

UNIT MEETINGS MARCH, 2011

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

DATE & TIME: Wednesday, March 9, 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, March 10, 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, March 17, 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, March 9, 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, March 8, 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, March 16, 2011 at 4:45 p.m.

PLACE: Terasen Gas, Courtenay

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

Increasingly our members are being subjected to third party intervention by companies (OHI and OSI for example). These companies are being retained by Employers to facilitate return to work from short term, long term and WorkSafeBC disability claims. The following are the do's and don'ts pertaining to your rights.

Your Health is Your Business

Your health is a personal matter, and your right to medical privacy is paramount.

More and more, employers are infringing on these rights and seeking to gain access to more medical information than they are entitled to. Many times, employers themselves aren't even aware of the limitations on what they can ask for.

In other instances, your employer may have outsources sick leave support or return-to-work services to an outside contractor that is attempting to acquire this information on their behalf.

You need to be vigilant about protecting your medical privacy and make sure not to tell your employer, or their health and wellness contractors, anything personal and private.

What Employers CAN ask for

While you do have rights to medical privacy, there are specific areas of information that your employer does have the right to.

For instance, your employer may be entitled to ask for a doctor's note or for your doctor to fill out a specific form to verify that you are unable to work.

The specifics of what your employer can ask for and the level of detail that they are entitled to vary with each collective agreement. If you are unsure about what your employer is entitled to, or have any questions, consult your collective agreement or ask a job steward or union representative. Make sure that you ask this before you provide any information that you are hesitant to provide.

Remember that employers are never entitled to a doctor's diagnosis, only the prognosis as it pertains to any limitations and restrictions in doing your job.

Outside Health and Wellness Services

Many employers have outsourced their sick leave and return-to-work operations to outside companies who claim to be experts in health and wellness.

Your union has been skeptical about why and how these services are being used, and the information being collected.

In most cases, use of these services if you are on sick leave is voluntary; you do not have to provide them with any sensitive medical information.

We advise you to be careful about what information you provide. Feel free to consult a steward or union representative before deciding to participate in any of these programs.

Questions or Concerns?

If you are at all unsure about providing medical information being requested by your employer or an agent acting on their behalf, please check with a union representative.

If you have any questions about what information your employer is entitled to, if a health and wellness plan is mandatory or optional, or any other concerns about sick leave, please contact your union representative.

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Assistant Business Manager, Rav Ghuman Reports

Sears: On January 28 the parties were able to reach a memorandum of agreement. On February 4 a ratification vote was held where the new collective agreement was ratified by a majority of the membership that voted. Rav would like to thank Mike Chin and Tony Van Betuw for their hard work during the bargaining process. This is a three year agreement, July 1, 2010 - June 30, 2013. In addition to pregnancy/parental, birth of a child, wedding and relocation leave we were able to add the following leaves: Canadian citizenship; bereavement; hospitalization of spouse, partner or dependant child; education leave and trade school leave of absence. We were also able to make changes to the old Base

Pay Wage System and change it with a four step progression system whereby every person in a given classification will be earning the same wage.

Small Potatoes Urban Delivery (SPUD): It was brought to Rav's attention there was some talk of a decertification at SPUD. On February 2 Rav, Assistant Business Manager Mirko Varga, Organizer William Maarsman and International Organizer Rick Wilsher met with the membership to explain the benefits of a unionized collective agreement. The meeting was well attended and after Rav went through the entire agreement, those in attendance were very supportive of the union. There will be another meeting held with the membership in the early part of March to accept

Assistant Business Manager, Gord Van Dyck Reports

On January 11, 2011, **Terarsen Gas Inc. (TGI)** sent the Union a proposal to extend the current collective agreement for 18 months. The proposal contained a commitment to produce and distribute copies of the collective agreement by March 31, 2011 and a commitment to commence bargaining in June 2012 for a renewal of an April 1, 2011 to September 31, 2012 collective agreement. The proposal suggested there would be unspecified wage increases for all employees and dependent contractors on April 1, 2011 and April 1, 2012. On February 1st your Steering Committee considered the proposal. On February 7th, the

Union sent a counter-offer to TGI. On February 23rd, another offer was received from TGI, which is now being considered by the Steering Committee. If the parties can agree on the terms of an extension agreement, it will be presented to the membership at TGI for a ratification vote. Meanwhile, the Union is continuing to prepare for full bargaining, which will commence on or before March 31st if there is no extension agreement in place.

TGI and the Union have negotiated a letter of understanding (LOU) regarding progressions for employees who wish to become SOTs and MCTs. In 2009, a JCC was established. In March 2010,

proposals for the upcoming negotiations and to answer any questions the membership may have regarding the collective agreement. Rav has also advised Frank Uy (CFO) that if management tries to encourage decertification the union will be filling an unfair labour practice. Any members trying to lead a decertification drive may also be charged under Article XXV of the IBEW Constitution.

Maple Leaf Foods: The Company has announced the closure of their plant in Cloverdale. Severance pay will be one week per year of service. In addition all active employees who remain until the last day of their layoff notice will be entitled to receive four weeks of pay at base rate plus boiler premium for skilled trades who qualify. For employees who have perfect attendance,

the JCC made its final recommendations. Since then, TGI and the Union have been working on a LOU to capture the recommendations and address other issues. Under the LOU, which was signed on February 23rd, SOTs and SOAs will become Pressure & Measurement Technicians (PMTs) and Pressure & Measurement Apprentices (PMAs). MCTs will become Pressure & Measurement Controls Technicians (PMCTs). Two new classifications, Pressure, Measurement & Controls Apprentice (PMCA) and Commercial Customer Service Technician (CCST), will be created. The internal entry level rate for PMAs will be \$34.51 per hour and for PMTs selected as PMCAs, \$36.79 per

Fries for their tenacity and hard work.

At **Shaw Cablesystems** the labour/management meeting held February 10 was positive. The 041 and 042 Whistler swaps was resolved. Members that have outstanding work orders should contact their shop steward for clarification. Other issues on the agenda

Adam recently attended the IBEW Winter School in Victoria and had a chance to meet the dispatchers from Local 529 and Local 2038. They report they are looking busy this year and will have several calls for us. All in all, it is looking like a busy spring and summer.

defined as attending work every day required, the total production bonus will be increased by 10%.

NCR: The grievance regarding weekend premiums will be referred to arbitration as the Company has denied it at Step 2 of the grievance procedure. Rav is asking those members who currently, or at one time received the four hours pay for working on a Sunday as per Article 17.06 A and B, to contact him. If contacting Rav by email, please use your personal email as the NCR network will not allow any emails to or from the Union. You can call Rav directly at (604) 571-6513.

Trader Media Inc: On the pay cheques issued February 18, retro wages to January 2010 were paid out. If you did not receive your retro wages please check with Human Resources.

hour. The CCST rate will also be \$36.79 per hour. The PMC Group Leader rate will be \$41.81 per hour. The LOU is a complex, 11-page document. It has been distributed to all incumbent SOTs, SOAs, and MCTs for ratification. The Union is grateful for the contributions made by its members of the JCC, Phil Brewer, Albert Gillespie, Gerry Harmon and Carlo Lafranchi.

Fred Wittman's Paid Sick Leave Grievance has been settled. Under the without prejudice settlement, Fred will receive 10 days of paid sick leave.

that were discussed were Field Force Management (FFM) staffing, apprentices, sales code sheet and the 410 code. Mirko will give an update at the next Unit #1 meeting.

GE Canada has recalled the unemployed members and may require a few additional journeymen and/or apprentice winders.

REMINDER: If you are dispatched to a company and are not working you must book in. You are not doing yourself any favors by remaining booked out to a company; you are only moving yourself farther down the list.

Assistant Business Manager, Rod Russell Reports

Rod will not be attending the March Unit meetings due to scheduling conflicts. Rod will provide a report to be read. The Unit 4 meeting in Castlegar has been moved to April 6th, a week early.

Rod has discussed a company proposed contract extension with **Black and McDonald** employees at the Kelowna airport. Rod has made a counter proposal to the employer and is awaiting a response. The issue of incorrect remittances and deductions has been resolved.

Pattison Sign Pentiction: The employer has laid off 20% of the employees in what is considered a temporary measure due to slow sales. Rod has been informed that the estimating group is busy and this is positive news for an increase in production in the near future. Rod met with the Company to discuss the collective agreement provisions and seniority of employees.

Rod and the Company sorted through the seniority list and classifications to amend the layoffs as there were some employees improperly given layoff notice without the opportunity to use their Company seniority to move into alternate positions. All members are reminded they should read the collective agreement, discuss issues with their shop steward and contact the Union when they have questions or concerns. There is a general meeting at the Pentiction resort on March 17 beginning at 6:30 pm in the Merlot Room to discuss the soon to expire contract. Members employed at Pattison are encouraged to attend.

City of Pentiction: The City and CUPE are not making progress in contract talks. CUPE has taken a strike vote and received 91% in favour giving the bargaining committee a mandate from the mem-

Assistant Business Manager, John Pesa Reports

Vancouver School Board (VSB) - Negotiations are ongoing with February 28 scheduled to continue main table bargaining. Prior to bargaining the Union requested to hold the outstanding Foreman Promotion Grievance in abeyance to give the parties an opportunity to resolve the matter in negotiations. In bargaining on January 10 the Bargaining Council put the employer on notice that the bargaining council will rely

on its rights of the collective agreement with respect to core list standing consideration for promotions, and that there are no provisions in the collective agreement for temporary promotions, therefore if VSB wanted to make promotions without considering core list standing the VSB needed to seek that right at the bargaining table. Not surprisingly, the VSB included in its main table proposals to strike out "where such

Assistant Business Manager, Scott Ashton Reports

ADT is still playing with the calendar for bargaining dates for **Branch 80** negotiations. Scott has asked the lawyer for his dates March through to end of June.

The issue over pay for the new **ADT Branch 79** members has been resolved, however, ADT has not paid the ex-Broadview employees their accrued vacation pay. We are investigating what course of action is available to assist those members.

The **City of Vancouver EOB** re-

newed monthly Labour / Management meetings will take place on February 28 and March 21.

At **Stingray360** (formerly CHUM Satellite Services) recovery is slow. Scott reminds the members not to sign a reduced work agreement or any other document the company places in front of them until they talk to their Steward or the Union. The company is required to submit an ROE for lay-off. If there is no work, members need to look out for

Assistant Business Manager, Harry Van Beest Reports

To date there has been no movement with respect to **Inside Wire negotiations**. We are being told by the Construction Labour Relations Association that trade negotiations will begin shortly. We will see.

The Local has scheduled a one day shop steward course for members from multiple units; another will be held in the Spring for those interested. It is imperative to have a shop steward on every project.

If you worked at the **F & M Installations** (Clowhom project) you need to contact Harry as soon as possible regarding the overtime grievance.



April 28th is International Workers' Memorial Day

which takes place annually around the world. It is an international day of remembrance and action for

bership. Rod met with the Company and will continue to discuss the possible effects on the IBEW membership at the city with management. IBEW members do not cross legal picket lines and support CUPE in their efforts to reach a collective agreement.

Corp. of Summerland: Rod is meeting with the CAO at the beginning of March to discuss collective bargaining.

City of Kelowna: Rod has contacted the new Director of Human Resources to meet and make introductions. A meeting has been set up with members to discuss collective bargaining.

FortisBC: Rod has filed two grievances at Stage 3 after discussions with the Company did not resolve the issue and Union proposals were rejected. The issues are the advancement of Relief System Power Dispatchers (RSPDs) and

improper posting for Apprentice Power Line Technician (PLT). Rod has had discussions with Diversified about privacy concerns with some of their forms. Rod will be following up on this issue. Any concerns should be brought to the attention of the Union. The Union and the employer are returning March 15-16 to arbitration to deal with all issues arising from the remedy, job description and rate of pay for the Senior Dispatcher grievance. The preliminary Meter Technician hearing runs April 12 to 14. Information should be forthcoming on the potential pension contribution increase stemming from the latest valuation.

Members are reminded to report safety issues and incidents and contact their safety representative, safety department, shop steward or Union.

qualifications are equal Core List standing shall be the determining factor", from article 5.03. The Bargaining Council does not agree, and this issue remains unresolved, as well most other bargaining proposals require more discussions and negotiations in an attempt to resolve them.

Anixter - The Union has referred the Senior Warehouseperson grievance to arbitration. The parties have

agreed to use a single arbitrator to resolve the matter.

Frontier-Kemper - The Union has filed a constructive dismissal grievance. The parties have had a Stage 2 grievance meeting to discuss the grievance. The Union is waiting for the employer's response prior to referring the matter to arbitration.

themselves by registering for EI.

We have provided **Troy Fire & Life Safety Ltd.** (formerly Edwards Sprinkler and Troy Sprinkler) notification to commence bargaining. Members are asked to submit proposals to their stewards or send them to Scott's attention at the Union Office as soon as possible. The bargaining committee will be meeting in the near future.

Finally, 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. Locations are yet to be determined. Please contact your steward or the Union Hall for exact dates and times. A date and time for the visit to Kelowna is to be determined, the target is still sometime in April.

workers killed, disabled, injured or made unwell by their work. The newly released preliminary statistics from WorkSafeBC indicate that in 2010 **143 workers died** as a result of going to work. Of the 143 deaths, it appears that 32 were directly related to the construction industry. There will be a few ceremonies throughout Metro Vancouver; a list will be posted on 213's website when all are confirmed. There will

be one held at the Vancouver Art Gallery, typically at 7 a.m., one looks like it will be at the Trade and Convention Centre with the time to be announced. If you are unemployed or can get your employer to give you the time off, please attend one of the ceremonies.