



COAST TO COAST UPDATE
AU COURANT D'UN OcéAN À L'AUTRE
 INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
 FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ



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International Vice President / Vice-président international
 First District, CANADA / Premier District, CANADA



September/October 2011

Greetings:

As we move well into the *fall* we can now look back at a very busy summer with the All Canada Progress Meeting in July and the International Convention in September. By all standards I think both events were a success with many of our leadership, membership and our local unions in general taking the lead and getting the job done.

Thanks to all the 1st District staff for a job well done of planning and executing the Progress Meeting in Quebec City. Local Union 568 did a yeoman's job of hosting the delegates and making our stay in Quebec's capital city both pleasant and productive. Our 2012 All Canada Progress Meeting is in Halifax from August 20 to August 23, 2012 and the planning is well underway. Be sure to block those dates on your calendar.

I don't think there were any disappointed delegates at the International Convention in Vancouver with the Convention itself running like a well oiled machine. Everyone seemed to be on target and wanting to move our great organization ahead and ready ourselves for whatever challenges we'll have in the future.

The delegates and their families were kept busy and entertained after each business day at the Convention but I want to make sure that I thank every Canadian Local Union that ensured the First District was made proud on our 'Tuesday Night Reception' that left all the Canadian and American delegates in awe.

Thank you, thank you, thank you! We received many compliments and accolades and I can't tell you how much your participation is appreciated. That night will be well remembered for years to come.

In solidarity,



Phil Flemming, IVP

Layton's Plea For Hope And Optimism Was A Political And Personal Manifesto *(The following article is a combination of excerpts taken from TheStar.com that was published on Monday, Aug 22, 2011)*



Hours after Canada awoke to news that New Democratic Party (NDP) Leader Jack Layton died Monday, August 22, 2011 of cancer at age 61, his extraordinary political voice echoed once again via a personal letter the "indefatigable" politician wrote to Canadians.

The plea for "hope and optimism" was a political and personal manifesto by a man whose contribution was swiftly acknowledged by admirers and rivals alike.

Over his political career, Layton evolved from campus activist to rabble-rousing left-wing Municipal Councilor to the most electorally successful leader of the federal New Democrats in history, leading the party to a record 103 seats in the May election.

Prime Minister Stephen Harper acknowledged the sheer determination of his "colleague and friend." "We have all lost an engaging personality and a man of strong principles," he said.

Harper recalled that Layton was a natural musician. "And we always talked about getting together to jam. But it seemed we were both always too busy. I will always regret the jam session that never was. That is a reminder, I think, that we must always make time for friends, family and loved ones while we still can."

Layton's death at 4:45 a.m. was announced by his wife, MP Olivia Chow, and his children Michael and Sarah Layton.

Although Layton was clearly in poor health the past several weeks, news of his death shook a nation.

Flags on Parliament Hill and federal buildings in Toronto were lowered to half-mast. Hundreds of people streamed by his constituency office in Toronto, by City Hall and by the Centennial Flame on Parliament Hill, leaving written messages, flowers and Orange Crush cans — a reference to the NDP's Quebec surge in this year's election.

"Jack, you led with sheer decency, and passed with outstanding dignity," read a message written in orange marker in Ottawa.

Liberal Leader Bob Rae, former NDP premier of Ontario, de-

scribed Layton as “indefatigable” — the “Energizer bunny” of Canadian politics.

Following prostate cancer treatment, Layton developed a hip fracture and underwent surgery just before last spring’s election, walking with the aid of a cane throughout the campaign. On July 25, a gaunt and hoarse Layton announced he was stepping aside temporarily as leader after he was diagnosed with a second form of cancer that was not specified.

In lieu of flowers, his family asked for donations to the Broadbent Institute, a new think-tank, “to continue the work of making Canada a better place.”

Layton crafted a brand for himself and his party as an “ordinary guy,” yet political blood ran in his veins. His great-great-uncle, William Henry Steeves, was a bona fide father of Confederation from New Brunswick. His grandfather, Gilbert Layton, was a cabinet minister in the Union Nationale government of Quebec premier Maurice Duplessis. His father, Robert Layton, was chairman of the Conservative caucus under Brian Mulroney from 1984 to 1993 and served briefly as Minister of Energy, Mines and Resources.

“His father was the incarnation of an honest man, a man of integrity,” Mulroney said Monday. “The apple didn’t fall far from the tree.” Layton looked to his father, who died in 2002, as a role model in his personal life, too. His father had beaten prostate cancer.

“Like my dad, I am a fighter. And I will beat this,” Layton said when he first revealed his cancer in 2010.

Layton led his high school student council in the mostly English-speaking town of Hudson, Que., and was prime minister of the Quebec Youth Parliament. But Layton — who won a national swimming title at 15 — denied he was overtly political. He attended McGill University, and at 19, married his high school sweetheart, Sally Halford, with whom he had two children, Sarah and Michael. They moved to Toronto in 1972. Layton taught urban politics and earned his Ph.D. before he pursued his political passions into office.

He was first elected to Toronto city council in 1982, separated from Halford in 1985, and became involved with Olivia Chow, then a school board trustee. Theirs was, he said, “a political partnership.”

Layton lost a mayoral bid and two tries for a federal seat, but he became president of the Federation of Canadian Municipalities in 2001. He said that’s when he realized he could get things done on a national scale and decided to run for the leadership of the federal NDP.

He succeeded Alexa McDonough as leader in 2003. He boosted the party’s organization, fundraising and communications and grew the NDP from 13 seats when he took it over to 19 seats after the 2004 election, and eventually to 103 in 2011.

Layton Helped Restore Measure Of Humanity To National Politics *(The following are excerpts by Chantal Hébert National Columnist on TheStar.com)*

Jack Layton leaves behind a party that is less self-righteous about holding a monopoly on social democracy but more driven to advance its ideals.

As impressive as the results of his last federal campaign may have been, 59 Quebec seats and Official Opposition status do not adequately capture the impact of his eight years in the federal arena on his party and the country.

His more lasting legacy to the federal NDP may be to have given it a taste of power and a renewed appetite for the chance to get things done.

Over its decades as a second-tier opposition party, the NDP had grown complacently comfortable with moral victories. Too many of its members equated parliamentary irrelevance with ideological virtue.

But over his tenure in Parliament — and, in particular, in the last campaign — Layton showed the New Democrats that ideals and pragmatism need not be flip sides of the political coin. He taught his party that it was possible to win like Liberals and still act like New Democrats. He also taught Canada’s jaded chattering class that retail politics and the attending appeals to the lowest common populist denominator need not be the only route to victory.

When all is said and done, his greatest gift to the country may have been to restore a measure of humanity to its national politics.

But at what price?

Contemplating the obvious toll the spring campaign took on their leader, many New Democrats and quite a few observers will ponder whether they should have pressed the issue of Layton’s health more aggressively rather than accept his assurances that all was under control unquestioningly (and somewhat selfishly).

In an email received on New Year’s Day, Layton described 2011 as a “decisive” year. No one could imagine how gloriously and heartbreakingly prescient those words would turn out to be. But if he had known, I’m not sure he would have done things differently.

In a business whose common currency is too often nastiness, Layton spent his last months on the scene in a rare state of grace. The connection he established with Quebecers — on terms that go beyond the post-election reductive depiction of a cheap nationalist flirt — was a healthy source of pride, as was the party’s leap to Official Opposition.

But as his last letter to Canadians makes clear, Layton did not see the runner-up spot in the House of Commons as a final destination. Nor did he underestimate the potential impact of repeat Conservative majority governments on

Canada's national fabric.

While he was well aware that he had very much carried the party to its new status on his shoulders, he scoffed at the notion that the messenger mattered more than the message itself. Now New Democrats feel orphaned — and even the most hardened political voyeurs feel a tinge of sorrow for what might have been. There will be ample time in the days ahead to look more closely at the way forward and the challenges that lay ahead for the NDP. There will be many.

Among those, the ongoing rivalry between the Liberals and the NDP for the position of de facto alternative to the Conservatives stands out. Layton leaves his party in the opposition driver's seat, but with his passing the NDP has lost its biggest asset. No longer can it bank on a decisive leadership edge to keep its rivals at bay, especially in Quebec.

Layton was fiercely creative in seeking out-of-the-box arrangements to advance his social democratic priorities in the Commons. He made cooperation his mantra throughout some of the most corrosive and divisive parliaments in modern federal history.

He would not necessarily have wished a war to the finish between Canada's progressive forces on his successor and on the country.

Jack's Last Letter to Canadians

August 20, 2011
Toronto, Ontario



Dear Friends,

Tens of thousands of Canadians have written to me in recent weeks to wish me well. I want to thank each and every one of you for your thoughtful, inspiring and often beautiful notes, cards and gifts. Your spirit and love have lit up my home, my spirit, and my determination.

Unfortunately my treatment has not worked out as I hoped. So I am giving this letter to my partner Olivia to share with you in the circumstance in which I cannot continue.

I recommend that Hull-Aylmer MP Nycole Turmel continue her work as our interim leader until a permanent successor is elected.

I recommend the party hold a leadership vote as early as possible in the New Year, on approximately the same timelines as in 2003, so that our new leader has ample time to reconsolidate our team, renew our party and our program, and move forward towards the next election.

A few additional thoughts:

To other Canadians who are on journeys to defeat cancer and to live their lives, I say this: please don't be discouraged that my own journey hasn't gone as well as I had hoped. You must not lose your own hope. Treatments and

therapies have never been better in the face of this disease. You have every reason to be optimistic, determined, and focused on the future. My only other advice is to cherish every moment with those you love at every stage of your journey, as I have done this summer.

To the members of my party: we've done remarkable things together in the past eight years. It has been a privilege to lead the New Democratic Party and I am most grateful for your confidence, your support, and the endless hours of volunteer commitment you have devoted to our cause. There will be those who will try to persuade you to give up our cause. But that cause is much bigger than any one leader. Answer them by recommitting with energy and determination to our work. Remember our proud history of social justice, universal health care, public pensions and making sure no one is left behind. Let's continue to move forward. Let's demonstrate in everything we do in the four years before us that we are ready to serve our beloved Canada as its next government.

To the members of our parliamentary caucus: I have been privileged to work with each and every one of you. Our caucus meetings were always the highlight of my week. It has been my role to ask a great deal from you. And now I am going to do so again. Canadians will be closely watching you in the months to come. Colleagues, I know you will make the tens of thousands of members of our party proud of you by demonstrating the same seamless teamwork and solidarity that has earned us the confidence of millions of Canadians in the recent election.

To my fellow Quebecers: On May 2nd, you made an historic decision. You decided that the way to replace Canada's Conservative federal government with something better was by working together in partnership with progressive-minded Canadians across the country. You made the right decision then; it is still the right decision today; and it will be the right decision right through to the next election, when we will succeed, together. You have elected a superb team of New Democrats to Parliament. They are going to be doing remarkable things in the years to come to make this country better for us all.

To young Canadians: All my life I have worked to make things better. Hope and optimism have defined my political career, and I continue to be hopeful and optimistic about Canada. Young people have been a great source of inspiration for me. I have met and talked with so many of you about your dreams, your frustrations, and your ideas for change. More and more, you are engaging in politics because you want to change things for the better. Many of you have placed your trust in our party. As my time in political life draws to a close I want to share with you my belief in your power to change this country and this world. There are great challenges before you, from the overwhelming nature of climate change to the unfairness of an economy that excludes so many from our collective wealth, and the changes necessary to build a more inclusive and generous Canada. I believe in you. Your energy, your vision, your passion for justice are exactly what this country needs to-

day. You need to be at the heart of our economy, our political life, and our plans for the present and the future.

And finally, to all Canadians: Canada is a great country, one of the hopes of the world. We can be a better one – a country of greater equality, justice, and opportunity. We can build a prosperous economy and a society that shares its benefits more fairly. We can look after our seniors. We can offer better futures for our children. We can do our part to save the world's environment. We can restore our good name in the world. We can do all of these things because we finally have a party system at the national level where there are real choices; where your vote matters; where working for change can actually bring about change. In the months and years to come, New Democrats will put a compelling new alternative to you. My colleagues in our party are an impressive, committed team. Give them a careful hearing; consider the alternatives; and consider that we can be a better, fairer, more equal country by working together. Don't let them tell you it can't be done.

My friends, love is better than anger. Hope is better than fear. Optimism is better than despair.

So let us be loving, hopeful and optimistic. And we'll change the world.

All my very best,

Jack Layton

'Brotherhood Beyond Borders' - 38th International Convention Begins in Vancouver



Thousands of IBEW members convened in coastal Vancouver, B.C. for the 38th International Convention that started on Monday, September 19th and concluded Friday, September 23rd, 2011.

Nearly 3,000 delegates from all corners of the U.S. and Canada were present, and with staff, visitors, spouses and guests, it was nearly 6,000 that took part in IBEW events that commenced on the Friday, September 16th; with pre-convention activities in Canada's third-largest metropolitan area.

PRE-CONVENTION GATHERINGS:

Pre-convention events kicked off Friday, September 16th with an electrical industry expo, the IBEW Women's Caucus and the union's Political Conference.



Other events lead up to the convention opening which included meetings of the Electrical Workers Minority Caucus, as well as the "Reach Out and Engage Next-Gen Workers" (RENEW) that gathered of dozens of young workers from across the continent.

This year's convention also featured the much-anticipated IBEW Has Talent competition. Showcasing some of the union's best singers and musicians, 11 acts represented all IBEW Districts that lit up the stage in their quests for top honours.

The show began at 12:30 p.m. Pacific time on Saturday, September 17th at the Pacific National Exhibition. Judges selected the top three finalists from the first round. Those winners performed again, and then attendees voted for their favorite act, who was Greg MacFarlane of First District, Local Union 2085 – Winnipeg, MB:

"Our performance was our way of lifting the spirits of all our members, reminding them of how proud they should be to be part of our brotherhood, and the song itself was inspired by our Brother Rick Dowling of Local 213 and his lifelong dedication to the IBEW. His commitment is an example that we should all strive to follow."

A wave of video submissions for the competition poured into the International Office after the contest was announced last December. The competition was broken down by Districts – attendees at this year's District Progress Meetings previewed each entry and voted for their favorites. Mark Brueggjenjohann, International Representative in the Media Department, said the contest offered a chance for members to showcase their unique abilities outside the trade.

OPENING CEREMONIES:



Monday, September 19, 2011, Day 1 of the IBEW 38th International Convention, opened in a big way Monday with *opening ceremonies* offering dazzling spectacles and solemn tributes that set the tone of reverence for tradition and optimism for the IBEW members and leaders from across North America.

It has been five (5) years since the last International Convention, in Cleveland, and after years of planning, a dazzling multimedia spectacle unfolded in the Vancouver Convention Center. With cutting-edge visuals and zooming light effects, the front and side walls of the convention floor transformed to display massive video



screens showcasing portrayals of workers.

"I am the IBEW," said a towering, diverse group of workers representing all trades of the IBEW.

An actor portraying IBEW founder and first President Henry Miller touted the strength and resilience of the union members:

"In the face of opposition, we formed the Brotherhood of today – a Brotherhood without limits, a Brotherhood beyond borders."

Making their entrance, International President Edwin D. Hill and International Secretary Treasurer Salvatore Chilia emerged on the stage to the beat of pulsing rock music.

Hill fired up the crowd with a rousing greeting, causing cheers from attendees when he mentioned the previous night's ceremonial lighting of the 2010 Olympic torch during the delegates' reception:

"Light is a very powerful symbol of our union. Not only does the work we do provide light, energy and communications to the continent – our Brotherhood is also a light in lives of all it touches, standing for dignity and justice in a world where neither are guaranteed."

Hill called the convention to order after being presented with a one-of-a-kind, hand-carved gavel crafted by Edmonton, Alberta, Local Union 424 member Jim Bendfeld. He then offered a pointed tribute to retired Third District International Representative Michael H. Namadan, who played a vital role in Hill's upbringing, early career and entrance into union office before he died in July. "He was there every step of the way," said Hill.

To begin the session, First District International Vice President Phil Flemming welcomed delegates, inviting first nations' Musqueam members Rose Point and her nephew, Shane Point, to offer ceremonial prayers.

The Vancouver Police Pipe Band, which presented the colours, offered a vivid musical salute to the convention's host nation. Edmonton, Alberta, Local Union 1007 Assistant Business Manager Jimmy Connor sang the Canadian national anthem and for the first time in IBEW convention history, Canadian members recited their nation's pledge of allegiance.

Third District International Vice President Don Siegel introduced the Sword of Light Pipe and Drum band, comprised of New York Local 3 members. The ensemble dedicated its performance to their former drum major, James Conway, who passed away last spring. After the band processed out of the convention hall, Anchorage, Alaska, Local Union 1547 member and assistant shop steward Cody Beltrami offered a soaring rendition of "The Star Spangled Banner."

Delivering the first invocation of the convention, Rev. Frank John Franz prayed that the week finds delegates making "the right choices" to ensure bright futures for working families. He quoted from the Bible's book of Micah in calling on delegates to do justice for members of the union.

Members also observed a moment of silence for the 21 members of New York Local Unions 3 and 1212 that lost their lives on September 11. Local Union 3 President John Marchell gave a report announcing that nearly \$4 million had been collected for a disaster fund established for IBEW families who lost loved ones.

It was another moment of solemnity that was a thread of the morning, offering gravity and repose within a broader spectacle that energized thousands of delegates during their first session on the convention floor.

THE BANG OF THE GAVEL:

The convention officially began at 9:00 a.m. on Monday, September 19th in the Vancouver Convention Center. Temporary Chairman and First District International Vice President Phil Flemming took the gavel and presided over the opening ceremonies.

The week was a mixture of discussion and decision-making by the 3,000-strong delegation, the highest law-making body of the IBEW. Convention business was punctuated by guest speakers, including area and international labour leaders. Representing a cross-section of spiritual traditions, local religious figures offered morning invocations. The convention also elected international officers to five-year terms.

Article II of the IBEW Constitution, amended at the 2006 convention in Cleveland, Ohio, stipulates that the union shall meet for its International Conventions every five years on the third Monday in September, at a location of the IEC's choosing.

The first convention was held in St. Louis in 1891. More recent meetings have taken place in San Francisco in 2001 and Philadelphia in 1996.

The 38th International Convention represented the fourth time that delegates have met in Canada; past meetings have been in Montreal, Quebec, in 1923 and 1962, as well as in Toronto, Ontario, in 1986.

Attendees with hearing impairments were able to easily follow convention proceedings, as Communication Access Real-Time Translation – or "CART" – services were provided. CART is similar to closed captioning, but utilizes a reporter with a notebook computer and a stenographer keyboard to provide real-time paraphrasing and transcriptions. This was the first convention to feature such services.

HILL/CHILIA/PIERSON LEADERSHIP TEAM RE-ELECTED:



More than 2,000 delegates at the 38th International Convention unanimously elected International President Edwin D. Hill and International Secretary-Treasurer Sam Chilia to five-year terms.

International Executive Council Chairman Robert Pierson was also elected by acclamation. President Hill told delegates that:

"...it is an honour to serve you as I have done all of my adult life. I wear proudly the honour of my membership in this, the greatest trade union in the world – and I will stand side by side with you all as we move this Brotherhood forward."

Telling delegates of the importance of continually changing to meet the challenges of today's economy, Hill stated:

"Not everything that we have had to do has been popular at first. But you – the leaders of your locals – have recognized the need to join together to forge a new reality, one that is necessary and desirable for our future and the future of this Brotherhood."

President Hill expressed the need for leaders to face the tough questions and be willing to engage the membership in the big discussions about the future of the Brotherhood, referring to the many comments posted by IBEW members on the union's official Facebook page:

"Believe me you've got to have a tough hide not take it all personally – but I take the criticism and I welcome it. Because I know while the pushback comes from frustration and anger – it also signifies a willingness to talk – and to listen – to absorb a new way to look at the issues and gather new ideas."

New York City Local Union 3 Business Manager Christopher Erikson placed Hill's name into nomination, praising him for providing leadership by example and "never forgetting that he is one of us."

International Secretary-Treasurer Sam Chilia said he was humbled by the show of confidence delegates placed in him, saying that:

"I thank God for the IBEW and the labour movement,

because without it, our members and the greater community would be lost."

Pierson thanked delegates for the honour and privilege of serving as IEC Chairman, and that he pledged to:

"...do my part to work with all the officers to keep the course steady and the flags flying."

CONVENTION RATIFIES IVP, IEC CHOICES:

Convention delegates unanimously ratified the choices of district caucuses that selected nominees Monday for International Vice President and International Executive Council.

All 11 of the incumbent Vice Presidents were re-elected. The IEC will have two new members. The new Sixth District representative on the council is Joe Smith, business manager of Oklahoma City Local 1141. In the Eighth District, Windsor, Ontario, Business Manager Local 773 Solomon Furer was elected by delegates.



Each officer's name was placed in nomination by a brother delegate from the district. All the candidates thanked their delegations and families.

All IEC members are Business Manager of their respective locals.

International Executive Council Nominees:

Chairman: Robert W. Pierson, Local 9, Chicago
 First District: Joseph P. Calabro, Local 1158, Newark, N.J.
 Second District: Myles J. Calvey, Local 2222, Boston
 Third District: John R. Clarke, Local 141, Wheeling, W.Va.
 Fourth District: William W. Riley, Local 349, Miami
 Fifth District: Michael D. Walter, Local 1439, St. Louis
 Sixth District: Joe P. Smith, Local 1141, Oklahoma City
 Seventh District: Patrick Lavin, Local 47, Diamond Bar, CA
 Eighth District: Solomon Furer, Local 773, Windsor, ON

International Vice President Nominees:

First District: Phillip Flemming
 Second District: Frank J. Carroll
 Third District: Donald C. Siegel
 Fourth District: Kenneth W. Cooper
 Fifth District: Joseph S. Davis
 Sixth District: Lonnie R. Stephenson
 Seventh District: Jonathan B. Gardner
 Eighth District: Ted C. Jensen
 Ninth District: Michael S. Mowrey
 Tenth District: Robert P. Klein
 Eleventh District: Curtis E. Henke

CONVENTION CLOSES ON NOTE OF SOLIDARITY AND GOODWILL :

The 38th IBEW Convention adjourned at noon on Friday, Sept. 23rd following the close of discussions on reports from the Resolutions and Law committees.

The week in Vancouver was marked by serious discussion on the future direction of the IBEW and the labour movement. Talk was followed with action.

President Hill and Secretary-Treasurer Chilia were unanimously elected to chart the union's course into the next period of challenging economic times.

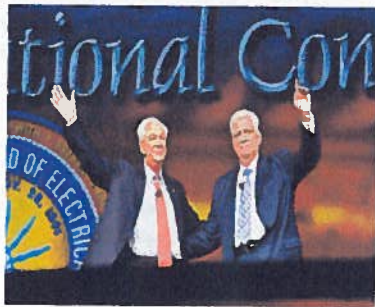
The convention voted a per capita increase that will provide for new resources to enable more organizing and more political activism to defend and extend the gains of the trade union movement into the next five years.

On Friday, as in prior days of the convention, speakers underscored the IBEW's critical role in North America's future.

Attending his 11th convention before announcing his retirement as IBEW General Counsel, Larry Cohen compared the dire state of labour rights five years ago to the gains made under the Obama administration, calling upon delegates to fight for President Obama's re-election.

After a rousing address by Adrian Dix, leader of the New Democratic Party of British Columbia, President Hill answered a question from the young workers delegation and nominated delegates to the conventions of the AFL-CIO Building and Construction Trades Department, Canadian Labour Congress and others.

Closing the 38th International Convention, Hill thanked the Local Unions and members of the First District for their hospitality and said: *"What we have done here today, what we have done this week and what we have said here is all going down on the record. It's now part of our legacy. But more important, it's the basis on which we are going to build the future. You have made your voices heard. You have voted on the direction of this great union. You have represented your members very well. Thank you, thank you for having the courage to do what was best for the future of this brotherhood."*



Labour Leaders Call On MPs To Help Stop "Job-Killing" Keystone XL Pipeline *(The following article was a Press Release dated September 22, 2011 by AFL President Gil McGowan, Alberta Federation of Labour)*

an, Alberta Federation of Labour)

Approving Keystone XL is not in the interests of Albertans and Canadians

Canadian politicians have been acting against the interests of their own citizens in pitching the Keystone XL pipeline, says the leader of Alberta's largest labour organization.

"Members of the Alberta and federal governments have been acting like sales executives for pipeline company TransCanada, travelling to the U.S. to persuade Americans what a great idea the raw bitumen pipeline will be, but they are ignoring what's best for Alberta and Canada," says Gil McGowan, president of the Alberta Federation of Labour, which represents 145,000 workers.

"Approving Keystone XL will, indeed, be good for the U.S. by creating hundreds of thousands of jobs south of the border, but one must wonder why our so-called leaders are so keen to export jobs to the U.S. rather than keep them here," he says.

McGowan joined leaders from the Communications, Energy and Paperworkers Union of Canada in Ottawa today to tell MPs why Canada should oppose the Keystone XL pipeline and keep refining jobs here. To see background document presented to MPs: <http://www.afl.org/index.php/Download-document/430-Backgrounder-Press-Release-2011-50-Keystone-XL.html>

Study after study shows that Keystone XL will create a jobs boom for the U.S. The Canadian Energy Research Institute predicts 465,000 U.S. jobs by 2035; a study for the American Petroleum Institute puts the figure at 270,000 U.S. jobs by 2030; and the Perryman Group says there will be between 250,348 and 553,235 U.S. jobs depending on the price of oil.

"The jobs picture for Canada is much bleaker. Keystone's existing pipeline created only 17 permanent jobs in Canada. Keystone XL will add only about a dozen permanent jobs here. We have a one-time chance to take control of our own resources and build a value-added refining industry here. What we have instead is a mad rush to approve every application to develop the oil sands and ship our raw resources and good jobs down the pipeline," says McGowan.

"Alberta and Canada would benefit much more if the raw bitumen was refined in Alberta. This would have several important benefits: It would create real jobs here, not in the U.S. and they would be well-paying, value-added jobs; it would boost revenue for Canadian governments in taxes on income and profits earned here; it would reduce the environmental risk from shipping raw bitumen over long distances and across sensitive areas; and it would allow Canada and Alberta to set and enforce tough environmental regulations on oil sands operations," he says.

"This, however, would require a real national energy strategy, a vision for developing Canada's energy industry for the

benefit of Canadians, rather than allowing corporations to dictate policy that works only for them. It would mean slowing down development of the oil sands to a reasonable pace, to avoid the boom-and-bust rollercoaster of the past. In this way, we could ensure jobs for Canadians for decades to come and avoid the shortages of material and labour that have boosted development costs in the past.”

Joint Training: Learning On Both Sides Of The Fence *(The following article are excerpts that was written by Alan Morantz who is with Human Capital Institute (HCI). This article, however, was taken off of the Queen's University iRC, Kingston, Ontario's website.)*

In the midst of it all, John Briegel, Kirstan Jewell, and Mark Taylor watch the proceedings with a mixture of satisfaction and relief; it was their unorthodox idea to put managers and shop stewards together as part of a three-day Joint Leadership and Excellence training program. For Briegel, Business Manager for IBEW Local 254, Jewell, formerly ENMAX's Director of Employee Relations, and Taylor, ENMAX's Manager of Civil Works, the no-holds-barred, yet respectful debate over worker discipline showed that the participants were taking the training program seriously, and actually getting into the spirit of learning.

Joint union-management training is unusual in North America, and it's not hard to figure out why. On the continuum of union-management relations—from confrontation through armed truce, working harmony, and cooperation—a great many relationships sit on the cantankerous side. And for the few joint training programs that sprout as promising shoots, many are soon cut down because union members perceive that their leadership is too cozy with management and not looking after worker interests.

On the other hand, the benefits of jointly training managers and shop stewards are tantalizing. The promise lies in increasing boundary-spanning knowledge, reducing the friction that can lead to high grievance costs or work stoppages, and finding shared ways of meeting change head on.

Briegel, Jewell, and Taylor put their heads together to imagine what the curriculum would look like. Rising to the top was the need to educate stewards and supervisors on how decisions are made and to see issues from a bigger perspective. Their hope was that if stewards and supervisors understood each other's roles, festering issues could be resolved. They figured the best way to educate staff and open communication channels was to put all trainees in a room and treat them all the same way: on one day of training they'd be shop stewards, the other day front-line supervisors.

The first day of the Joint Leadership and Excellence training program features a review of the ENMAX and IBEW Local 254 relationship, the structure of the corporation and the union, a piece on leadership and culture

change, and a collective bargaining simulation. The second day focuses on employee accountability, the supervisor's role, progressive discipline, the IBEW's Code of Excellence, and “safety leadership.” The final day explores how grievances are handled.

To test their curriculum design, the trio piloted the program with colleagues whom they knew would offer constructive feedback. They got that and more: the pilot project served to drum up interest for the first program, particularly among union members.

The IBEW Local 254, in fact, was ready and primed for joint training. “This was not a difficult sell to the members as the majority of them depend on a relatively small group of stewards to look after their interests,” Briegel says. “The stewards, on the other hand, were constantly asking for training. We also have a history of working together on Joint Apprenticeship Committees, Bid Committees, health and safety issues, and operational practices.”

Selling joint training to senior management was more challenging. Jewell and Taylor had to battle the perception of joint training as a “flavour of the week” and try to counter the argument that, “we've done things this way for years, why change now?” But luck was on their side: On the second day of the pilot program, which was held at the ENMAX head office, three members of the Board of Directors were in the building. They asked to sit in on the change management session and were impressed by what they experienced. So much so that they went to the Board meeting and sang its praises. Jewell and Taylor also had a believer in the executive suite. Rick Ehlers, Executive Vice President of Transmission and Distribution Services, has a labour relations background and years ago led the way in encouraging more cooperation with the IBEW.

With three sessions under their belts, Briegel, Jewell, and Taylor plan to fine-tune the curriculum and consider expanding it into another unionized part of the business. They are also looking to improve upon the learning manual and to create a facilitator's manual.

What We've Learned

Here is what John Briegel, Kirstan Jewell, and Mark Taylor have learned about launching a joint training program.

Find ways to build trust:

You don't have to have perfect labour relations, but you do require mutual respect.

Respect boundaries:

Joint training is an extreme “relationship management” challenge. Each side has to be aware and respectful of boundaries, particularly the other side's boundaries. That means giving your union or management partner room to manage their own stakeholders.

Stay true to the process of authentic collaboration:

Don't pay lip service—put yourselves in the shoes of the participants and consider their needs. Good ideas need to win out, regardless of who came up with them. Don't keep score.

Be open and honest:

Jewell: "We're honest about what we do....We have a strong union and strong management and through creativity and open and honest dialogue we can come up with better solutions. So we have to be realistic around where you are."

Bring energy to the room:

Adult learners do best in a safe and engaging environment. Simulated negotiations offer excellent insights that stick.

Build the business case:

What's the cost of the status quo versus moving to a mutual gains perspective? At ENMAX, the operational practices committee last year, working with the union, found more than \$1 million in efficiencies.

CSA Standards and NETCO Launch Personnel Certification Program for Electricians Installing Solar Photovoltaic (PV) Systems

In September 2011, CSA Standards (CSA) and the National Electrical Trade Council (NETCO) launched a national, third-party, independent personnel certification program for qualified electricians installing solar photovoltaic (PV) systems in Canada. It is the mechanism through which CSA—serving as a third-party certifying body—assesses and formally recognizes a journeyman electrician's ability to meet national standards related to the installation and maintenance of solar PV systems. The first certifications to be issued in Canada were awarded to six qualifying recipients at a special ceremony during the IBEW International Convention Exposition in Vancouver, BC. Congratulations!

The *Construction Electrician (NOC 7241) Solar PV Systems Certified* program was developed by CSA with the financial support of NETCO—the training arm of the IBEW, First District, Canada and Canadian Electrical Contractors Association. CSA's approach adheres to the ISO 17024 international standard for certifying bodies.

NETCO's decision to contract CSA in jointly developing a personnel certification program grew from its *2009 National Solar Photovoltaic (PV) Strategy*.

"Central to this strategy is the position that all solar PV installation should be performed by qualified electricians working for licensed contractors under electrical permits," says Phil Flemming, IBEW International Vice President and NETCO President.

This premise is embedded in the national standards for solar PV installation developed by NETCO in 2010, and subsequently validated by CSA. These national standards

are articulated in a task analysis positioned as a companion piece to the Red Seal Program's *National Occupational Analysis (NOA) for Construction Electrician (2008)*.

IBEW Local Unions and electrical contractors may consider leveraging this Made-in-Canada personnel certification program to gain market share by promoting consumer confidence in the quality and safety of solar PV installation projects.

Fast Facts:

- ⇒ **Who?** To challenge the certification exam, candidates must hold a Certificate of Qualification as a Construction Electrician (NOC 7241) and complete a recognized solar PV Installation and Maintenance Training Program consisting of in-class and a practical (hands-on) component.
- ⇒ **Cost?** \$250 Certification Fee & \$95 Application Fee
- ⇒ **Certification Period & Renewal?** Five year period for certification. Renewal by re-examination only.
- ⇒ **Certification Exams?** Certification exams are administered at CSA-designated test centres across Canada.
- ⇒ **Certification Documentation?** CSA issues a certificate and maintains a database of qualified practitioners.



CSA Standards' Director, Global Learning Services, Robert Rashotte (far left) and NETCO's President, Phil Flemming (centre left) presented certificates for Construction Electrician (NOC 7241) Solar Photovoltaic Systems Certified to six recipients: A.R. Milne's President, John Salmon (3rd from left); Electrical Joint Training Centre's Training Director, Endre "Andy" Cleven (centre right); and IBEW, Local 213 electricians working with United Power Ltd. Dustin Thomas (2nd from left), Raymond Moffat (far right), Peter Curtis (2nd from right) and Martin Kugler (3rd from right).

For more information visit
www.csa-america.org/personnel_certification

Private Member's Bill Misplaced Attack on Unions (The following article was posted on the CLC's website on Oct. 3, 2011)

The President of the Canadian Labour Congress says a proposed Private Member's Bill is one more example of the Conservative government's attempt to bully anyone who does not agree with them.

Ken Georgetti was responding to a Bill from Conservative MP Russ Hiebert, which Hiebert claims would force unions to disclose their financial statements in public. "This is an attempt to create an issue that doesn't exist," Georgetti says. "This government has bullied civil servants, bullied scientists, bullied the churches and NGOs, and now they want to bully the labour movement."

Georgetti says, "Our financial records have always been open to our members and if Russ Hiebert knew anything about unions, he would know this. I wish Conservative cabinet ministers like Tony Clement and Peter McKay would be as transparent with their use of taxpayers' money as we are with our dues from members."

Georgetti adds, "This is simply a distraction from the real issues facing our country – a slow economic recovery, increasing joblessness, high youth unemployment, six in ten unemployed unable to receive EI benefits, and over 60% of workers unable to have a decent retirement because they have no workplace pension plans."

The Canadian Labour Congress, the national voice of the labour movement, represents 3.2 million Canadian workers. The CLC brings together Canada's national and international unions along with the provincial and territorial federations of labour and 130 district labour councils.

Reach Out and Engage NextGen Electrical Workers

At the 38th International Convention in Vancouver – for the first time ever – young workers, outside of the elected delegate body were sent to the Convention to observe the democratic process on which the IBEW is founded. RE-NEW (Reach Out and Energize NextGen Electrical Workers) gave the opportunity for one young worker to represent each state and province at the Convention, having as close to an elected delegate experience as possible. Young workers were able to sit and observe each day of the Convention voting separately than the elected delegates on resolutions and amendments which were put to the floor. The young workers also participated in events of fellowship throughout the week gaining a better understanding and relationship with elected delegates, their Business Managers, International Representatives and International Vice Presidents. Ten young workers were sent from Locals and labour councils across Canada, representing the First District at the International level.

The young workers met each morning before Convention to debate and discuss obstacles and issues faced by young workers, ultimately creating solutions on how to overcome

them and work within their Local Unions to make the IBEW stronger, bigger and better. The excitement and energy captured in the room shows the interest and passion shared by the next generation of electrical workers keen to have the opportunity to become more involved within their Local Union and the IBEW as a whole.

The effort, support and participation of all Local Unions across the country in moving this initiative forward is much appreciated. Special thanks to all of the young workers below who had the chance to participate and brought their ideas and passion to Vancouver!

Greg Wright–Local 37	Mark Maziarski–Local 115
Mandeep Saggu–Local 213	Sterling McKay – Local 258
Jeff Hussey–Local 353	Richard Learmonth–Local 502
Mark Elderkin - Local 1524	Ray Compton – Local 2034
Jared Brandt – Local 2038	Curtis Lizée – Local 2067

Hundreds of Young Workers Attend The 2nd Annual AFL-CIO's NextUp Summit

On September 29, 2011, over 800 young workers from all different unions gathered in Minneapolis for a four-day conference filled with networking, learning and fellowship opportunities at the 2nd annual AFL-CIO *NextUp* Young Workers Summit (www.nextupsummit.com). Aimed at young workers and activists in the labour movement, this year's *NextUp* Summit doubled the attendance from the previous year, with the IBEW boasting the highest number of delegates with 138 young workers from all corners of the IBEW attending, four of which were from Canada.

The First District IBEW young members in attendance included:

Local Union 37, New Brunswick – Melissa LaRose
Local Union 37, New Brunswick – Kevin Page
Local Union 529, Saskatchewan – Curt McLean
Local Union 2034, Manitoba – Kris Menard

IBEW Local 37's Melissa LaRose (right) had the opportunity to introduce Liz Shuler at the start of the Summit. She did an excellent job, and was a great representative of the IBEW, Canada.



Young workers attended conferences and workshops covering such topics as How to Build a Cross-Generational Labour Movement, Repositioning and Rebranding the Labour Movement, listening to speeches from AFL-CIO Secretary Treasurer Liz Shuler and President Trumka, as well as U.S. Secretary of Labour, Hilda Solis. IBEW young workers had their own caucus where they discussed issues pertaining specifically to the IBEW and suggestions for the 2012 IBEW Young Workers Conference, part of the resolution *Empowering the Next Generation and Ensuring Our Future*, passed at the 38th IBEW International Convention.

TD Insurance Meloche Monnex Contest Winners

TD Insurance Meloche Monnex held an exclusive contest for IBEW members for a chance to win 1 of 2 \$1,000 Future Shop gift cards. This contest was for any IBEW members that called in for a quote between April 1st and July 15th, 2011, or had a policy under the program by August 15th, 2011. The winners of this contest are:

David Di Tomasso from Local Union 105
William Kuchmak from Local Union 353

Both David and William choose the cash option for \$1000 (versus the Future Shop gift card)

Stay tuned for TD Insurance Meloche Monnex's next contest. You can link to their website from our homepage at www.ibew1st.org or go directly to: <http://www.group.tdinsurance.com/en/group/ibew> or you can call 1-877-636-6630.



Michael Lay, TD Insurance Meloche Monnex, David Di Tomasso from Local Union 105 and Jerry Wilson, 1st District Office



Jerry Wilson, 1st District Office, William Kuchmak from Local Union 353, and Michael Lay, TD Insurance Meloche Monnex

Political Climate

Our 38th International Convention is now one for the history books, and the First District has set the bar in more ways than one. On Friday, September 16, 2011 the first ever Canadian Political Report was presented at the IBEW Convention's Political Conference to a crowd of over 300 delegates and guests. We were pleased by the strong support shown by our Canadian Sisters and Brothers in attendance, including our younger members selected to participate in the RENEW (Reach out and Energize NextGen

Electrical Workers) initiative.

Vancouver City Councilor Geoff Meggs, was the first Canadian politician to address the delegation, inspiring delegates while relating to topics that affect our Sisters and Brothers in Canada and the United States. Councilor Meggs discussed topics including the labour movement, the environment, the positive effects that the IBEW has had on Vancouver and the province of British Columbia.

Don Davies, NDP MP for Vancouver-Kingsway, also spoke about the recent passing of Jack Layton, offering a personal account about Jack's party leadership and Jack's inspiration to not only the NDP but to the younger generations to get involved and have a voice in their future. Don noted the important role that unions and the labour movement play in today's society; a society in which the conservative federal government has made it very clear that they will attack unions and organized labour in our country. Don drew comparisons between what is happening in Canada to our unions and what our Sisters and Brothers are facing in states like Wisconsin and Ohio. Don's parting words included a warning on the importance of being politically active not only for our survival, but for the survival of today's working families and the middle class.

Provincial Elections

We have recently experienced elections in several provinces and territories across our country. Below are the *unofficial* results:

PEI: (Election Oct. 3/11) Premiere: Robert Ghiz
Liberal majority government (2nd term)
Seats: Liberal – 22 PC – 5

NWT: (Election of Oct. 3/11) The political system of the Northwest Territories has no political parties. The territory operates on the basis of consensus government. The Premier is chosen by and from the members elected.

MB: (Election Oct. 4/11) Premiere: Greg Selinger
NDP majority government (4th consecutive term):
Seats: NDP – 37 PC – 19 Liberals – 1

ON: (Election Oct. 6/11) Premiere: Dalton McGuinty
Liberal minority government (3rd consecutive term)
Seats: Liberals – 53 PC – 37 NDP – 17

NL: (Election Oct. 11/11) Premiere: Kathy Dunderdale
Conservative majority government (3rd consecutive term, Leaders 1st)
Seats: PC – 37 Liberals – 6 NDP – 5

YK: (Election Oct. 11/11) Premiere: Darrell Pasloski
Yukon Party majority government (Conservatives) (3rd consecutive term)

Seats: Yukon Party – 11 NDP 6 Liberal – 2

SK: Election date is November 7, 2011

To all our Sisters and Brothers in Saskatchewan you are urged to get out and vote on November 7, 2011 for your local candidate that will stand up and fight for worker's rights, that will stand up for labour, and who will stand up for working families in your province. Make your voice heard!

ANNOUNCEMENTS

Thank You!!!

"Rob James and I would like to personally thank you for allowing us to compete in the IBEW's 38th Int'l Convention "The IBEW Has Talent" as the official competitors from District One. Your contribution and your support made our journey both possible and successful and we are so happy that we were able to deliver a 1st place showing on your behalf.

Thank you again for the opportunity to deliver our message of solidarity and pride in the IBEW."

Greg McFarlane—Local 2085

IBEW Local Union 339, Business Manager Jim Howie Retires

Jim began his career at Thunder Bay Telephone in 1973 as an apprentice/journeyman lineman. He became Business Manager (BM) of IBEW Local 339, Thunder Bay, ON in 1998. Prior to Business Manager, Jim served as an Executive Officer as well as sat on the Negotiations Committee for over 10 years. As the BM of Local 339, Jim was Director on the EUSA Board and sat on the Board of Thunder Bay Regional Hospital. He presently sits on the Thunder Bay Economic Development Board and Thunder Bay Airport Authority as Director.

Jim has also been very active in charities; United Way, MS Society, St. Joseph Hospital, Toys for Tots and Festival of Trees. Jim has also made a career out of building houses; he is in the midst of completing his 5th or 6th house. His lifelong involvement in sports includes hockey, baseball and golf.

Jim was a great ambassador for the Union and would go out of his way to help anyone in need. Local Union 339 will miss his contribution.

IBEW Local Union 37, Assistant Business Manager Gary Munn Retires

Brother Gary Munn, Assistant Business Manager (ABM) for the International Brotherhood of Electrical Workers (IBEW) Local Union 37 – the union representing unionized employees at NB Power, retired on Friday, August 19, 2011, after a long and successful career.

Having grown up in the strong, unionized mining town of Wabush, Newfoundland, Gary always had an interest in being involved with the union. Gary always felt a pull toward helping the people, which also pointed him in the direction of IBEW.

Throughout his career, Gary always maintained a passion for safety issues. One of the significant accomplishments that he feels the two organizations have reached is the reduction in lost time accidents; when the IBEW/NB Power Joint Safety Committee was created, there were approximately 110 lost time accidents per year. Since then, these accidents have been reduced to zero, over a couple of 12 month periods.

Happy Retirement Jim and Gary!!!

2011/2012 Projected Meetings

- | | |
|-------------------|--|
| Oct. 17-21/11 | New Business Managers Training
Toronto Delta Airport West Hotel
Toronto, ON |
| Nov. 15-17/11 | Membership Develop. Conference
Paris Hotel
Las Vegas, NV |
| Nov. 30-Dec.2/11 | 2011 Nuclear Conference
Harrah's
Las Vegas, NV |
| Apr. 26-28/12 | Construction & Maintenance Conference
Hyatt Capitol Hill
Washington, DC |
| May 14-17/12 | Building Trades Legislative Conf.
TBA
Ottawa, ON |
| Jun. 12-14/12 | Utility Conference
TBA
Houston, TX |
| Jul. 31-Aug. 4/12 | Women's Conference
TBA
Washington, DC |
| Aug. 20-23/12 | All Canada Progress Meeting
The Westin Nova Scotian
Halifax, NS |

