

UNIT MEETINGS JANUARY, 2011

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

DATE & TIME: Wednesday, January 12, 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, January 13, 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, January 20, 2011 at 7:00 p.m.

PLACE: Local Union Hall, 4220 Norland Ave., Burnaby

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

DATE & TIME: Wednesday, January 12, 2011 at 7:30 p.m.

PLACE: Monashee 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, January 11, 2011 at 7:00 p.m.

PLACE: CUPE Local 608, #207—69 Nanaimo Avenue East, Penticton

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

DATE & TIME: Wednesday, January 12, 2011 at 4:45 p.m.

PLACE: Terasen Gas, Nanaimo

ATTENTION ALL MEMBERS - The IBEW monthly International per capita contribution is being increased by **one dollar (\$1.00) per month** effective **January 1, 2011** in accordance with the IBEW Constitutional amendments approved at the last Convention.

STRIKES AND LOCKOUTS

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

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



Toll Free: 1-800-368-0277 Email: ibew213@ibew213.org

4220 Norland Avenue, Burnaby, BC V5G 3X2
Fax 604-294-1538 • Phone 604-571-6500 • www.ibew213.org

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

Below is a report on the CPP as published in the Royal Bank newsletter "The Advisor".

"On December 15, 2009, several changes to the Canadian Pension Plan (CPP) recommended by the federal, provincial and territorial governments became law with the passing of Bill C-51. The new rules will gradually restore the pension adjustments for early and late CPP take-up, remove the work cessation test, mandate plan participation for working beneficiaries under age 65 and enhance the general drop-out provision.

These new changes will be gradually phased in over five years starting in 2011. However, the changes will have no impact on you if you are already receiving a CPP retirement pension, disability benefit, survivor benefit or combined benefits, or if you will begin to receive these benefits in 2010. The CPP operates throughout Canada, except in Quebec.

Once the new changes come into effect for early CPP take-up, if you are between the ages of 60 and 65 and plan to apply for a CPP pension early, your benefits may be reduced. Details of these changes, including when they come into effect, are discussed below:

CPP Pension Adjustments for Early and Late CPP Take-Up

Current rules - If you decide to collect a CPP pension early (i.e. before age 65) or instead wait until after you are age 65 to take-up your CPP, there are downward or upward adjustments to the calculation of the monthly pension benefit you will receive.

If CPP is collected early, your CPP pension benefit is reduced by 6% per year or 0.5% per month for each month that the pension is taken before your 65th birthday to a maximum of 30% over 5 years. For example, if you take-up your pension as early as age 60, the pension benefit would be reduced by 30% (5 years X 12 months X 0.5%).

New Rules—If you are under age 65 and are receiving your CPP monthly pension and continue to work, you and your employer are required to continue to contribute to CPP. If you are between the ages of 65 to 70 collecting a CPP pension and continue to work, the decision to continue to contribute to the CPP is voluntary so you may elect not to make CPP contributions. However, if you opt to participate in the CPP your employer will be required to also contribute. These contributions will result in increased retirement benefits.

Although these new changes require that you continue to contribute to CPP, if you take an early CPP and continue to work, they also enable you to increase the amount of the CPP benefits you will receive. The additional contributions after CPP take-up are intended to increase your retirement benefits at a rate of 2.5% of the maximum pension amount per year of additional contributions.

Depending on your earnings level, these changes have the potential to increase your CPP pension above the maximum monthly benefit limits.

Increase in general low earnings drop-out

You can apply to begin to receive a monthly CPP pension benefit between the ages of 60 and 70. The amount of your benefit depends on how many years you contributed to the plan, the amount of your contributions, and the age at which you decide to start receiving your pension. Your benefit is calculated as 25 percent of your "average career earnings", starting at age 18 and ending at the age of CPP take-up. However, there is a general adjustment in the calculation that allows for a "drop out" of certain periods of low or no income. In addition, there are certain drop-out provisions such as for child rearing and for periods spent receiving a CPP disability benefit. When these periods are excluded there is the potential to increase your monthly CPP benefit up to the maximum amount.

Current rules—Before 2012 the general drop-out provision is 15% of the years where your earnings are low or nil. For example, the contributory period if you are age 60 when you take-up CPP is 42 years (age 18 to 60) and 47 years if you are age 65. Therefore, if you take your CPP at age 65 your CPP benefit calculation will drop almost 7 years of low or zero earnings.

New rules—The general drop-out provision will increase to 16% in 2012 and 17% in 2014. This will allow a maximum of almost 7.5 years of low or zero earnings to be dropped in the CPP benefit calculation for years 2012 to 2013 and 8 years of low or zero earnings to be dropped starting in 2014.

These changes can increase your CPP pension benefit if you have multiple years of low or no income years, which may have resulted from pursuing educational opportunities, caring for family members, or due to entering the Canadian workforce later in life because immigrated to Canada as an adult. Since the average CPP disability and survivor pensions are based on the retirement benefit calculation, the new rules can increase the average CPP disability and survivor pensions as well.

Summary - If you are between the ages of 60 and 65 and plan to take-up your pension early, you should consider how the new changes to CPP may influence your decision. The increase in the low earnings drop-out may increase the amount of your pension benefit if you had years of no or low earnings, however, the amount of the pension adjustment is also increasing which will reduce your pension benefit amount with early CPP take-up. You will be able to continue to work without reducing your earnings, but you will be required to continue to make contributions to CPP at least until age 65. These additional contributions will increase your CPP pension.

Based on your projected lifespan, coupled with your cash flow requirements and your overall health you can determine whether it makes sense in your particular circumstances to apply early for CPP benefits.



Assistant Business Manager, Rav Ghuman Reports

Trader Corporation - With the help of mediator, Grant MacArthur the parties were able to reach a memorandum of agreement on November 25th. Talks had been ongoing since February, 2010. A ratification vote was held December 8th where the majority of the membership that cast a ballot voted in favour of the new collective agreement. This is a three year agreement effective January 1, 2010 and expiring on December 31, 2012. The agreement calls

for a 1% wage increase retroactive to January 2010 and a \$750.00 signing bonus in the first year of the agreement; a 1% increase in the second year and a 2.5% increase in the third year of the agreement.

Also effective January, 2011 vacation entitlement for all employees except for the Outside Sales Representatives and Specialty Publication Sales Representatives will be as follows for years of service: Year 1 entitlement as per amount accrued; year 2 is 3

weeks; year 5 is 4 weeks and year 10 is 5 weeks of entitlement. Trader Corporation has also committed to limiting the use of contractors in the IS/IT Department by offering all the contractors employment, no later than December 31, 2010. It is the Company's intention that the majority of current contractors will be either converted to or replaced by employees before the end of February, 2011.

Rav thanks the following sisters and brothers - Parm Chohan, Neil Whaley, Dragos Viua, David

Witherspoon, Maria Sousa, Brendan Topley, Scott Hazelton and Ernie Tillack for their assistance during the bargaining process.

Brendan Topley and Scott Hazelton have also been appointed as shop stewards along with existing shop stewards Maria Sousa, Francis Fan and Ernie Tillack.

Direct Energy - Rav was notified by Glen Muir (Operations Manager) that Direct Energy has decided to get out of the appliance repair business. Operations are scheduled to cease the first week of February 2011.

Business Representative / Organizer, William Maarsman Reports

Welcome **Vancouver Industrial Electric Ltd.** This contactor does high voltage testing and maintenance work in Local 213's jurisdiction.

William would like members to become informed about the

Christian Labour Association of Canada (CLAC). Brother Rick Dowling reported in the June, 2010 newsletter how CLAC was a silver sponsor at the Open Shop Conference held in Kelowna this past Spring. Why would an organi-

zation that claims to be union do that? Members can check out www.thetruthaboutclac.ca for more information. Members can also drop by the Union Office to pick up a CLAC handout prepared by the BC Federation of Labour.

William encourages members that have spare time, to help out on the voluntary organizing committee. Interested members can contact him at: wmaarsman@ibew213.org.

Assistant Business Manager, Mirko Varga Reports

At **City West Cable** the two day meeting held on November 25th and 26th was very positive and should prove to be effective as we move forward with a labour/management committee in place and ground rules for agendas and content. The committee will have its first meeting on January 12th.

At **Shaw Cablesystems** the Union is continuing to work on a solution for the Technical Field Representative codes, specifically 041 and 042. The Union has grieved the issue and will be

meeting with the company in the new year for further discussions.

At **Delta Cable (Eastlink)** the labour management meeting held on December 7th was productive. A number of issues were raised — the installers 6 month pay increments will be solved immediately. Other issues (training, T2 calls, health and welfare information) will be addressed for solutions.

Cable Contractors negotiations are ongoing but progressing slowly, mainly because some employers are trying to outsource our health

and welfare plan (without supplying the committee with alternate plan information).

Mirko has received numerous complaints about working overtime. As stated previously, our members do not work after their designated shift hours unless overtime is authorized. There is also a number of complaints from members regarding **2.8% sick pay on gross wages**.

The sick pay should be clear on your payroll stub and paid. If not, please contact your shop steward or call Mirko for

further investigation. The Union will not tolerate any violations of articles in the cable contractors agreement. There have been some layoffs at the Cable Contractors and there are indications other contractors may require installers in the new year.

Winders Section - the current workload is steady with 4 journeymen on the unemployed list.

Netcom Training is ongoing with the trustees planning for the new year. Future dates for courses can be viewed at netcomtraining.org.

Assistant Business Manager, Rod Russell Reports

City of Kelowna, City of Penticton and District of Summerland contract expires December 31st. Rod has discussed negotiations with all three parties on a preliminary basis and will be meeting with members early in the New Year to determine committees and discuss proposals with the individual groups. It has not been determined whether Penticton and Summerland will be negotiating together.

Pattison Sign Penticton agreement will expire at the end of March, 2011. Rod asks members to consider potential proposals and forward them to him.

Black and MacDonald members at the Kelowna Airport have informed Rod that they are having more success dealing with issues as they arise by working with management. The Company has provided another convoluted

spreadsheet to deal with the issue of back dues not being paid. Rod will be discussing this with management to get the situation resolved, hopefully without having to file with the LRB.

The Unit meetings in December were used to provide the Union with direction regarding the sentiment of members who contribute to the joint IBEW/**FortisBC** pension plan. The trustees had asked the parties (the Union and Company) to look at possible means of mitigating an increase in contributions due to the upcoming valuation. The valuation comes at a time when due to low interest rates, a strong dollar, and a continued but not complete recovery from the 2008 market crash the solvency legislation is putting pressure on the plan. This same pressure is being felt by all private defined benefit

plans. The plan is in good financial shape and investments have bounced back well. The solvency issue is driven by legislation which is outside of the control of the parties or the trustees. At the December Unit meetings the Union provided information to the members in attendance. This information was provided by the actuaries AON-Hewitt at the request of the parties. After much discussion on the pension at the meetings the members who attended the Unit meetings overwhelmingly voted for status quo regarding pension benefits. It was determined that although an increase in contributions is not desirable the alternative of giving up on benefits that have been acquired over the years was not a palatable solution. Members want the trustees to apply to FICOM (Financial Institution Commission) in an attempt to have ap-

proved a 15 year amortization instead of the current 5 year amortization period of the solvency deficiency. Anyone requiring more information can contact Rod or one of the trustees.

Rod asks all members to focus on safety in the coming year. Reflect on the incidents that happened and how they have impacted fellow workers and their families or the potential impact they could have had. Please be involved and support those who have been willing to step up when called upon or needed to fill positions on safety committees or simply bringing an issue forward.

Rod would like to sincerely thank all the members who have supported the Union and the members throughout the past year and into the New Year, especially all Shop Stewards and JH&SC members. All members need to remember that you are the Union!

Assistant Business Manager, Gord Van Dyck Reports

There are 15 outstanding grievances at **Terason Gas Inc.** ("TGI"). Three concern claims for severance pay for retired employees who were demoted because of disabilities before they retired. Two of these three grievances are in abeyance pending the outcome of an arbitration with respect to this matter heard by Arbitrator John Kinzie on November 30th. Three concern claims for travel time and mileage for employees in the Langley Pool who are being told to report to other headquarters at their normal start and finish times without reimbursement for extra travel time and providing their own transportation. One of these grievances has been referred to arbitration. The other two are in abeyance pending the outcome of the arbitration. Two of the grievances concern jurisdictional claims with respect to managers and employees in the COPE 378 bargaining unit who are apparently performing work formerly assigned to employees in the IBEW 213 bar-

gaining unit. Three concern allegations of discipline or discharge without just cause and two concern denials of paid sick leave. One concerns TGI's failure to post Measurement Technician vacancies in the Penticton Meter Shop and one concerns an allegation of age discrimination.

TGI has produced a job description for the new Peer Trainer classification and proposes a rate of \$37.22 per hour. Based on the qualifications and duties in the new job description, the assigned rate appears fair and the Union expects to sign-off on the rate in mid December. However, this will only work in our best interest if Peer Trainers asked to function beyond the scope of the new Peer Trainer job description claim the Instructor rate for any such work.

A Shop Steward at TGI reported While-so-acting-Peer-Trainers, who thought they were entitled to the Instructor rate because no other rate for peer training was negoti-

ated, were told claiming the Instructor rate was dishonest or fraudulent. Please note the Union does not decide what duties an employee performs. TGI assigns duties. The Union ensures members receive the appropriate rates for the duties they perform. It is every employee's right and duty to claim the appropriate rate for work performed and to grieve if such rate is refused. The Union and TGI will decide in the course of processing grievances whether the claimed rates are appropriate. This is our process. There is nothing dishonest about claiming the rate you think is the correct rate for the work you performed. A claim must be made and refused in order to initiate the grievance proceeding that will ultimately lead to a resolution of the issue.

Also at TGI, a dispute about when an employee can claim business travel time and mileage is rumoured to have caused a certain manager to say, "If you guys are going to nickel and dime us, we will contract-

out all your jobs." Business travel occurs when an employee travels for the purpose of his/her employer's business. It is unlawful for an employer to require an employee to pay any portion of its business costs (i.e., to require an employee to provide his own transportation and travel time for business purposes without reimbursement). The rumoured threat is an apparent attempt to negotiate directly with an employee (i.e., an attempt to convince an employee not to exercise his/her collective agreement rights), which is also unlawful. The union is your bargaining agent. Members pay us, your union representatives, to work full-time in your best interest and to wield your collective strength in order to achieve fair agreements and just outcomes. The Union needs to know if members are bullied or threatened. A failure to respond aggressively to threats by managers creates unhealthy workplaces.

Assistant Business Manager, Scott Ashton Reports

Happy New Year to all! I hope you had a safe and memorable holiday season and you received that Harley Davidson motorcycle you asked for.

All members on the **Local 213 Welfare and Pension Plan** please visit the website for the most up-to-date information regarding your plan. Go to www.213pension.org and click the link to the Health and Welfare page.

Meetings with the Stewards from **Chubb Edwards, ADT** and **City of Vancouver** are planned for the end

of December and early January.

At **Chubb Edwards** we will discuss existing grievances and new issues at both the Fire and the Security sides of the newly merged company.

At the **City of Vancouver EOB** we will discuss our responsibilities and strategies to improve labour/management relations.

The quarterly labour/management meeting with the **City of Vancouver** for the **Inspectors** is scheduled for January 13.

At **ADT** we are in the midst of

Assistant Business Manager, John Pesa Reports

Anixter - The parties met on December 6th at the BC Labour Relations Board with assistance from the mediator to resolve outstanding issues to renew the collective agreement. The bargaining unit will vote the company offer on December 17th.

Vancouver School Board - The

parties have January 10th, 2011 scheduled to commence bargaining of main table items that affect all 9 trades of the VSB bargaining council. Trade level talks that deal with trade specific appendices have not yet been scheduled.

Frontier-Kemper - The Company has inserted the revisions to the

Dispatcher, Adam Van Steinburg Reports:

Since our last newsletter we had 38 journeymen book in and 23 go out to work. We had 15 apprentices book in and 16 were cleared out to work.

Dispatch has been slightly busier this month. The majority of clearances have gone to **Houle Electric** in the Okanagan. Houle Electric has been successful getting work at two locations in Kelowna and one location in Penticton.

Chubb Security has informed Adam as well, that they will be looking for journeymen and apprentices to help with security installations in Kelowna and Vernon at both of the hospitals.

In the lower mainland the feeling with most of the contractors is that things are looking much better for the new year.

We will more than likely receive calls to Local 993's (Kamloops)

jurisdiction for Endako Mine project.

The word from Local 1003's jurisdiction (Kootenays) is they will require help as well when the Waneta Dam Project gets under way outside of Trail.

Local 2038 (Regina) will also have more calls for Local 213 members in the new year. They say there is no signs of the work stopping yet.

Adam would like to thank all of the members who did and continue to

represent our local, in our jurisdiction and outside of it. All reports indicate we are well prepared, hard working, knowledgeable, and good ambassadors for Local 213. This really makes Adam's job easier and gives him a sense of pride to be a Local 213 member.