



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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 First District, CANADA / Premier District, CANADA



November/December 2007

Season's Greetings:

Hello everyone and the best of the Holiday Season to you and your family. I know that at this time of year everyone is anticipating relaxing with family and friends and enjoying, as much as we can, the result of a year of hard work, successes, victories and accomplishments. Even a few of those small setbacks have been valuable lessons. We in the IBEW have much to celebrate.

I hope everyone can realize the peace and happiness of this special time of year and I wish everyone success in the New Year.

Phil Flemming, IVP

Local Union 213 Still Locked Out!!

In our September/October issue of *Coast to Coast* we alerted everyone to a situation in Local Union 213 that warranted immediate attention concerning a 'lock out' by Sears Canada of our Service Technicians in Vancouver, BC.

Then in a recent email, December 13th, to all Canadian IBEW Local Unions, correspondence dated November 6th was attached explaining the situation and also a request to 'spread the word' by going to the "LabourStart" website @ http://www.labourstart.org/cgi-bin/solidarityforever/show_campaign.cgi?c=327 where you can send a message to Sears; and that will also send a copy to the workers to help keep up their morale.

We also need Local Unions to organize a concerted effort to 'leaflet' Sears stores in your area and to inform your members **NOT TO SHOP AT SEARS** and to let Sears know their displeasure by cutting up their Sears card and sending them back to Corporate Sears at Sears Canada Inc., National Customer Service Centre, c/o President's Office, 500 College St. East, Belleville, ON K8N 5L3.

C'mon folks let's put a lump of coal in Sears stocking this year and send a message from the IBEW!

New Eastern Lead Organizer

This is to announce that effective November 15th, 2007 Brother Rod Hilton has been hired as a new Lead Organizer in the Province of Ontario. This is the next step as part of the new Professional and Industrial Organizing initiative for Region 6.

Employed as a construction wireman, Brother Hilton has been a member of the IBEW for the past 8 years. Rod joined Local Union 303, St. Catherines while helping to unionize the largest non union contractor within the Local Union's jurisdiction. He was employed as a Provincial Organizer from 1999 until 2005 when he returned to work as an electrician and again helped organize his employer. Rod's background includes the Police Services, Canadian Armed Forces, and time as a representative at the Governor Generals Leadership Conference.

An Honour For Helping

An article from the Kitchener Record newspaper – November 12, 2007

Len Bruder, and indirectly two of his buddies, have been recognized for the selfless, unpaid work they did in helping thousands of people obtain disability credits from the Canada Revenue Agency. The honour from the Congress of Union Retirees of Canada is well deserved.

Bruder, 81, accepted an award at a recent convention of the congress in Ottawa. It was partly for his long association with unions and union retirees, beginning as a steward a Dominion Tire in Kitchener in 1947 and later as president of the United Rubber Workers Retirement Club for Canada and the US.

The award also recognized Bruder's founding in 2004 of a tax-credit assistance program in Waterloo Region, which he ran with his friends Les Rudrum and Les Dowling. Bruder estimates the trio helped more than 4,000 people, mostly seniors, qualify for

disability tax credits totaling millions of dollars.

After learning about the apparently obscure income tax provision at a seminar in Hamilton, they spread the word to friends, relatives, neighbours and even complete strangers, at organized seminars, along with chance, casual meetings in shopping malls, restaurants, parking garages and the like.

Many went on to receive retroactive credits of up to \$10,000 or more for certified medical conditions such as blindness, or for life-sustaining therapy such as kidney dialysis and other conditions that restrict lifestyle.

"It's very rewarding when people thank us. They often say it feels like winning the lottery," Bruder said last year.

One recipient, Shirley Bratherton, praised Bruder's work. "He's non-stop when it comes to helping people," she said.

The Canada Revenue Agency maintains it's not hiding anything and does everything possible to inform people about all available benefits. But, for some reason, this one was obviously a surprise to many people.

Also, Bruder and his colleagues deserve credit for shedding light on it, particularly as it helps so many who face various challenges or struggles with their health.

Regarding the award from the congress, Bruder said: "I was very happy and proud of the thing, for sure." As well, he should be commended for a job well done in a lifetime of service to unions and retirees.

Local Union 1928 – Halifax, NS - Foreign Workers

In February 2007 IBEW Local Union 1928 was approached by Cable-Com, a signatory contractor owned by Emera Utility Services, to support a Labour Market Opinion Application to hire 5 foreign journeymen power line technicians. This request did not sit well with Business Manager Mike MacDonald, and he told Cable-Com the IBEW would not support an application until they exhausted all avenues to find available linemen in Canada before hiring foreign linemen. The First District Office was contacted to notify other Local Unions of the

vacancies as well, it was advertised in newspapers across the country, with no success. Ultimately Local Union 1928 agreed to hire these 5 foreign workers.

In early August 2007, Cable-Com again came knocking on Local Union 1928's door looking for support to hire more foreign workers. During this time, Emera Utility Services bought FA Tucker, another one of the Local's signatory line contractors. There was a huge amount of capital work to be done on the lines in Nova Scotia. This company wanted to hire 20 foreign workers and asked the Local again to support their Labour Market Opinion Application to hire these people. Local Union 1928 already had members working for this company who depended on it being successful for their livelihood.

Business Manager MacDonald checked to see if Cable-Com, FA Tucker, and Nova Scotia Power were hiring apprentices. His findings were that Cable-Com has 15 PLTs and 6 apprentices, FA Tucker has 10 PLTs working in the province and 7 apprentices, Nova Scotia Power has approximately 100 apprentices; 45 of them are PLT apprentices. There was no doubt that there was a need for First Class Linemen.

Upon reflection, there is no doubt that Canada was built by immigrants. We need to look back at our own roots and like our forefathers, we need immigrants to become citizens and contribute to our great country. Clearly temporary foreign workers do not give anything back to our society.

As a result, Local 1928 required a memorandum of agreement governing the conditions under which a company can hire foreign workers. Canadian Citizenship and union membership were at the heart of this agreement along with other conditions.

In October 2007, IBEW Local Union 1928 signed a memorandum of agreement to support a Labour Market Opinion Application and assist FA Tucker in hiring 20 Foreign Journeymen Linemen. This agreement addressed the local's concerns with the following conditions:

- Both parties agreed to work together in a timely fashion to determine the availability of 20 qualified and competent journeymen PLTs within Canada. (Post for jobs within IBEW first and across Canada). It is agreed that only PLTs who are prepared to take up permanent residence in Nova Scotia within one

month of an official job offer and agree to regular full time employment will be counted towards the complement of 20. In the event FA Tuckers staffing needs of 20 PLTs are not met as a result of this recruitment process, IBEW Local Union 1928 agreed to support a labour Market Opinion Application to the provincial and federal regulatory agencies supporting the hiring of a number of foreign workers to meet a total of the above 20.

- Foreign workers must become Canadian Citizens as soon as possible.
- Within one year of arrival the foreign workers will be required to meet the same selection and testing criteria as other FA Tucker applicants for PLTs positions which would include safety procedures, code of practice, standard protection code and red seal certification and a drivers license. These linemen will remain in training mode until the above requirements are completed.
- As a condition of employment the foreign workers will become members of IBEW Local Union 1928 and will be subject to the terms and conditions of the current collective agreement.
- FA Tucker commits to hiring of apprentices one for one to the number of foreign qualified journeymen hired under this agreement. Intake of apprentices will be hired within 9 months of hiring a foreign PLT or earlier if we have Canadian Linemen who can mentor.

Should FA Tucker establish that, for business reasons, the above limit not being sufficient, and the company has exhausted normal recruitment process, the adjustments to this limit will not be unreasonably denied.

Without doubt other contractors and utility companies will be hiring foreign workers and our IBEW Local Unions will be placed in the same position as Business Manager MacDonald and Local Union 1928. This should serve as a good template to use when required in the future.

Canadian Labour Congress (CLC) Pension Conference

CLC Pension Conference was November 1 – 3, 2007 – the following has been taken from the CLC Online Newsletter dated November 8, 2007

The 3rd CLC Pension Conference attracted over 300 activists and experts to Ottawa last week – making it

one of our best-attended conferences, and with good reason. The future of secure pensions for working people is something unions have always held as a top priority.

Delegates were treated to a wide variety of leading pension experts and a thorough line-up of the top-of-mind topics for today's pension fund activists.

Of particular focus is boosting the Canada Pension Plan (CPP) as one of the best ways to guarantee more of tomorrow's seniors aren't faced with retiring into poverty or being unable to retire at all.

"Canada is a rich country. It can afford increased funding for public pensions and a decent life for today's and tomorrows retired workers," says Ken Georgetti, President of the Canadian Labour Congress.

"Instead of simply cashing-out the federal surplus with billions of dollars in tax cuts for profitable corporations and wealthy individuals, instead of guaranteeing that surplus exists by choosing to do nothing, the federal government should be providing for the long-term needs of our aging population. Asking tomorrow's seniors to fend for themselves is not the Canadian way," says Georgetti.

An increase in CPP benefits from 25% of the average industrial wage to 50% can be accomplished through a combination of measures that include raising the ceiling of pensionable income to \$90,000 combined with a modest increase in CPP premiums and allowing workers to transfer RRSP savings into their CPP accounts.

Give Clean Toys This Holiday Season

Excerpt taken from the Canadian Labour Congress (CLC) online November 2007 announcements

The holiday season is fast approaching and gift lists are being compiled. This year when you go shopping for the various toys on your child's wish list, you may want to think twice about the labour that went into making that toy. Recently there have been recalls on products that may harm our children, but stop and think about the conditions that some items are made in.

Toy companies are notoriously greedy. They want faster and fatter profits, so they constantly demand lower production costs and shorter delivery times

regardless of the human consequences. Some companies are willing to ignore ethical practices, even their own codes of conduct.

In many countries, labour laws are not enforced and workers are left without any protection from being exploited. When it comes to toys, China has the highest profile because 75% of world toy production happens there. It is not uncommon for workers to be jailed for trying to form independent unions in their workplaces where exploitation, injuries and death are a daily matter.

One of the best ways to guarantee that any product is made in a safe workplace where workers are treated fairly is to look for a union label. Unions work every day to improve working conditions, ensure workers are paid a fair wage, defend their rights and demand respect from both employers and governments.

The Canadian Labour Congress (CLC) has a new flyer to help people shop for the perfect toy for that special little someone this holiday season while making sure the toy itself is not harmful. Supplies of the flyer are limited, but can be downloaded from the CLC website (www.canadianlabour.ca).

Ayers Not Giving Up On Reunification

Article from Building Trades 'Construction Labour Report' Vol. 53, No. 2649 - Wednesday, December 5, 2007

Building and Construction Trades Department (BCTD) President Mark Ayers told members of The Association of Union Constructors during a "State of the Union...Construction Industry" speech, that he will cultivate progress and success in the trades through a more professional, strategic and open-minded approach. "And this is NOT a reflection on my predecessor," he said.

Ayers said he wants to change the negative and destructive behaviors that have caused union labour to lose market share and to foster a renewed sense of pride and accountability among the BCTD organizations and rank and file.

"Our strategic approach also includes not giving up on finding solutions that will restore harmony among the trades" Ayers said. He said that continuing dialogue with the Carpenters and Joiners of America, International Union of Operating Engi-

neers, and Labourers' International Union remained at the top of his agenda as President of the BCTD.

"I will always hold on to the faith that reasonable men can achieve great things through reasonable thinking and reasonable discussions. And I believe that we will be successful in restoring harmony because all of the parties involved realize it is too important for our industry as a whole to have dissension among the trades," he said.

Ayers said BCTD representatives respect the three unions that left the department to form the National Construction Alliance. He added, "We respect their point of view on the issues, and have worked diligently to satisfy their concerns. However, we do not, and we will not, tolerate efforts to steal work from other trades. And we respectfully request that our contractor-partners also take a firm stand on this issue, and refuse to be a part of such larceny--that serves no other purpose than to further divide the House of Labour."

IBEW Retired Members Respond to Sears 'Lock-out'

The following are excerpts from Secretary-Treasurer Bill Warchow of the IBEW Retirees Club 586, Ottawa and President Ken Woods of the IBEW Retirees Club 804, Kitchener who wrote to the President's Office at Sears Canada Inc. in support of the Local Union 213 members:

"Be advised, our active and retired members and families have taken the step to refuse to shop at any Sears locations during this dispute. They will, as I have done, cut up their Sears card and refuse to apply for another one until Sears changes their position on this matter. You will find mine enclosed cut in two.

We are currently informing all our active and retirees clubs in Canada to boycott Sears during this Christmas season and to encourage their friends and relatives to do the same."

.....Bill Warchow

"Local Union 804 represents skilled workers all across the south central part of Ontario, and this is to advise you that not only are we, the retirees of Local Union 804, but our entire membership is aware of your retrogressive action towards our Sisters and Brothers who are victims of your firm's archaic ac-

tions. By copies of this letter, retirees clubs similar to ours and their active memberships are being asked to support our locked-out members by refusing to shop at Sears during this dispute, and cutting up and; returning their Sears cards to you; mine is enclosed.

We trust that Sears will come to its senses immediately, and bargain in good faith to renew the collective agreement with the members of the IBEW in British Columbia."

.....Ken Woods

Recognizing Community Work – Local Union 353, Toronto, ON

In the past couple of months IBEW Local Union 353 has been involved in community work that deserves to be recognized.

Local Union 353 and members of the Union Community Building Committee of the Ontario Federation of Labour toured Ardwick, a public housing development in the area of the Jane-Finch corridor, and were astounded at the lack of public services available to the people who call this their home. Most of the people who live there are originally from Ghana or Somalia and poverty is an issue of their every day life in this community.

It was discovered that not one child in the history of this housing project had ever graduated from high school. It is not the children's fault for they are as smart as any other children, given the chance; some of the problems lie in the systematic poverty they face every day and/or many parents lack an understanding of the English language and have difficulty tutoring their children at home.

One thing we thought might build a positive attitude towards education was to provide every student in the development with an age appropriate backpack of school supplies. Local Union 353 and other unions contributed \$15,000 to the project and this past September (2007), over 160 students set off for school with some of the tools that, hopefully, will help them succeed. In addition, Local Union 353 made a commitment to offer the first qualified student from the development an electrician's pre-apprenticeship placement upon completion of high school.

Local Union 353 also offered its expertise to another project when City Councilor Mike Thompson asked if it was possible to supply needed electrical work for the TC3 Community Church that wanted to develop a practice room for their Toronto Children's Concert Choir and Performing Arts Company.

The choir was to be modeled after the Harlem Boys and Girls Choir of New York City. This was an initiative the church wanted to implement in order to provide young people with something positive to join instead of having them become involved with gangs.

Local Union 353 supplied the labour and McDowell Electric, the signatory contractor, supplied the material. Brothers Craig Swinnerton and John Stepko completed the project and deserve thanks for a job well done.

The whole process was taped for broadcasting and will be shown on Vision TV in the new year.

Community involvement in projects such as these put the labour movement and our union in the proper light. It is important to remember that we are not only electrical workers but an integral part of the communities in which we live.

At this time, we would also like to acknowledge the outstanding service to Brother William (Bill) Hardy who received his 70 year pin November 2007; for over 25 years, Bill was Assistant Business Manager and Business Manager for Local Union 353.

Congratulations Brother Hardy!

Industry Night in Edmonton, AB

Local Union 424 and seven signatory contractors jointly sponsored and participated in an 'Industry Night' recently in Edmonton, Alberta.

The success was amazing with 242 electricians and apprentices attending on this first 'Industry Night' attempt. Temporary foreign workers were also in the mix and that night a few decided to leave their non-union employment and throw in their lot for a better pay cheque and working conditions. Considering the success, Local Union 424 plans to make 'Industry Night' a regular occurrence in their jurisdiction.

The 'Industry Night' initiative should prove a valuable tool to every Local Union in the IBEW as we

move into the awesome task of 'filling the calls' as the construction market heats up across the country.

Local Union 1928, Halifax and Nova Scotia Power – Working Together for a Safe Workplace

Resource: Ad in the Chronicle Herald and Cape Breton Post on October 23, 2007

IBEW Local Union 1928 congratulates Nova Scotia Power (NSPI) employees on a significant achievement. Canadian Manufacturers and Exporters have recognized Nova Scotia Power as the 2007 recipient of the *Canadian Innovation Award* for the promotion of health and safety practices in the workplace. Brother Blair Burgoyne accepted this award on behalf of NSPI employees and our IBEW members.

Congratulations!

Ontario Enacts New Statutory Holiday To Be Known As "Family Day"

Taken from an announcement made by Koskie Minsky LLP – Barrister & Solicitors November 27, 2007

One day after the Liberal Government's re-election, the Premier of Ontario announced the creation of "Family Day", a new public holiday under the Employment Standards Act ("ESA"). "Family Day" will fall on the third Monday in February. On October 12, 2007, the Government filed a regulation that creates the new holiday (Ontario Regulation 547/07), which will ensure that it is in place for February 2008.

Ontario follows Alberta and Saskatchewan, which have also designated the third Monday in February as "Family Day" and made it a statutory holiday. Adding "Family Day" to the calendar gives residents of Ontario who work for provincially-regulated employers a total of nine statutory holidays per year, putting the province on par with Saskatchewan, Alberta, Manitoba, British Columbia and the federal jurisdiction. (The ESA's public holiday provisions do not apply to Crown employees or to employees who work in the construction industry and receive at least 7.3 per cent of their hourly rate or wages for vacation pay or holiday pay. There are other exemptions as well.)

Notwithstanding that "Family Day" is now public holiday under the ESA, there will be an issue in some workplaces as to whether the employer must actually recognize the new holiday if it is not included in a collective agreement. That is because the ESA allows parties to "contract out" of the ESA if they have agreed to a "greater right or benefit". Where this happens, the "greater right or benefit" will be enforced instead of the minimum standard. Specifically, the ESA provides at section 5(2) that:

"If one or more provisions in an employment contract or in another Act that directly relate to the same subject matter as an employment standard provide a greater benefit to an employee than the employment standard, the provision or provisions in the contract of Act apply and the employment standard does not apply."

Determining whether a collective agreement provides a greater right or benefit than the ESA is not an easy task. In the *Queen's University* case, decided more than 20 years ago, the Divisional Court directed a comparison between the "entirety of the terms of the agreement respecting holidays" and not "each individual item". The employer may lawfully contract out of the ESA's public holiday provisions if the collective agreement provides a great totality of public holiday rights or benefits.

Readers may wish to consult their collective agreements and take legal advice about their rights with respect to Ontario's newest public holiday.

Registered Apprenticeship Training Programs

The following article has been taken from the latest release from Statistics Canada in regard to apprenticeship.

A nationwide construction boom helped push registrations in apprenticeship training programs to a record in 2004, making this the ninth consecutive gain.

A record of 267,775 men and women registered for training programs, up 6.8% or 16,980 from the previous year.

Enrolment jumped in every major trade group. Since 1999, apprenticeship registrations have increased by 81,390, or 43.7%, fuelled by growth in the building construction, and the electrical, electronics and related groups.

The building construction group contributed 40% of the total increase in apprentices in 2004.

Municipalities issued a record \$55.6 billion in overall building permits in 2004, including residential and non-residential projects. There were record high permits in the residential sector with strong advances in both single- and multi-family dwelling components.

A near record high of 19,705 individuals completed their registered apprenticeship training, up by 1,185, or 6.4%, from 2003. The metal fabricating trades accounted for about a quarter of the completions.

The proportion of females in apprenticeship training edged up from 8.4% in 1999 to 9.6% in 2004. The food and services group had 63.2% of all female apprentices.

Four fields (building construction trades; metal fabricating trades; electrical, electronics and related trades; and motor vehicle and heavy equipment) accounted for about 80% of total registrations in 2004. Of the 16,980 new apprentices, about 87% came from these top four.

The number of women receiving certificates increased by 165 to 2,185, representing about 11% of all completions. The food and services group had the highest proportion of women (75.7%) receiving certificates.

NETCO 2007 National Training Symposium a Success

The IBEW's *Vision of Excellence* took a giant step forward with the success of a National Training Symposium held in Barrie, Ontario on Nov. 2-4, 2007. The Symposium attracted 65 participants from across Canada including representatives from IBEW Local Unions, contractors and governments.

The Symposium was sponsored by the National Electrical Trade Council (NETCO)—a national body jointly initiated and funded by the IBEW and the Canadian Electrical Contractors Association (CECA). The Joint Electrical Promotion Plan served as the provincial co-sponsor. It was co-chaired by IBEW International Vice President Phil Flemming and Eryl Roberts, CECA Execu-

tive Secretary—NETCO's President and Treasurer respectively.

NETCO's mandate is to promote apprenticeship, journeyperson skills training and national standards for the electrical industry with emphasis on the three Red Seal trades in the electrical family. The Symposium launched NETCO's suite of human resource tools which includes laminated National Occupational Standards posters, a *Guide to Best Practices for Joint Apprenticeship Committees* and curriculum on Test Taking Strategies for Red Seal Electrical Exams.

NETCO also plays an advocacy role on issues of importance to the electrical industry and the Program addressed related interests. For example, keynote speaker Sandie Birkhead-Kirk, Director, Ministry of Training Colleges and Universities (Ontario), spoke on behalf of the Canadian Council of Directors of Apprenticeship. During a Q&A session, participants had the opportunity to voice concerns about apprenticeship completion and foreign credential recognition.

The full program and list of participants are posted on NETCO's Web site at www.ceca.org/netco.

The project is funded, in part, by the Government of Canada.

Bright Futures in Canada Conference: Integrating Internationally Trained New Canadians in the Energy Industry

On November 7 and 8, 2007, the Electricity Sector Council (ESC) hosted its first conference *Bright Futures in Canada Conference: Integrating Internationally Trained New Canadians in the Energy Industry*. The participants, representing more than half of Canada's current electricity trades workforce, discussed the potential of new Canadians joining the skilled labour workforce in Canada to help fill an alarming shortage of workers by the year 2014.

"As an industry, we have a responsibility to look at all possible solutions to maintain a skilled workforce," said Catherine Cottingham, Executive Director, Electricity Sector Council.

"Many people who immigrate to Canada already have the skills and training we need. Helping to integrate new Canadians into the electricity sector is part

of our mandate. We will also continue to work with educators, unions, private sector and utilities to find additional options to make sure Canada's electricity industry survives into the future."

Preliminary results of research into industry recruitment and employee-integration practices conducted by the Electricity Sector Council's Foreign Credential Recognition Committee showed that Canada's current population will not be able to fill the anticipated 40 per cent of jobs in the electricity sector that will be vacant due to massive retirement by the year 2014.

The Electricity Sector Council is the hub for research into human resources trends and sector-specific solutions to Canada's skilled-labour shortage. The ESC was founded in 2005 as a not-for-profit partnership between business, labour, education and government. Its mandate is to address the need—demonstrated in an exhaustive report commissioned in 2004 by the Canadian Electricity Association and Human Resources and Skills Development Canada (HRSDC)—for sector-wide recruitment and retention strategies. The ESC is funded by the Government of Canada's Sector Council Program—and distinguished industry stakeholders. It carries out its mandate under the guidance of a Board of Directors, Catherine Cottingham, ESC's CEO and Executive Director, and a dedicated staff team in Ottawa, ON.

Online Training Program Proves To Be A Success

The IBEW First District Online Training Program introduced by IVP Phil Flemming and training partner, VUBIZ, in March of this year has proven to be a tremendous success with members from coast to coast; 41 Local Unions representing 46,000 members paid their \$1.00 (per member) to allow the member and their friends and families access to the 145 online courses available 24/7 until May 10, 2010.

To-date, over 5000 members have registered, over 3500 courses have been taken with over 900 'Certificates of Completion' achieved. Several members have spent over 25 hours online and some have spent over 50 hours taking the training. The five most popular courses are: *All About Microsoft Word*, *Ladder Safety*, *Back Safety*, *WHMIS* and *Conflict Management*. Other courses that have been heavily utilized include: *All About*

Microsoft Excel, *First Aid Basics*, *Lock Out/Tag Out* and *Driving Safety*. A number of the French courses have been taken as well.

Due to the tremendous popularity of the program, Local Unions still wishing to join in can do so until the end of this year at the introduction price of \$1.00 per member with access until May 10, 2010.

For more information, contact your Local Union, or Terri Fleck at the First District Office terri_fleck@ibew.org, or Norm Vokey, VUBIZ Representative, at 416-949-2071 or nvokey@vubiz.com.

2007/08 Projected Meetings

- 1/30 – 2/01/08 Employee Benefits Conference**
The Westin Hotel
Lahaina, Hawaii
- 2/11 – 15/08 Eastern Business Managers**
School (Week 2)
Delta Halifax Hotel
Halifax, Nova Scotia
- 2/25 – 29/08 Western Business Manager**
School (Week 2)
Coast Harbourside Hotel
Victoria, British Columbia
- 4/10-12/08 IBEW Construction Conference**
Washington, DC
- 5/4-7/08 BCTD Legislative Conference**
Ottawa, ON
- 8/2 – 8/08 NTI Meeting**
Knoxville, Tennessee
- 8/11 –15/08 Utility Conference**
Westin Hotel
Seattle, Washington
- 8/26 – 28/08 First District All Canada**
Progress Meeting
Toronto, Ontario