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 First District, CANADA / Premier District, CANADA



July/August 2010

Greetings:

We are getting this edition of the July/August Coast to Coast out a little early as most of us will be at the Progress Meeting in Saskatoon next week, and by all indicators this should be a great meeting.

The local host committee has been planning and working hard to make sure you enjoy and remember the Saskatchewan hospitality that they are laying on, not only for the delegates but for the families and guests.

We have been getting ready at the First District Office for a number of months and look forward to seeing you in Saskatoon at the 'All Canada'. I know that our line-up this year is exciting with our theme 'Focus on the Future' emphasizing our need to get more young members involved in our union to ensure our future.

As many of you are aware we engaged a consulting firm, 'n-gen People Performance Inc.' to survey our membership, facilitate focus groups and report with recommendations on how we are going to attract the Gen Y/Gen X group of workers that form almost 70% of the non-union work force. We also need to have our members in this same demographic become activists in the IBEW and the labour movement. N-gen has completed their work and will be reporting their finding at our general session.

President Ed Hill will attend the Progress Meeting, along with IST Lindell Lee, IEC Chairman Bob Pierson, newly appointed IEC 8th District Member John Briegel and a stimulating line up of presenters. Of course the Delegates are always welcome to weigh in and be heard.

Looking forward to seeing you next week in Saskatoon.

In solidarity,
 Phil Flemming, IVP



Faces of the Future (Excerpts from the following article are from the *Electrical Construction & Maintenance Magazine (EC&M)*)

Electrical apprentices are entering the trade with new skills and a passion to learn about technology

Electrical contracting firms are on the hunt for the next generation of electrical workers due to the looming retirement of Baby Boomers. About 95,000 skilled workers will hang up their tool belts in the next decade. As these Baby Boomer tradesmen retire, a new wave of electrical apprentices will enter the workforce. In the next 10 years, the electrical industry will need 22,400 new workers each year, according to the Construction Labour Research Council's January 2007 report. "All the skilled trades are facing a shortage, and it's a difficult situation," says Bob Baird, National Vice President of apprenticeship and training for the Independent Electrical Contractors (IEC), Alexandria, Va. "We have to be diligent about making people aware of opportunities, because there are more opportunities now than ever before."



Fig.1. The total number of active indoor and outdoor apprentices in NJATC training programs in the United States and Canada from 2002 to 2006 has decreased.

The skilled labor shortage has fueled the demand for qualified apprentices. An estimated 225,000 persons are enrolled in federally registered, multi-year, apprentice programs. The IEC has grown the number of apprentices from 2,000 to 10,000 from 1995 to 2007, and the number goes up and down, depending upon demand. Although the National Joint Apprenticeship and Training Committee (NJATC) has an enrollment level more than three times that size, it has experienced a steady decline in the number of apprentices in its program from more than 38,000 in 2002 to about 34,000 last year (Fig.1) due to a struggling telecommunications industry and the 9-11 terrorist attacks. Breaking

this number down into inside and outside apprentices, however, reveals a slight increase in the number of individuals training to become outside linemen. (Fig.2 and Fig.3)

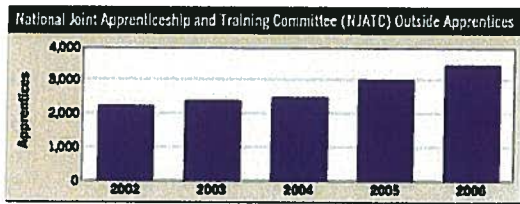


Fig. 2. The total number of active NJATC outside lineman apprentices in the United States and Canada from 2002 to 2006 has increased

To attract more young men and women to the electrical trade, the IEC is recruiting at the national, chapter, and individual contractor level, reaching out to governments and educators and becoming active in organizations. The NJATC is making high school students and counselors aware of opportunities in the electrical industry through a DVD, podcasts, and a My Space page. To make the electrical industry even more lucrative to high school students, the NJATC is partnering with the American Council on Education to assign up to 60 college credit hours to apprentices during their apprenticeship. In addition, many JATC programs have established relationships with local colleges to help apprentices earn their associate degrees following the completion of their programs.

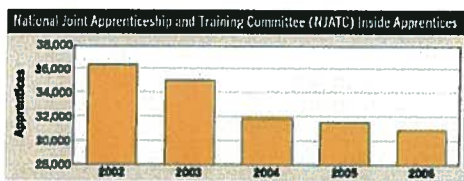


Fig.3. The total number of active NJATC inside wireman apprentices in the United States and Canada from 2002 to 2006 has steadily declined.

With the average age of an electrician sitting at 47 in the U.S. and 40 in Canada, the doors are wide open for electrical apprentices, Baird says, "If someone has an interest in the trades and some basic skills, the ability to work with his or her hands, the willingness to show up on time, and a desire to learn, there's a place for them in the industry," he says.

Skill Set of Tomorrow

Rex Ferry, CEO of Valley Electrical Consolidated, Inc., in Girard, Ohio, began his career as an electrical apprentice, spent 16 years in the field, and grew his business from a \$4.5 million

operation in 1990 to a \$40 million firm today. He advises other young electricians who want to own their own electrical contracting businesses to work hard, be aggressive, show up on time, and be willing to take on new challenges. Here are some other qualities firms are looking for in the new wave of apprentices in both Canada and the U.S.

- Well-rounded, skilled craftsmen with a good work ethic, knowledge of the electrical industry, and the ability to coordinate with other trades to ensure a smooth, productive job.
- The ability to work in a fast-paced environment, deals well with change, and adapt to new installation methods and technologies.
- Team players who are dependable, responsible and independent thinkers.

The Next Generation

How do new apprentices differ from those entering the industry 10, 20, or 30 years ago? The new wave of electrical workers reflects the next generation of North Americans, and the apprentices are more diverse, ambitious, and educated than ever before. The applicants are still predominantly male, but more females are starting to apply for the apprenticeships. In addition, the NJATC had the greatest number of minority entrants in 2006.

Because high schools tend to steer students away from the trades and toward a college education, IEC and the NJATC are also attracting older electrical apprentices. The average age of an electrical apprentice today is 28, according to the U.S. Bureau of Labor Statistics and 32 according to Stats Canada. Many of these individuals have college degrees, and because of this higher education, the typical applicant tends to have greater math, reading, and analytical skills than the electricians of the past, according to the NJATC.

While today's electrical apprentices tend to be older and more diverse, their basic skill set isn't much different than it was 20 years ago. They still need to read blueprints and install panels, cables, controls, and boxes in a workmanship-like manner. Although the main scope of their job hasn't changed, the devices they install have become

more complicated. Apprentices today must know how to install and troubleshoot all types of solid-state devices, such as remote dimmers in homes or lighting control systems in high-rise buildings.

The electrical industry is changing at a rapid pace, and over the past decade, nearly every aspect of the trade has seen development and implementation of new technologies, work methods, and installation practices. To keep pace with technology, apprentices and journeymen alike must continuously upgrade their skill set and have a broad-based understanding of electrical theory and applications.

A Glimpse into the Future

Many electrical apprentices enter the electrical field because they know qualified electricians will always be in demand. When they look ahead to the future of the industry, they forecast growth in the following three areas.

Alternative energy — Electrical apprentices are currently working on solar, wind, and geothermal energy projects.

Computer technology — Electricians are increasingly moving into fields traditionally belonging to other trades, such as LON and LAN networks and computer programming, says Michael Callanan, Executive Director of the NJATC. Both now and in the future, computer skills will be core to the job of an electrician which equips its foremen and superintendents with laptops, digital cameras, and cell phones.

Controls — While controls are not a new aspect of the electrical industry, they have become more important as energy costs continue to rise and more advancements have been made in computers and small electronics.

Trends and Outlooks in Saskatchewan *(The following article was researched and found at www.saskjobfutures.ca and promoted provincially by the Saskatchewan Ministry of Advanced Education and Employment and Labour and federally by Service Canada)*

The employment prospects for the electrical trade occupation are good; this is a huge occupational group in Saskatchewan. According to Statistics Canada, there were more 5,000 Saskatchewan residents working in electrical trades and telecommunication occupations in 2005. Whether or not em-

ployment grows over the next few years, numerous opportunities are expected annually due to attrition--that is, retirement or other turnover in the provincial work force. In 2006, 43% of all workers in these occupations were at least 45 years of age. As many of these older workers retire, qualified younger workers will be needed to fill their positions, particularly in the construction and information, culture and recreation industries.

Workers in electrical trades and telecommunications occupations are typically well paid in Saskatchewan. In 2005, the average full-time income for these workers was \$53,300 per year, well above the provincial full-time average for all occupations the same year (\$42,300 per year). There is a wide range of incomes among workers in this group. Power Systems electricians, on average the highest paid workers in this occupational group, earned as much as \$93,400 and as little as \$25,000 in 2005. Annual incomes for cable television service and maintenance technicians--the lowest paid in this group--ranged from \$16,400 to \$43,500 that same year. Electrical trade and telecommunications workers in Regina and Saskatoon tend to earn more than their counterparts elsewhere in the province.

In 2006, men made up 96% of the Saskatchewan work force in his group. This same year, employment was distributed evenly throughout Saskatchewan; roughly 50% of all electrical trade and telecommunications workers in the province were employed in Regina or Saskatoon in 2006. Sixty-six percent of all Saskatchewan workers in this group were employed on a full-time basis in 2005. While not unheard of, self-employment is rare among workers in this group. Employment in this occupational group is not seasonal but can be highly sensitive to overall economic conditions.

The telecommunications industry is often fiercely competitive and can be subject to sudden changes in technology. The growing trend in many offices, businesses and departments is to out source telecommunications installation.

New Skilled Trades Mentoring Program

Launched *(Excerpts of the following article have been taken from the Government of Newfoundland and Labrador, Human Resources, Labour, and Employment news release that took place back in April 30, 2010)*

In response to the increasing demand for skilled workers in the province, the Williams Government has committed \$1.2 million in 2010-11 and a total of \$2.5 million over the next three years to support the implementation of a new skilled trades mentoring program, '*Try the Trades*'.

The Honourable Susan Sullivan, Minister of Human Resources, Labour and Employment, made the announcement at the 27th Annual Home Show in St. John's, NL on April 29th, 2010.

"The opportunity for our workers to develop careers in skilled trades with the assistance of those already involved in the industry is truly invaluable," said Minister Sullivan. "Along with providing support for new entrants to start their careers, this program will directly address skilled trades shortages in the residential construction sector."

Try the Trades is a new, innovative, employer-driven program, which will be delivered by the Department of Human Resources, Labour and Employment in partnership with Canadian Home Builders' Association - Eastern Newfoundland. It will give 400 individuals, including youth and underemployed and unemployed workers between the ages of 18 and 39, hands-on, real-world exposure to the residential construction skilled trades.

"This is an exciting initiative, as we continue our efforts to meet the industry demand for skilled workers and provide exposure to the trades as an employment option for new entrants," said Tanya Ennis, CEO with Canadian Home Builders' Association - Eastern Newfoundland. "We are very pleased to see that the Provincial Government shares our priorities with respect to meeting the demand for skilled employees as we address the challenges of the future."

To deliver the *Try the Trades* program, employers and industry representatives from the sector will lead a series of 24 career-orientation sessions that include both classroom-based and hands-on experience through job exposure and experience. This will include core workplace training required by all workers in the construction sector, such as Construction Worker Safety

training provided by the Newfoundland and Labrador Construction Safety Association. The project is supported with funding under the Labour Market Development Agreement (LMDA).

For more information on the *Try the Trades* skilled trades mentoring program, please contact Canadian Home Builders' Association - Eastern Newfoundland at 709-753-2000.

Skills Canada Manitoba *(Excerpts from the following article are from the Skills Manitoba - Partnerships website; funded and sponsored by Government Canada and the Government of Manitoba)*

Partnering with employers, educators, labour groups and government, Skills Canada Manitoba has developed successful programs and initiatives and has a demonstrated record of meeting objectives and targeted outcomes. Since 1998 programs have reached close to 10,000 youth. We believe that over the next five years Skills Canada Manitoba is well positioned to reach close to 30,000 youth.

Skills Canada Manitoba also owes a large part of its success to the passion and commitment of the hundreds and hundreds of volunteers; in-kind support, from both industry and the education system. In-kind support has been the backbone of Skills Manitoba and one of the reasons we have been so successful.

In the next two decades, predictions are that 40% of new jobs will be in skilled trades and technology; however, many more people in skilled trades are retiring than are entering these fields. In Canada, the shortfall in skilled trades and technology has been estimated at no fewer than 50,000 by the year 2010.

Contributing industry and business leaders will establish relationships with the emerging generation of a skilled workforce, receive high visibility and excellent recruitment opportunities, and help to promote and change the way skilled trades and technology are perceived by youth and society.

For further information about how your organization may support Manitoba youth and Skills Canada Manitoba, please contact Maria Pacella at 927-0250 or mariapa@skillscanada.com.

Labour's Pension Reform Campaign Spreads the Word – Taking Action to Improve Retirement Security for Canadians

(The following excerpts were taken from the article in Local Union 258 IBEW Hotline Publication - Summer 2010)

Armed with more than a million leaflets, trained activists set out across Canada in May to spread the word about a better way to improve retirement security for Canadians.

Organized by the Canadian Labour Congress that represents more than 3 million workers across Canada, the pension reform campaign is part of an overall strategy to convince government that pension reform needs to focus on making improvements to the CPP and putting in place security measures to ensure retirees aren't living in poverty at the end of their working careers.



IBEW Local Union 258 Organizer Nicole Biernaczyk was one of the activists who worked on the recent campaign and reported she participated in 42 local meetings with labour union members, union Executive

Boards and local MLA's and MPs. "It has been a whirlwind campaign," and Sister Biernaczyk.

LDM Yorkton Makes "The Right Choice"

Local Union 2067 in Saskatchewan welcomed 56 new IBEW members into their ranks recently. In an effort that touched three locals in Saskatchewan, a true collaborative process was rewarded when the CIRB granted a certificate to Local Union 2067 on June 24th, 2010.

The campaign started when Local Union 529 in Saskatoon had a signatory contractor working at LDM Yorkton Processing GP in Yorkton. Once it was determined through a local 529 member that there was interest in the IBEW, Organizer Mason Kaun of Local Union 529 and IBEW International Lead Organizer Brian Ross contacted employee Peter Schigol of LDM, and the campaign was underway. Local Union 529's Executive Board thought that LDM might find a better fit with Local Union 2067 or Local Union 319. After discussions with both, it was determined that local 2067 would be better equipped to rep-

resent this group.



Mason Kaun and Brian Ross

Brothers Ross and Kaun met with employees on two occasions in a Yorkton restaurant and saw the Volunteer Organizing Committee (VOC) expand from 2 to 10 employees. A meeting room was booked at the Yorkton Ramada and employees were invited to find out more about the IBEW and Local Union 2067. International Representative Larry Schell and IBEW Education Specialist Jim Watson travelled from Edmonton to attend and put on a VOC training course. President of Local Union 2067 Al Murray travelled from Regina to Yorkton to speak to the VOC about Local Union 2067 and answer any questions they might have. Card signing began that night and over the next two days, Brothers Ross and Kaun had 40 cards signed out of 51 employees before they left Yorkton. The number of employees rose to 56 when the CIRB added three additional classifications to the application.

IBEW Local Union 2067 Business Manager Neil Collins made a trip from Regina to Yorkton during the campaign to meet with Brothers Ross and Kaun, and another after certification. The second "meet and greet" trip was specifically to meet the new members and talk about the IBEW and upcoming negotiations.

This successful campaign demonstrated a textbook example of teamwork, and how our own members can be our best ambassadors out there in the workplace.

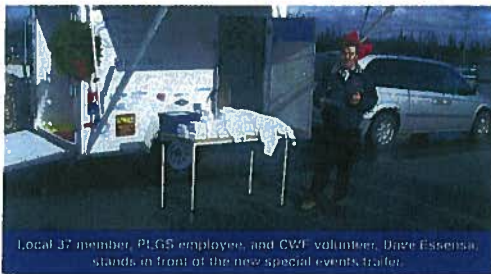
Wishes Keep Coming True *(The following article was taken from the IBEW Connect 37 - Spring 2010 publication)*

As a dedicated volunteer with the Children's Wish Foundation (CWF), **IBEW Local Union 37 - Fredericton, New Brunswick member Dave Essensa** saw that the organization needed more visibility and a better way to present at fundraising events and Wish Family activities throughout New Bruns-

wick. Brother Essensa's wish was to find something that would be safe, low maintenance, reliable, and not a recurring administrative burden.

After much thought, Brother Essensa determined that the most logical tool to assist in this role was a special events trailer. His next step was to find a way to raise enough money to secure one for the CWF. Where Dave works at Point Lepreau Generating Station (PLGS), he saw an opportunity with the dozens of companies, unions, and organizations involved with the refurbishment of PLGS.

Last fall, Brother Essensa sent out letters to those involved in the refurbishment project inviting them to support the CWF by sponsoring the purchase of the trailer. In return for a \$400.00 donation, the sponsor's logo would be placed on the trailer showing their support for CWF as the trailer travels to events throughout the province.



Local 37 member, PLGS employee, and CWF volunteer, Dave Essensa, stands in front of the new special events trailer.

Brother Essensa's wish started coming true when it became clear that sponsors were really eager to get on board with this project. With a lot of hard work and dedication from a huge group of supporters, a trailer was purchased and then customized to meet the needs of CWF. When the trailer was ready to be handed over, a special celebration was held at PLGS for the sponsors, volunteers, representatives from the Children's Wish Foundation, and employees at Lepreau.

The overwhelming generosity of the sponsors was more than enough to cover the cost of the trailer. In fact, after all of the expenses were paid, the New Brunswick Chapter of the CWF was presented with an additional \$1,909.43. This money will be used to assist in annual li-

censing and insurance costs from many years to come. Ultimate Auto in Quispamsis has created an account to cover annual trailer inspections and general maintenance for as long as the trailer is owned by the Children's Wish. This is all key in ensuring that an administrative burden was not put on the NB Chapter.

Seeing this project completed means a lot to Dave and he has high hopes for the benefits it will bring to the organization that he cares so much about. Brother Essensa says, "Although this trailer originated here at PLGS, I expect to see it at sites throughout our great province. It is my hope that this approach will lead to more donations to the one and only Children Wish Foundation."

Like all of the sponsors involved, IBEW Local Union 37 is honoured to have been a part of such a meaningful project and proud to have its logo proudly displayed on the Children's Wish Special Events Trailer.

The Children's Wish is an exclusively Canadian non-profit organization, celebrating 25 years of granting wishes to children between the ages of three and seventeen who have been diagnosed with a life threatening illness. They have granted over 640 wishes to children in New Brunswick and over 15,000 across the country.

Donation to Burn Camp *(The following article and picture is from the Cape Breton Post SmartEdition - Cape Breton Post - June 23, 2010)*



Michael MacDonald, Business Manager of the IBEW Local Union 1928, Halifax, Nova Scotia presented a donation of \$1,000 from the Local to the Atlantic Burn Camp, with Nick Davis, Chair of the Cape Breton Firefighters Burn Care Society which runs the camp, accepting the donation.

The Atlantic Burn Camp is held each summer in New Campbellton.

This camp is for young burn victims (ages 6 - 17) and services all of Atlantic Canada. This is an opportunity for these young kids to enjoy a week of fun participating in various activities with others

there own age who have also suffered the same type of injuries, at no cost to the children or their families.

IBEW Local Union 1928 has been supporting this worthy cause for the last number of years.

Making Workplaces Safer – N.S. Power Takes

Pledge of Safety *(The following article are excerpts from July 27th's issue of The Chronicle Herald (Halifax, NS), and July 7th's publication of Cape Breton Post (Sydney, NS))*

Labour and Workforce Development Minister Marilyn More congratulate Nova Scotia Power (NSP) and the IBEW on partnering to make their workplaces safer.

NSP and the IBEW signed the CEO Safety Charter in Sydney, NS on July 6, 2010 recognizing that employers and employees both have key roles to play in workplace safety; and for their part, the Dept. of labour and Workforce Development enforces safety standards and promotes workplace safety in partnership with the Workers' Compensation Board, which helps injured workers return to work as soon as possible. Last year, the amount of time lost to workplace injury and illness was down more than 22,000 days and for the first time in 10 years, new time loss claims were less than 8,000 in 2009.

Following the ceremony at the Sydney Marine Terminal, **IBEW Local Union 1928 Business Manager Michael MacDonald** agreed that electrical power production and delivery is an industry with inherent hazards.

Business Manager MacDonald, who spent 33 years with the power company, said he has seen a great many health and safety improvements over the years especially when it comes to training.

NSP and the IBEW understand the value of partnership in occupational health and safety, and they're showing Nova Scotia's employers and employees how to do it right.

Workplace safety, it's a shared responsibility!



(Michael MacDonald, IBEW Local Union 1928 Business Manager; Marilyn More, Nova Scotia Minister for Labour and Workforce Developments, and Rob Bennett, President and CEO of Nova Scotia Power Inc.)

IBEW H20

Our members at IBEW Local Union 559 in Kenora, Ontario just ratified a 3 year agreement with the City of Kenora's Water Unit. Some of the agreement highlights include: wage increases of 2.5% / 2.75% / 2.75%, standby pay, increases to meal allowances and improvements to various vacation with pay articles.

President/Business Manager of IBEW Local Union 559 Mark Mulski would like to thank IBEW steward Dan Anderson for all his hard work during the Water Units negotiations and managing to finally obtain the long sought after standby pay for his fellow members.

It Takes Courage

These words are found on the back of our IBEW Constitution and for our members at AAA Alarms in Winnipeg, Manitoba it was their individual courage that was required to sign a membership card back in 2004 during an organizing campaign with **IBEW Local Union 435**.

The organizing campaign was a success and by the middle of 2005, AAA Alarms and IBEW Local Union 435 had their first collective agreement. Fast forward to 2010 and now on their fourth collective agreement that was just ratified by the membership; they have successfully negotiated a defined contribution pension plan that requires the employer to match employee contributions. This is in addition to wage increases, an additional floating holiday day and the ability to bank overtime.

Business Manager of IBEW Local Union 435 Bruce Krause says "it was a difficult set of negotiations but it is rewarding to see the continual improvement in the standard of living for all our members especially those at AAA Alarms." Bruce would like to thank those members who had the courage to sign the card and today continue to make their workplace a better place for all.

Future Training Centre at IBEW Local Union 213

After 40 years in their existing building in Burnaby, BC, **IBEW Local Union 213** has outgrown their structure.

The Local has found and purchased a building in Port Coquitlam with twice the square footage as their present location and will be able to incorporate the JATC Training Centre within the building which will be a major benefit to their members.

The anticipated move is expected to occur first part of January 2011.

Organizing and the Internet

IBEW Local Union 424 and First District Lead Organizer Darrell Taylor have been working on an organizing campaign at Shaw Communications in Edmonton, AB. One particularly challenging aspect of the campaign has been contact with the targeted employees. This group of employees are throughout the city and don't necessarily report to a central location on a regular basis. Through the internet, a method was developed to reach these employees and to stimulate discussion and interest.

As of October of 2009, there were a few cards signed in the campaign at Shaw. There are a number of locations in British Columbia where Shaw employees are represented by the IBEW, so their assistance was requested. Assistant Business Manager Mirko Varga of Local Union 213 in Vancouver, BC came to Edmonton and met with a number of the Shaw employees. His

expertise was very well received, but only those in attendance were able to benefit from the meeting. The employees at Shaw, as well as Local Union 424 and Organizer Taylor decided that through the internet, employees could be reached and informed much more effectively.

To provide an interactive forum where employees had the ability to ask questions and post comments, in January of 2010, Brother Taylor and Local Union 424 set up a website located at www.organize424.com. Brother Taylor started the website himself by posting information, and the questions and comments started coming in. Over 5,000 "hits" were recorded on this site by May of 2010! By this time, Shaw employees themselves had developed a site at www.shawvalues.com. This site was "read only" and was used to provide information to interested employees. It also provided a link to go to the interactive www.organize424.com website, so people could post questions and comments. With another 5,000 plus hits from May to July, the total hits from January to July, 2010 were over 10,000!

Another innovative medium that was used in the campaign was video conferencing. Utilizing "Skype", Mirko Vargo of Local Union 213 and two Shaw BC employees held a video meeting with Shaw employees in Edmonton. Information was exchanged and questions and answers added up to over an hour long meeting. The video meeting was later broken into 14 different videos, and with links, was posted on *You Tube* for anyone to access.

Information access and input can work both ways. You need to be prepared to answer any and all questions, and it can be very time consuming. You can also expect management to monitor and access the site as well. At one point, the website became unmanageable and it was shut down for about a week. It reopened and was restricted to only one "thread" which made it easier to keep track of and answer questions.

The internet is an incredibly powerful tool for reaching people, particularly when they are technical people to begin with. We certainly found the employees at Shaw were eager to access the information and participate. To-date, by using the internet as an organizing tool, more than 50 cards have been signed.....and the campaign continues.

ANNOUNCEMENTS

Harley Davidson Draw

This year's motorcycle draw is coming to an end when the grand prize for a 2010 Harley-Davidson FL Road King Classic will be drawn in Saskatoon, SK at the All Canada Progress Meeting during the banquet on the evening of Wednesday, August 25th, 2010. Very few tickets are left and will be sold right up until the end of the day on August 25th before the draw is held. Tickets are \$100.00 each with a chance to win the bike and/or the last cash prize of \$5,000.00. Please visit www.ibew1st.org for more details. Tickets may be obtained either from your 1st District International Representative or visit the Harley booth at the ACPM in Saskatoon. **YOU MUST BE AN IBEW MEMBER TO PURCHASE AND WIN IN THIS DRAW! — GOOD LUCK!!!!**

UPDATE - Electricity Sector Council (ESC) Appointment of Michelle Branigan as Executive Director of Electricity Sector Council

The Electricity Sector Council's (ESC) Board of Directors is pleased to announce the appointment of **Michelle Branigan to the position of Executive Director.**

Ms. Branigan was appointed Interim Executive Director of ESC on April 19, 2010. Prior to holding this position, she had been the Council's Senior Project Manager since 2007, successfully leading many projects including Labour Market Information, Succession Planning, Knowledge Management and Transfer, and Aboriginal Workforce Participation Initiative.

Ms. Branigan is a human resources professional with over 15 years of experience in project management, human resources development, recruitment, and curriculum development and evaluation. She acquired most of her human resources experience through working for the Irish State Development Agency (Enterprise Ireland) in Dublin, Ireland where she received two organizational awards for exceeding all targets and sustaining a high level of performance.

Michelle holds a Masters degree in Training and Performance Management from the University of Leicester, United Kingdom and is a certified Project Management Professional.

The Electricity Sector Council is an independent, not-for-profit organization funded by the Government of Canada's Sector Council Program with support from participating sector communities of business, labour organizations, educators and stakeholder associations. The Council provides human resource and workplace development support to workers employed by the electricity, renewable energy industries and related cogeneration, energy efficiency, and manufacturing and service/ consulting industries. Through its research and work with industry employers, the Council is resolving issues such as recruiting and retaining workers, facilitating school-to-work transitions and developing sector and career awareness strategies.

2010 Projected Meetings

- Aug. 22/10 **NETCO 3rd Annual Canadian Conference of Training Directors**
Delta Bessborough
Saskatoon, SK
- Aug. 23-26/10 **All Canada Progress Meeting**
Delta Bessborough
Saskatoon, SK
- Sept. 7-10/10 **Membership Development**
Los Angeles, CA
- Sept. 12-16/10 **World Energy Conference**
Montreal, QC
- Oct. 18-22/10 **Telecommunications Council Meetings**
Naples Beach Hotel & Golf Club
Naples, FL
- Nov. 15-19/10 **Business Manager Training (Week One)**
Le Meridien King Edward Hotel
Toronto, ON
- Dec. 8-11/10 **CLC Rise Up For Your Rights Conference**
Westin Hotel
Ottawa, ON

