

UNIT MEETINGS MAY, 2011

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

DATE & TIME: Wednesday, May 11, 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, May 12, 2011 at 7:00 p.m.

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

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

DATE & TIME: Thursday, May 19, 2011 at 7:00 p.m.

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

UNIT #4 (*FortisBC members residing in Kootenays*)

DATE & TIME: Wednesday, May 11, 2011 at 7:30 p.m.

PLACE: Columbia Room, Castlegar & Dist. Recreation Centre, Castlegar

UNIT #5 (*FortisBC members, FortisBC 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, May 10, 2011 at 7:00 p.m.

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

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

DATE & TIME: Wednesday, May 18, 2011 at 4:45 p.m.

PLACE: Terasen Gas, Nanaimo

STRIKES AND LOCKOUTS

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

CMAW, Local 1928 - Cove Top & Cove Employees

Major Issues: Benefits, Wages

Commenced: Locked out December 23, 2010

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



IBEW 213

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

BC Skills Competition



The 17th Annual BC Skills Competition was held on April 20, 2011 at the Tradex in Abbotsford. At the provincial level, Skills Canada BC has designed an event that allows participants to receive recognition for their skills. The contestants faced practical challenges designed to test skills required in trades and technology occupations. Regional gold medalists may have an opportunity to move on and represent their provincial region at the provincials.

It is with great pride that I report **Brother Mandeep Saggu**, an IBEW 213 - 7th term apprentice, won the Gold Medal in the Industrial Wiring Competition. The Industrial Wiring Competition was set up to assess the competitors' skills and abilities associated with the installation, programming and troubleshooting of an industrial control system. The competitors were allotted six hours to complete this task.



Brother Mandeep Saggu at the Skills Canada BC Competition on his way to the Gold Medal.

Congratulations to Brother Saggu. Brother Saggu now has the opportunity to represent IBEW Local 213 as well as the IBEW/ECABC EJTC at the National Competition in Quebec City June 1st—4th, 2011.

I am positive that Brother Saggu will do Local 213 proud!

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Assistant Business Manager, Harry Van Beest reports that the IBEW Provincial Council actually had one and one-half days of negotiations with the CLR Electrical Contractors. The IBEW presented our "housekeeping" proposals and in turn the CLR presented their "modernization" proposals.

Initially not much has been agreed to so far with talks ending midway through the second day when the IBEW expressed our wish to bring to closure an outstanding item from the previous round of bargaining in 2004/2005. That item is the definition of **Industrial Work**. While for many of the membership, it is clear on the definition, the CLRA contractors have a new and slightly different definition. Initially the CLRA conveyed that a definition was not needed due to an upcoming CLRA proposal to remove Saturday double time on Industrial sites. We explained, or reminded the CLRA that IBEW 213 has two outstanding grievances; one at the Westin Bakery project and the other at the Britannia Mine project where Saturday overtime was paid at 1 ½ times and not 2 times the rate, and that these matters are being held until an Industrial definition is agreed to. With any luck, the CLRA and IBEW Provincial Council will come to an agreement on the definition soon.

Assistant Business Manager, Rod Russell Reports

Rod will not be attending the May Unit meetings due to participation in the Canadian Labour Congress Convention. Rod will ensure there is an information report to be read at the meetings.

Black and McDonald employees requested a meeting with Rod to discuss issues. Rod is following up on a possible service contract extension between the Kelowna Airport and Black and McDonald. Rod is awaiting information from the members on issues discussed at the meeting.

Pattison Sign Pentiction management and Rod have been discussing a possible contract extension. Rod will be providing details as soon as possible. Rod has also been discussing the current layoff situation with the Company to ensure the proper protocol is

followed.

Rod met with members at the **City of Pentiction** and **District of Summerland** to review proposals for bargaining. Rod will be holding a steering committee meeting and will then contact the employers to begin bargaining.

Rod will be meeting with the members at the **City of Kelowna** to gather input for proposals and review the material to date.

FortisBC and the Union just completed the preliminary hearing for the Meter Technician dispute on whether the issue should go to arbitration to deal with the Meter Technician job description. The parties are still awaiting a decision on the Ray Gausdal selection arbitration. The parties are awaiting dates to be set to arbitrate the RSPD Advancement grievance. Rod will again be meeting with Com-

pany and Diversified to discuss the medical information and privacy issues. The stage three grievance remains in abeyance at this time. Jim O'Brien's selection grievance has been settled. Rod met with Jody Drope to discuss a variety of issues and focused primarily on the pension plan. The Company is concerned about the cost of the plan. Rod has informed the Company that members are also concerned but are unwilling to give up benefits at this time that were fought for in the past. Rod has told the Company that they need to be focusing on informing current employees and potential employees of the benefits of the Defined Benefit plan. The Pension Trustees will be providing more information to the members in their newsletter. Anyone with questions can contact a trustee or Rod. Please remember that em-

ployers prefer Defined Contribution Pension Plans because the risk is then with the employee not the employer. Rod and Jody also discussed attraction and retention, management relationships with employees and job vacancies not being posted and filled. Rod will also be meeting with HR to discuss the current selection process used by the Company. Safety continues to be a concern and Rod encourages members to contact Rod with details if a safety concern is not being properly dealt with at local safety meetings or Joint Health and Safety Committee meetings.

Members are reminded they need to contact the Union via Shop Stewards or directly with concerns and issues in the field. You have the knowledge of current events affecting your working life.

Assistant Business Manager, John Pesa Reports

Westburne Electric Supply – The Union has advanced the Counter Leadhand grievance and the illness pay grievance to arbitration and has forwarded names of suitable arbitrators for the company to consider. The Union awaits the employer's reply. The Union is also reviewing the vacation clause of the agreement to determine if Westburne has been properly applying the clause.

McNally/Aecon Joint Venture –

The Union successful negotiated a project labour agreement with the McNally/Aecon JV who was successful and has been awarded the Metro Vancouver Port Mann Fraser River Crossing Water Supply Tunnel. The project is to construct a 1 km tunnel under the Fraser River for the Metro Vancouver water distribution infrastructure. The project is expected to take three years to complete and at its peak should employ approxi-

mately 60 skilled workers of various trades. The Union has formed a Poly-party in cooperation with the Labourers' Union Local 1611 and Operating Engineers' Union, Local 115. The agreement mirrors the terms and conditions of the Frontier-Kemper agreement with improvements to Living Out Allowance (LOA), Health and Welfare, and Pension contributions.

Vancouver School Board – The Bargaining Council representing the nine trades continues to

negotiate a renewal to the collective agreement. The parties have April 29th scheduled to resume bargaining.

Vancouver Shipyards – The work picture this year has improved at Vancouver Shipyards with members performing Seaspan work and working on small projects. Most members on the seniority list have now been recalled.

Assistant Business Manager, Mirko Varga Reports

The **Cable Contractors** have received a letter stating that the employee co-payment for Local 213 Electrical Workers' Health and Welfare coverage will be thirty-nine cents (.39) per hour effective March, 2011. All CATV contractor members should check their payroll deduction

column which will reflect a twenty cent per hour reduction. This reduction is based on the Cable Contractors group experience that has been reviewed by the Health and Welfare Plan Trustees. Mirko will discuss this further at the next Unit 1 meeting.

Dispatcher, Adam Van Steinburg Reports

Since our last newsletter we had 35 journeypersons book in and 80 journeypersons were sent out to work. We had 15 apprentices book in and 30 apprentices were cleared out to work.

This month has been busier in the dispatch office. The local work picture has started to pick

up with a number of apprentice calls being filled. The work picture for the near future continues to look good and Local 213 expects more calls from out of the jurisdiction. Regina (Local 2038) has been in contact with Adam asking about our manpower situation. They are expecting over 200 journeymen

calls for several projects in their jurisdiction. Adam has informed their dispatcher Local 213 would do whatever we could to help them out.

Reminder: Please ensure your contact information is up to date with the union office - this includes phone numbers, address, email and any special training or

upgrading that you possess. You can do this by talking to one of the support staff at the front desk or by phoning them at 604-571-6500. Adam has had, on occasion, trouble contacting people for dispatch and has had to dispatch the next person.

Assistant Business Manager, Scott Ashton Reports

The long anticipated negotiations for **ADT Branch 80** are set for May 17th and 18th. An informative crew meeting was held April 18th and the information received was appreciated.

Negotiation dates are set for **Troy Life & Fire Safety** for May 25th and 26th in Kelowna. The negotiating committee is meeting in the first week of May to compile and discuss the proposals.

City of Vancouver (EOB) members —, please get your "Issues Survey" in as soon as possible. We have received a good response

so far. Your labour representatives on the Labour/Management Committee will get together in the beginning of May to compile the issues and prepare them for presentation at the next Labour/Management meeting held at the end of the month.

Scott's trip north in April got him out to meet the members in Terrace, Prince George, Kamloops and Victoria. Scott appreciates the efforts made to come out and meet him. It was great to put faces to the names and learn about the issues that are affecting

Assistant Business Manager, Gord Van Dyck Reports

Proposals for the upcoming round of collective bargaining with **FortisBC (Gas Operations)**, "FBC (G)", were reviewed with the members from FBC(G) who attended the April 2011 Unit 3 and 6 meetings. Bargaining will commence in May and the Union's written agenda and proposals will be sent to the shop stewards at FBC(G) as they are tabled during bargaining.

The discussions about the legality and ethics of the Company's Employee Incentive Program were particularly interesting. The Union will follow-up to determine whether it is legal to discriminate against employees by denying incentive pay to them if they are disabled; take maternity, parental or family

responsibility leave; or fail to avoid their civic duty to serve on juries. Similarly, the Union will try to find out whether FBC(G) is including incentive pay deductions when it reports wage loss amounts to WorkSafeBC and/or its Long Term Disability Plan insurer.

On April 14th, the directly affected employees in Transmission at FBC (G) ratified a letter of understanding (LOU), which creates a Pipeline Service Agent classification (at \$38.01 per hour), converts any remaining Crew Leaders into Pipeline Technician 1s (at \$34.22 per hour), Distribution Mechanics into Pipeline Technician 2s (at \$31.41 per hour) and EODMs into Pipeline Technician

Assistant Business Manager, Rav Ghuman Reports

Sears - Rav has now received a draft copy of the new collective agreement ratified February 2nd. He will be reviewing the draft in the next few weeks to determine if any corrections need to be made. In his April newsletter Rav incorrectly reported the wage increases had gone through. Rav has received confirmation from Julia Mogridge (HR Director) the pay increases are scheduled to be completed in May. She will advise Rav of the date as soon as it is finalized.

Small Potatoes Urban Delivery (SPUD) - On March 16th, Rav put the Company on notice that all vacancies had to be posted as per article 14.6 of the collective agreement and furthermore job awards for promotions or posted vacancies shall be made by the Employer on the basis of abilities, qualifications, demonstrated performance and Seniority, in that

order. SPUD has indicated they had no intention of violating the agreement, they had awarded two interim "Team Leader" positions while their Production Manager was away on holiday. Since then SPUD has posted the two team leader positions and jobs have been awarded.

Johnson Controls - Rav has been appointed as the new Assistant Business Manager to look after Johnson Controls (Abbotsford Hospital), where the IBEW represents Logistics and Maintenance workers. A longstanding grievance dealing with a member's LTD and wage rate has been settled on a without prejudice basis and the member will not be returning to work.

Trader Media - The meeting scheduled with mediator Grant McArthur for March 30th was changed to April 21st. At the meeting the Union made its argu-

ments and a decision is expected by the first week of May. The issue at hand is Trader's refusal to sign off on the new collective agreement as they claim there was an article in the memorandum of agreement that should have been deleted. A sales labour management meeting was held on April 26th to deal with several sales related issues such as "DNS (do not sell) accounts", "out of business accounts" and Bankruptcy accounts being included in the budget calculation as well having the budgets set in a fair and attainable manner. Rav had sent Ruth Strong (HR Manager, Western Canada) a letter stating if the above issues are not satisfactorily dealt with at the meeting all these issues will become a subject of a grievance. Trader did not provide a satisfactory answer as far as removing the DNS, Out of Business and Bankrupt accounts out of the

your lives and livelihood. Scott looks forward to a return trip sooner rather than later. For members in Kelowna, keep your ears open for a meet and greet in Kelowna around the end of May. Did you know: Unit 2 members in Kelowna and Kamloops are welcome to attend the Unit 5 meetings held in Kelowna and Pentiction. Unit 2 members in Victoria are welcome to attend the Unit 6 meetings in Victoria, Nanaimo and Courtenay. These meetings will keep you informed of Union Business and offer you the

ability to vote on motions introduced to the membership. Scott will endeavor to send a business report to the attending Assistant Business Manager for those Unit 2 members who attend these meetings. Consult the Local 213 web page at www.ibew213.org for future meeting dates/times and check the last page of this newsletter for the next month's meeting.

Equipment Operators (at \$32.67 per hour). The LOU also eliminates the automatic progression from PT2 to PT1 after 3 years. The progression is now a bulletined progression. The LOU results from earlier JCC recommendations concerning the integration of Transmission classifications on Vancouver Island with those on the Mainland and in the Interior. The Union thanks Brian Christianson, Jeff Wicks and Randy Loski for participating on the JCC.

FBC(G) has created a new Peer Trainer classification. On December 9, 2010, FBC(G) produced a draft job description. On April 8th, the Union and the Company

agreed the Peer Trainer rate is \$37.53 per hour (retroactive to September 3, 2010) and will replace the \$35.53 or regular (whichever was higher) rate in Clause 37.05.6. Peer Trainers are not Instructors and are not to be involved in designing courses or certifying competencies except at the Instructor rate. The grievance alleging FBC(G) is undermining the collective agreement by assigning these and other Instructor duties to managers has been referred to arbitration.

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