **City West Cable** there are postings for installer/technician

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