



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



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



July/August 2011

Greetings:

I would like to thank the Business Managers, Officers and Delegates that attended the All Canada Progress Meeting in Quebec City, especially with the International Convention coming up next month; I appreciate your attendance and participation during that week of July 11-14, 2011.

The 'theme' of this year's Progress Meeting was 'Energizing Leadership' and if anything can sap a leader's energy, is that minority of people that seem to be consistently complex and challenging to satisfy. Our training session on the Monday prior to the Progress Meeting catered to just that, 'Dealing with Difficult People'.

We had 105 delegate participants in the training room and by all reports the session went well, therefore, what you learned will give you that edge you need in your day to day operations.

I think it speaks extremely well to the caliber of delegates that we had at the Progress Meeting that you took the time to attend training sessions that discussed the benefit of giving all members a voice with an objective to insure that voice has a common sense, positive, focused meaning and tone....it truly demonstrated 'Energizing Leadership'!

We all know this is a very busy year with our International Convention in Vancouver, BC, an event that we have all been anticipating and looking forward to with high expectations since we left the Cleveland, Ohio Convention in September of 2006. I can almost guarantee and promise you an eventful, exciting and busy Convention in Vancouver the week of September 19 so, please come prepared to live and breathe the IBEW for a whole week.

I look forward to seeing you all at the International Convention, Sisters and Brothers....please, keep the faith.

In solidarity,



Phil Flemming, IVP

1st District Welcomes Two New Positions

We are pleased to announce that effective July 1st, 2011 **Kate Walsh** accepted the position of **Strategic Coordinator, Next Gen Initiative** and **Matthew Wayland** accepted the position of **Political Action/Media Strategist**.

Sister Walsh obtains a degree in Media Studies and Communication from the University of Guelph and a diploma in Public Relations from Humber College and she is a marketing communications professional and prior to becoming a member of IBEW Local Union 636, has worked for the past several years for communication firms executing campaigns across government, non-profit, business and consumer sectors. *Sister Walsh's* experience includes event management, workshop development and execution, press conferences, extensive experience dealing with the media, and development of social media platforms for many of her clients.

Sister Walsh has developed and delivered media campaigns and communications plans for a variety of clients, many of which focused on attracting niche demographics – including engaging and attracting younger generations – which will lend itself well to the NextGen Initiative.

Prior to his new role, *Brother Wayland* has been a member of IBEW Local Union 303, St. Catharines, since 2001. *Brother Wayland's* involvement with his Local Union began early in his membership, sitting for three (3) years as an apprentice representative with the Local Joint Apprenticeship Council.

Upon successful completion of his Certificate of Qualification as a Construction and Maintenance Electrician, *Brother Wayland* was elected to his Local Union's Executive Board for a three-year term. After serving as an Executive Board Member, in July 2010, *Brother Wayland* successfully ran for President of his Local Union, and held that position until he stepped down on June 30, 2011 to begin his new role with the First District.

Please welcome Kate and Matt and give them whatever cooperation and assistance necessary.

2011 International Convention Welcomes Young Workers

At the 38th International Convention in Vancouver, we have an exciting opportunity to include young workers in the Convention proceedings for the first time in the IBEW's history.

Reach Out and Energize NextGen Electrical Workers (RENEW) is a new initiative created by the International Brotherhood of Electrical Workers, launching at the 38th International Convention. *RENEW* is the IBEW's response to the need to educate and engage younger workers; recognizing the success of the IBEW going forward will rest on this new generation of electrical workers.

The IBEW has a long and proud tradition of engaging and responding to the needs of its members. Demographically, as more workers under the age of 35 join the IBEW, the IBEW recognizes that it has a unique opportunity. The IBEW has the opportunity to better understand the younger worker, while continuing to engage the more experienced worker in order to build a strong, sustainable future; a future in which more workers see the benefits of belonging to the IBEW, as we strive to elevate the moral, intellectual and social conditions of our members in the interest of a higher standard of citizenship.

RENEW will utilize this opportunity by engaging younger workers and educating them on the opportunities that are available to them within the IBEW to ensure their success and the success of our organization as a whole.

Kate Walsh, Strategic Coordinator, NextGen Initiative, is working with our Brothers and Sisters in the U.S. to bring this initiative together and is excited to share it with the Canadian Local Unions. We are able to bring one young worker to represent each province/territory in the First District who will get to have an experience as close to an elected delegate as possible. The effort, support and participation of all Local Unions across the country are appreciated as this initiative moves forward. We look forward to seeing you all in Vancouver!

Political Inactivity is No Longer an Option

Brothers and Sisters, we are embarking on an important time in what can shape the future for many of our families and ourselves. It's a time when our

voices are heard, where democracy rules, and where **you** can make a difference. Brothers and Sisters, it's election time.

We have seen the handy work and complete disregard for collective bargaining rights by the newly elected Federal Conservative right-wing majority government. The government that we (Canadians) have elected to represent us, have only been in power for four months, and yet they have taken a firm stance on labour issues obvious in their handling of Canada Post and Air Canada workers. From the Federal Minister of Labour Lisa Raitt, two bills were initiated including Bill C-5 which was described as "*an Act to provide for the resumption and continuation of air service operations*", which had its first reading on June 16. Just four days later, after Postal Workers were locked out by the Crown Corporation, Minister Raitt initiated Bill C-6 "*Restoring Mail Delivery for Canadians Act*" which had its first reading, and six days later had reached Royal Assent. In response to this back to work legislation by Minister Raitt, Canadian Labour Congress President Ken Georgetti writes:

"Minister, the proper role for the government in this instance is to tell its own Crown Corporation to get back to the bargaining table and negotiate a collective agreement. It is not to aid the Corporation to achieve, through back to work legislation, its collective bargaining objectives. There is no incentive here Minister, with your actions, for the employer to return to the bargaining table and negotiate."

Your role, as Minister, is to foster the process of collective bargaining and not get directly involved in any dispute. For collective bargaining to work, the parties themselves must willingly negotiate. Your actions have removed the employer's obligation to negotiate which will only serve to further poison already acrimonious labour relations."

The actions of a right-wing government aren't limited to the Federal Level, many provinces and cities are now facing their wrath of cut and slash with no regard for the working families that they are affecting. In the coming months we are facing six provincial elections with a lot on the line for our futures. Below are the dates of the upcoming elections, I encourage you to please remind your members and your family just how important it is to be informed of the platforms that these politicians are putting

forth. Important issues included in party platforms this fall include creating new jobs, health care, the economy, education, and their position on organized labour just to name a few. Brothers and Sisters it's important to ask if these politicians listen to our labour leaders, or is their attention focused on big corporations who push their agendas to lower wages and remove the rights of collective bargaining? If you're still uncertain, just ask your local Air Canada or Canada Post employee who were legislated back to work. Speak with your local unions Committee on Political Education (COPE) or Political Action Committee (PAC) to learn about the issues at hand and what you can do to make a difference. To start a PAC or COPE in your local union, please contact the First District office.

October 3	Prince Edward Island
October 3	Northwest Territories
October 4	Manitoba
October 6	Ontario
October 11	Newfoundland and Labrador
November 7	Saskatchewan

This year, don't let your voice go unheard!

Jack Layton To Take Leave After New Cancer Found - 'I Will Beat This,' NDP Leader Says In Vow To Return To Duties In September *(This article*

has been taken off the CBC News Canada website - that was posted: Jul 25, 2011 10:23 AM PT)

NDP Leader Jack Layton stunned Canada's political arena on Monday, announcing he is taking a temporary leave of absence to receive treatment after doctors discovered he has a new cancer.

The surprise announcement comes just over two months after Layton led his party to record gains in the federal election and Official Opposition status in the House of Commons.

Layton, speaking at times with a strained voice alongside his wife, NDP MP Olivia Chow, vowed to return to his position when Parliament resumes on Sept. 19. "I will beat this new cancer and I will be back in the House of Commons to defend the values and priorities of Canadian families," he told reporters at a news conference in Toronto.

Layton's departure, however long, creates a significant problem for the New Democrats, who have faced repeated questions about the experience levels of some of their new MPs in opposition to Prime

Minister Stephen Harper's Conservative majority government.

Layton is considered the most popular federal leader among Canadians and is largely credited with his party's unprecedented success in May's general election, which saw the New Democrats become the second-largest party in the Commons, the Bloc Québécois decimated and the Liberals reduced to third-party status.

Layton said the party executive would begin consulting with the NDP caucus to choose an interim leader until he returns to his duties.

But in another surprise move, Layton recommended Nycole Turmel, the NDP's national caucus chair and rookie MP for the Quebec riding of Hull-Aylmer, for the post.

Layton, 61, who represents the Toronto-Danforth riding and has led the New Democrats since 2003, was diagnosed with prostate cancer in late 2009 and went public with it in February 2010. He also underwent hip surgery earlier this year and used a cane during the recent federal election campaign.

Turmel Named NDP Interim Leader *(This article was taken from the Toronto Sun - News Canada website. First Posted: Thursday, July 28, 2011, by Murphy, Parliamentary Bureau)*

It's official -- Nycole Turmel will wear the mantle of the NDP while Jack Layton steps out of the national spotlight to battle cancer.

The NDP Federal Council unanimously backed the novice MP and former union boss as interim leader Thursday, a day after Turmel got the full support of the party caucus.

Sears Technicians Vote IBEW

IBEW Local Union 134, Chicago, Illinois recently welcomed 344 new Brothers and Sisters into their hall after an NLRB vote gave them bargaining rights for Sears technicians in their area. This win came immediately after another victory for technicians in Anchorage, Alaska, IBEW Local Union 1547. These and other Sears campaigns are taking place across Canada and the United States as employees look for assistance with workplace issues. Both Local Union 1928 in Halifax, NS and Local Union 213 in Vancouver, BC have collective agreements with similar bargaining units.

In the U.S., Sears is the nation's largest repair service provider with over \$2.2 billion in sales. They employ over 8,600 service technicians making 11 million service calls a year.

Job descriptions include: product repair, sales, home improvement, parts and repair centres and customer support.

A Canadian nationwide campaign was introduced to delegates at the All Canada Progress Meeting in Quebec City. Organizers are reaching out to technicians and educating them on the benefits of working under a collective agreement. Local Unions can help by identifying service centres in their area and working with organizers to distribute business cards and leaflets. They can also direct workers to visit a new *Sears Organizing* website which is under construction but up and running very soon.

Manitoba Lotteries Employees Make The Right Choice – Local Union 435, Winnipeg, MB

Local Union 435 in Winnipeg, Manitoba has 83 new IBEW members, after successfully concluding an organizing campaign at Manitoba Lotteries Corporation.

This organizing win was over a year in the making. Membership Development was initially contacted by an employee at Manitoba Lotteries in June of 2010. After some correspondence back and forth with the individual, it was determined that there was sufficient interest to proceed with a campaign.

Business Manager Bruce Krause of Local Union 435 was made aware of the group, as it seemed like they would be a good fit for the employees. They were eager to be represented by IBEW and Business Manager Krause and Local Union 435 wasted no time in signing cards and getting the wheels in motion.

Other unions were involved and there were bargaining unit description issues that needed to be resolved at the Manitoba Labour Board. As is often the case, it took quite some time and significant legal resources to deal with the issues and come to a conclusion. After all was said and done, 83 employees became IBEW members. Of the 45 votes that were cast, 42 (93%) felt that IBEW was

the right choice!

The new IBEW members look after slot machines and video lottery terminals throughout the province. **Congratulations to Business Manager Krause and Local Union 435, and welcome to our new members!**

SafeWorkStart

The pilot for *SafeWorkStart*, an orientation program for young workers in the manufacturing industry in Ontario, was launched on June 20, 2011 in Mississauga and hosted by Festo Inc., a worldwide leading manufacturer and supplier of pneumatic and electrical automation technology and components.

Starting fall of 2011, this training will be available to young adults [ages 16 to 25] for awareness/orientation to the major hazards in the manufacturing industry. This program is in response to recommendations made to the Minister of Labour and is a priority because this kind of training is usually unavailable in small and mid-sized firms.

Research has indicated that young, new workers are 5 to 8 times as likely to be injured in their first month on the job as workers who have worked for a year. In addition, only 20% of young workers have health and safety training when they begin work. Many small and medium sized firms do not have the capacity to offer orientation for their inexperienced workers.

SafeWorkStart incorporates the recommendations of the "Dean Report" (Professor Tony Dean and the Expert Advisory Panel's Report to the Minister of Labour) to include roles and responsibilities under the OHSAs as well as the principles of recognition, assessment and control. The Expert Advisory Panel illuminated the need for young worker training and this priority recommendation was written into Bill 160, which passed Third Reading on May 18, 2011.

Amendments in this report would establish the Ministry of Labour as the lead for accident prevention, transferring it from the Workplace Safety and Insurance Board [WSIB], who had handled such functions.

It focuses on 5 major hazards in the manufacturing industry: machines, chemicals, slips/trips/falls, manual material handling and mechanical material handling.

This is a basic entry-level program introducing the risks of various hazards and their controls to an inexperienced audience. The goal is to motivate participants to pay attention to hazards, to use available controls, assess the risk, and take the appropriate subsequent action.

Minister of Labour, Charles Sousa opened the launch with his comments about the program and introduced Rob Ellis, founder of Our Youth at Work and the website MySafeWork.com. As many IBEW members know, Rob lost his son David in a workplace accident in 1999.

The *SafeWorkStart* program quotes, "Our goal is to have you go home at the end of the day in the same condition that you came in to work..... we want you to value safety, act safely, and take appropriate action to protect yourself. Knowing your rights and responsibilities is one way of ensuring you don't place your safety at risk. Awareness of the hazards, and following appropriate procedures to ensure safety is another. Knowing how and when to say "no" is a third. Be alert to potential risks and hazards. Work safe!"

Top Union Leaders Call On Premiers To Condemn Harper's "Shocking Betrayal On Pension Reform" *(The following article is a News Release from Newfoundland and Labrador issued by Lana Payne President Federation of Labour, Gus Doyle First Vice President, and Bert Blundon Secretary-Treasurer on July 21, 2011)*

The leaders of Canada's Provincial and Territorial Federations of Labour called on the premiers to use their annual meeting, currently underway in Vancouver, as a platform to protest Prime Minister Stephen Harper's "shocking abandonment of the kind of real pension reform that Canadians want and desperately need."

The Federation of Labour Presidents, who collectively represent more than 3 million unionized Canadians, are meeting this week down the street from the hotel where the premiers are holding their annual meeting.

The union leaders were reacting to news that Prime Minister Harper's point man on the pension file, Minister of State for Finance Ted Menzies, has formally announced that the idea of expanding the Canada Pension Plan (CPP) as a solution to the country's looming crisis in retirement income is off the table. "Last year at this time, eight of ten provincial governments, representing about three-

quarters of the Canadian population had come to an agreement that the most logical and cost-effective way to help Canadians save for their retirement was to expand CPP," said Jim Sinclair, President of the BC Federation of Labour, who is hosting the meeting of his counterparts from across the country.

"Now Prime Minister Harper is using his new found majority to squash long overdue and much-needed changes that are supported by the provinces and a clear majority of Canadians. To make matters worse, his alternative – the so called pooled retirement pension plan – will do nothing but funnel money into the pockets of big banks and investment companies.

It's a shocking betrayal of hardworking Canadians. It's a slap on the face of all the premiers. And it's something that the premiers who support CPP expansion should not stand for." Sinclair and the other Federation Presidents argue that CPP expansion is far superior to Harper's Pooled Retirement Pension Plan (PRPP) because the CPP has far lower management costs, because the CPP provides a guaranteed benefit for retirees, and because employee contributions would be matched by employers.

"The PRPP is nothing more than a glorified RRSP and another vehicle that the banks can use to siphon huge fees from the retirement nest eggs of individual Canadians," said Lana Payne, President of the Newfoundland and Labrador Federation of Labour. "Experts who have looked at this issue agree that expansion of CPP is the best way to help Canadians save for their own retirement.

It's clear the Prime Minister has allowed the narrow interests of the financial services industry to trump the broader interests of the Canadian public. He has also broken a promise he made to the Premiers and Canadians in December when he said that plans for the PRPP and CPP expansion would both remain on the table for development. It's a betrayal, and the Premiers shouldn't stand for it."

Ms. Payne added that Mr. Menzies was expected to hold behind-closed-door talks with the financial industry in St. John's on Friday as he starts so-called consultations on the PRPP. "Instead of doing another cross-country tour, the federal government, with the provinces must take real action."

For more information: Contact Lana Payne, NLFL President, @ 743-5343 or go to www.nlfl.nf.ca

ANNOUNCEMENTS

IBEW Has Talent

There were 23 entries from the First District Local Unions that entered and the ballots were counted at the All Canada Progress Meeting on the evening of July 13th, 2011 and then the winner of the IBEW Has Talent contest is:

**Greg MacFarlane-Local Union 2085
Winnipeg, MB**

Brother MacFarlane will move on to be judged at the International Convention against the other 10 Districts. We thank all those who put their time and effort into sharing their talent.

2011 Harley Draw

The winner of the **first Early Bird draw**, holding ticket number 0191 for \$5,000.00 – drawn May 19th at the 23rd Annual IBEW/MS Charity Golf Tournamentand the winner is:

**BOB MESTON
Local Union 353 – Toronto, ON**

The winner of the **second Early Bird draw**, holding ticket #474 for \$5,000.00 – drawn at the All Canada Progress Meeting (ACPM) Banquet in Quebec City, Quebec by Sam Chilia, International Secretary-Treasurer for the IBEW – is:

**DOUG SPRINGSTEIN
Local Union 424, Edmonton, AB**

The **FINAL Grand Prize draw**, holding ticket #137 for a 2011 Harley-Davidson FLHRC-103 Road King Classic – also drawn at the ACPM Banquet by Ed Hill, President for the IBEW – is:

**JASON ST. JACQUES
Local Union 1687, Sudbury, ON**

Congratulations to All!

2011/2012 Projected Meetings

- Sept.19-23/11 **International Convention**
Vancouver Convention Centre
Vancouver, BC
- 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



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