



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

# THE Electrical Worker



## Business Manager's Newsletter Report - 2018



**John White**

**Business Manager/Financial Secretary**

Season's Greetings, at this time of the year let's not forget our fallen Sister's and Brother's. We now need to take a moment to reflect upon the past year. We continue to streamline office procedures with a concentration on efficiency and cost reduction and we are pleased to say that we have fully implemented a computerized bookkeeping system, eliminating the necessity of auditors to incur costs, sifting and sorting through file boxes at year end. Thanks goes out to the Office Staff for their efficiency and cost savings.

At the beginning of the year we provided an online survey for the members to express their views on the current employment situation in Alberta and gain feedback on the implementation of competitive Special Project Needs Agreement (S.P.N.A.) to gain employment for our Members. We hosted two specially called meetings in each of our three Units, one was for the Audit of the Electrical Industry Advancement Fund (E.I.A.F.) and Membership Development Fund (M.D.F.) and the other to discuss the current situation of the work picture in Alberta for our Local. At this time I would like to thank all the member's that responded to the survey, as well as those that attended the Specially Called Meetings. Based on the Audit we have adopted policies and procedures for the M.D.F. and the E.I.A.F. to comply with general accounting practices. This year we also embarked on the retrofitting of the adjacent building to accommodate the Electrical Industry Training Center of Alberta (E.I.T.C.A.) and the Employee Benefit Funds

Administration (E.B.F.A.), the Training and Health/Pension Departments. This new building will provide additional training space and much needed additional space for our benefits department. We wanted the completion of the building to co-inside with the 90th anniversary of Local Union 424 on July 1, 2018 but several things happened to delay the movement of the new building. The building is to be completed in early 2019 and will serve the membership with a modern building for many years to come.

I am hopeful that when the new building is complete, the training center will have the needed space for a commercial construction training course for our Membership to obtain or improve their commercial construction skill set. In addition we have been working with our Line Workers with much needed and overdue utilities training. As always our Pre-Apprenticeship Candidate Training (P.A.C.T.) program has continually produced successful apprentice candidates for our contractors. I would like to thank all this year's P.A.C.T. participants, the training center staff and our contractors for their support and hard work. For several years the Memorial Walls in our local buildings have been neglected, we have embarked on updating the Memorial Walls in all three offices to honour our Sister's and Brother's who have passed on. We are dedicated to keep them updated in the future.

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INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
**THE Electrical Worker**

**TABLE OFFICERS**

President

**Paul Cherry**

Vice President

**Daniel Maher**

Business Manager/  
Financial Secretary

**John White**

Recording Secretary

**James Hawreliak**

Treasurer

**Wade Ashton**

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**Michael Kennedy**

Unit 2 Chair (Calgary)

**Stephan Blum**

Unit 3 Chair (Fort McMurray)

**Jim Round**

Unit 4 Chair (BA members)

Examining Board

**Willem Papenhuyzen**

**Cam White**

**Nik Ekonomakis**

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I would also like to thank our younger members who participate in the NexGen for their hard work and dedication and would like to remind all members of their challenge coin fundraiser and thank the member's in advance for their support.

We saw a great deal of membership participation at our annual golf tournaments and our Children's Christmas Parties. I would like to thank our contractors and vendors for their support and prizes. Our Political Action Committee continues to impress me by helping out with the knocking on door to door campaigns they assist on, thanks indeed for all you do and who you choose to represent. Bob Iskiw our Workers Compensation Board (W.C.B.) advocate who has diligently been helping out our injured workers that have problems with their W.C.B claims, thanks for all you do.

This part of my report would not be complete without a shout out to the Sisters of Local 424, your hard work and dedication does not go unnoticed, thank you for your outstanding contribution to our Local, you ladies lead by example and we are all proud of you.

The economic situation in Alberta has not only affected unionized workers, it has affected all construction workers in the Province. We have seen numerous non-union companies declare bankruptcy or cease operations in 2018. Your administration has worked tirelessly lobbying the government for changes to the labour code, filing competition act violations, lobbying with the Building Trades of Alberta (B.T.A) and the Alberta Federation of Labour (A.F.L.) for regulatory changes, as well as attending various political social functions in a constant effort to obtain work for our membership. This year one of our signatory contractors filed an application for certification with CLAC, your administration immediately filed intervener status and we are presently waiting for the outcome of that application.

Based on the outcome of the online survey and as a majority of our Members endorsed the use of Special Project Needs Agreements (S.P.N.A.'s), your administration has worked to establish competitive S.P.N.A.'s and put the membership back to work. We currently have 1 million man-hours of work in the commercial/light industrial sector and

over 2 million man-hours of work pending in the commercial/light industrial sector. We have also completed an agreement with the other Alberta Building Trades for the construction of a coal mine in Blairmore, Alberta. We are in talks for backstop support with I.B.E.W. Local Union 993 on the \$40 Billion, Liquid Natural Gas Project proposed to be done in Kitimat, British Columbia. Early in the New Year I will be flying out to British Columbia to talk with Business Manager Glenn Hilton about this project. This administration has also concentrated on diversification, therefore we have entered into an S.P.N.A. for a wind farm project, as well as 3 Utility grade solar projects, all in southern Alberta. The mod yards in Nisku will finally be going with the Aspen Project. Another project on the horizon for which we have an S.P.N.A. for is the Three Creeks Power Project in Peace River. This plant was mothballed several years ago and is now scheduled to restart construction with an additional second steam process, camp will be provided for this project.

Although it may be Christmas season, it is also a time when Framework Bargaining has begun with the Alberta Building Trades, as well we have small table bargaining with the Electrical Contractors Association of Alberta (E.C.A.A.) in the New Year. Your administration remains steadfast in maintaining your Pension, Health and Welfare and Education benefits throughout the negotiations. In closing I want to take this opportunity to thank everyone for all their efforts throughout the year. The success of our Local Union is built on the efforts of our employees and in this past year, we have enjoyed many successes. Thank you for the dedication, loyalty and commitment that every one of you has shown.

We've come through a year that was filled with both challenges and victories. It's so reassuring to know that I can count on all of you regardless of what faces us. On behalf of I.B.E.W. Local Union 424, please allow me to extend my personal and genuine appreciation to each and every one you for your valuable contributions to our Local. Have a great Holiday Season and a wonderful New Year.

Change of Address Notices  
should be sent to:  
IBEW Local 424  
4232 - Street  
Edmonton, Alberta T6E 5P5

## President's Message - Not Submitted

**Paul Cherry, I.B.E.W. Local 424 President**





# YOUR ROLE AS A UNION MEMBER

The most important thing to know about your union is that YOU are the union. A union is only as strong, effective and powerful as the members who participate in its operation and activities.

You can best exercise that power by being informed, involved and active in your union.

Every member can take a number of simple steps to make your union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues. These steps include:

- Read your contract and keep it handy – Your contract delineates your rights and benefits at work and represents the focus of your union's activity.
- Submit ideas for contract proposals – When contracts come up for renegotiation members have the opportunity to submit proposals to be considered for inclusion in the negotiation. This is your opportunity to propose changes or new ideas to improve your workplace.
- Go to your union leadership if you have

a question – If you are unclear about what your contract says, or what your union is doing to address an issue, go to one of your ABM's and ask them. The names of your ABM's are posted on your IBEW 424 webpage.

- Attend meetings – An informed membership is an empowered membership.
- Read newsletters, E-Mails, etc. – Your negotiating committee is currently in bargaining. Take the time to stay informed of the items being discussed and offer your opinions to the committee members that are trying to further your interests.
- Participate in and vote in the election of leaders of your unit – Your local has by-laws that dictate a process for holding elections of its leadership. If you have the time, run for election. If you don't have time, learn about who is running. If you know of a member who shares your views and is a strong leader, encourage them to run for election. Make sure you vote.
- Participate in the activities of the bargaining unit – As your union does its work on your behalf, it hopes to start to

engage in a number of activities, including leafleting, member surveys, and petition drives. The success of all of these activities depends on broad participation by the membership. If your union is engaged in an activity, participate. Remember the Union is you.

- Be politically informed and involved. Because Alberta's economy has strong ties to the oil industry, you need to stay tuned in to provincial and national issues affecting energy policies. Also, you need to develop and maintain a relationship with your provincial and federal legislators by e-mails and phone calls. You can do this easily by visiting the IBEW website, and clicking on the links to find your MLA's and MP's.

Again, you are the union and by engaging in some or all of these activities you can guarantee that the union is successful in representing your interests.

This article published by Massachusetts Nurses Association and edited for content by IBEW 424.



Business Manager John White and our Calgary members for the football game in Calgary.



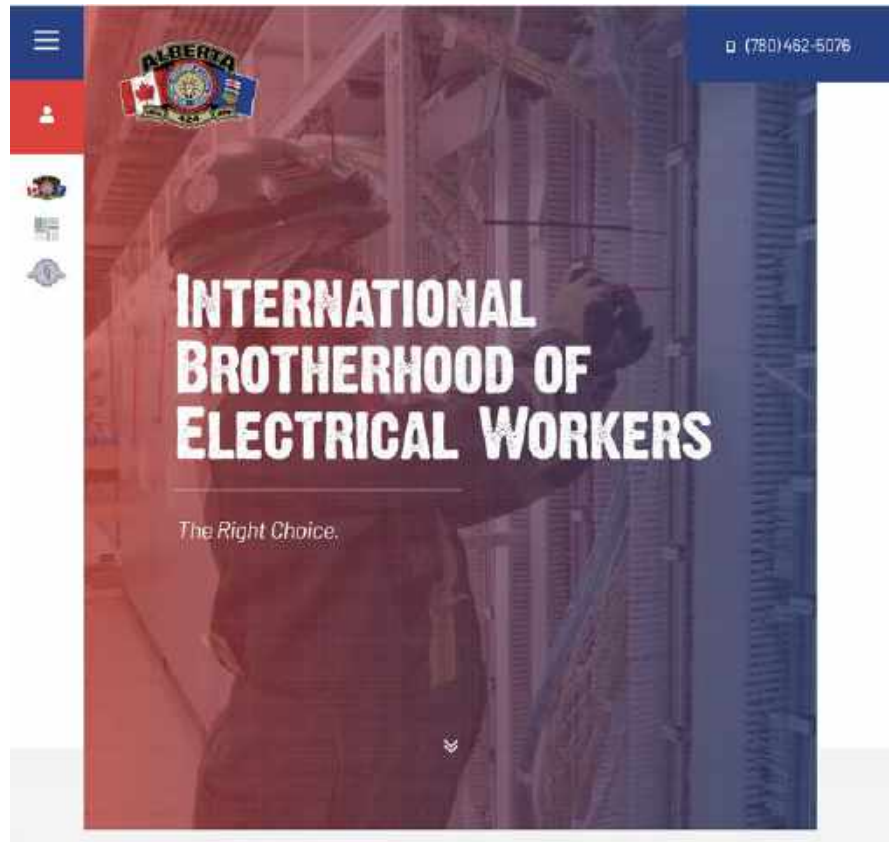
It was an exciting year in the IT department. In June, we finally got our fiber lines installed, this has allowed us to start moving forward on other projects. First step was our new phone system. The Fort McMurray and Edmonton offices were successfully brought online with our new phone system at the end of July. Not a lot has changed with the phone system, but it has brought over 70% savings on our bills monthly. The Fiber has allowed us to move forward on Labour Power updates. This is the software that runs the hall. This software has been installed and 90% tested, and we hope to go live in the next few months.

With the addition of the new referral ad dues system, it will allow us to continue development on our New IBEW424\EITCA\EBFA website. The design phase of this website is near completion and we are now working on content development and database connection. Database connection allows for online bidding, class booking and pension and benefits data being connected to our member's online accounts.

In 2019 progress will continue on website development along with bringing the Calgary office online with our new phone system.

Please join us on our facebook page for updates as we move forward in the web development process.

**Dave Duggan, IT Department, Edmonton**



Front page of our new website.

Season's Greetings to all of our members, job stewards, executive board members, officers, IBEW 1007 staff, EBFA, EIATCA, families, friends and especially to all of our volunteers who serve on all of our various committees. Without their time, hard work and dedication, we could not accomplish the great things they do.

As 2018 winds down, we can look back and reflect on many things both positive and negative impacting our livelihood. Changes to the Labour Code in respect to auto – certification is just one very positive change made. Organizing in Alberta has always been a challenge and quite difficult with the unfair deck the Building Trades have been dealing with for decades.

Developing a Strategic Organizing Plan for our local is essential for moving forward and progressing the goals and interests of our union movement. I cannot stress the importance enough of getting involved and participating. ALL members are the union and as such, we are all organizers. Please contact our organizers to see how you could help make a better union for all.

Commercial work has been fairly steady throughout 2018. We have almost completed the work at the Stanton Hospital in Yellowknife with Western Pacific Enterprises. They have picked up a major renovation at the HSBC Tower in Edmonton. 30,000 man-hours of work involving full demolition and reinstall of complete electrical system. Automatic Controls Ltd. also picked up all HVAC work on this building with another 30,000 man-hours. W.P.E. has begun work on the TransED LRT; they should be hiring around 100 members in the New Year.

BFI is almost complete at the Gilead API Pharmaceutical Process Plant in east Edmonton. This project kept 40-50 of our members working for over a year. Congratulations to all members who worked on this project. BFI informed us that the client was extremely happy with the IBEW members and BFI on the work ethic and professionalism exhibited. BFI was also successful in picking up the commissioning of this project.

Western Electric continues to progress the

Stantec Tower E, the largest freestanding building in Western Canada. The base office building is complete and open to the public. Work continues on the upper condominium levels and 67th floor Mechanical/Electrical room. Expected completion is later in 2019. I have gone for a few site visits this year and the work was a very professional quality installation. Keep up the great work you are all doing there. Canadian Power Pac was also successful in getting 3 floors of tenant improvement for a lawyer's office in the Stantec Tower E.

Our other commercial contractors have been quite busy as well all year keeping 600-700 of our members working. 2019 for commercial work looks good as the TransEd LRT will man up and as other smaller projects are being awarded.

In closing, I would like to personally wish everyone a Merry Christmas and a happy, safe, healthy and prosperous New Year.

**Fred Babiak, Assistant Business Manager, Edmonton**



# Electrical Industry Training Centres

The past year has been difficult for far too many of our Brothers and Sisters, you are always in our thoughts, we hope this will turn around soon. A mission of your Training Centres is to provide the membership the Skills and Certifications required for future employment opportunities. During 2018, IBEW424 Members attended total of 61,848 hours of in-house training.

Understanding the current economic climate, EITCA has explored options available for additional funding streams. We have submitted a proposal to the Federal Government under the Union Training and Innovation Program (UTIP). The UTIP application is still currently under review.

In January 2019, EITCA will be offering the 50th PACT Program intake. The Pre-Apprenticeship Candidate Training Program continues to be highly valued by participants and contractors alike. The PACT model was recently showcased at both the 2018 NETCO and Canadian Apprenticeship Forum Conferences. We are proud of the contribution the graduates of the PACT Program are making to the industry and look forward to continued success in the new year.

In a joint initiative with EBFA and IBEW 424, there has been a considerable amount of foundational work done towards the development of a common Website. We expect to begin testing most components of the website early in the new year. Highlights expected from the EITCA portion of the site will include a Training Calendar that will be easier to navigate and provide the option for sms notification. The registration process is streamlined and expected to be more user friendly. In addition, part of the process has been the switch to an online reimbursement process. This change has enabled EITCA to reduce the time it takes to review claims and efficiently submit them to EBFA for final processing.

**We sincerely wish you all the best in the new year, from our Family to yours,  
Merry Christmas  
EICTA Staff**



I would like to start off my 2018 Year end report by wishing everyone the very Best for the upcoming Holiday Season and Hope for a much more Prosperous 2019. The past year has been one of the toughest years for many of our members with very limited Industrial work available through out the year, in saying that 2019 is definitely looking to be a much better year on the work picture with a few new jobs on the horizon.

Through out the year I have worked on a few new items to assist the Executive Board in their duties, the one key task was having our Memorial Plaques updated in all 3 offices. I am very hopeful that by the time this report goes out that all updates will have been completed.

We have received some very positive and good news from 2 of our Industrial Contractors looking into 2019, Bantrel is expecting to grow their Electrical scope of work out at Imperial Oil Strathcona Refinery. The past year has seen slow steady growth with their Electrical work force starting the year at approximately 20 members to peak number presently of 58 members, with these numbers hopefully doubling early in 2019. Our members have led the way on this project with some of the best safety numbers on site, add in to this the PF numbers that are second to none, and it is no wonder that Bantrel and the IBEW are becoming the new Electrical contractor of choice at IOL.

PCL Industrial has also been awarded a very substantial Mod contract for the first quarter of 2019, in total they have been awarded 500 mods for 3 various projects, with the first 250 to start in early April of 2019. Although this work does not start until the 4th month of 2019 it is still a glimmer of a brighter work picture in the New Year.

We are very hopeful that Chemco can secure a new multi year contract at Shell Scotford, as well as grow their footprint on their other maintenance contracts thru out the province. Also DND are very hopeful in securing more contracts out at the Lakes and elsewhere through out the province with Transalta.

I would like to express my gratitude and thanks to all of the IBEW Stewards for their continuing support and assistance thru out the past year. Also a big thank you to all of our admin staff for the amazing job they do through out the year helping and assisting both the ABM'S and our members. Finally, a thank you goes out to our Examining and Executive Board members, your diligence and hard work is greatly appreciated.

All in all, the outlook for 2019 is so much more promising than the past year, all reports and predictions are calling for a much more prosperous year in 2019

**Season's Greetings and Merry Christmas to all of you and your families.  
Fraternally Kenneth Johnson**





**Cathy Hoiss, Office Manager IBEW Local 424**

I would like to start by wishing you the very best of the Season and a Happy, Healthy New Year! In the time I have spent in the position of Office Manager I have dealt with a great many members and their families. Sometimes for happy reasons, like finally being able to retire, and some very sad such as when one of our members passes on. In many of these interactions I am finding that our members or their families are somewhat unaware of certain important items.

Most members are aware of the benefits offered through our local benefits department(EBFA), but many have forgotten the benefits available through our International Office (IO). The EBFA benefits are where your "hours worked" build both health and welfare and Local Pension coverage. The IO portion of your "monthly dues" builds your IO Pension and supports your IO Death Benefit.

The EBFA benefits are familiar to most members because they deal with them often through the years. However, many forget the need to keep their IO beneficiary information current; mainly because it's something most don't think about until later in life. But the IO benefits can be very important in the case of an untimely death and when retiring. When you completed your application for membership you also completed a Beneficiary form for the IO. If you were single at that time you may have designated a beneficiary who is no longer in your life, or possibly you've had a family since then and who you'd designate today is far different from who you designated a decade or two ago. For your family's sake please keep this updated.

The IO Pension is based on age and years of membership. In order to collect your IO Pension you must be either 65 and have

a minimum of 5 continuous years of membership, or be between the ages of 62-64 and have a minimum of 20 years uninterrupted membership (meaning you can't have taken an Honorary Withdrawal during that time). The amount of the IO pension is based on \$4.50/mo for every year of continuous membership. This amount drops by 6.66% for every year you take your pension early (before the age of 65). There is also the opportunity to take a Disability Pension if you have a minimum of 20 years on uninterrupted membership and are collecting a Canada Disability Pension.

The IO Death Benefit is \$6,250.00, which doubles should the cause of death be accidental. In order for your beneficiary to collect this, the IO requires that members keep their dues current. This means your dues cannot be more than 1 month behind. For example, if you passed away in December, the IO Death benefit would only be paid out if your dues were paid at least through October. Should you find yourself in a situation where you are hospitalized for a period of time, or have a terminal illness, ensure your family is aware that your dues must remain current in order to maintain this benefit. (Also important if EBFA coverage is near to running out if you haven't made arrangements to self-pay for coverage.)

Once you begin collecting your IO Pension, the amount of the Death benefit drops by the amount received for your pension each month, but never drops below \$3,000.00. This can be of importance to surviving family members, so keep information regarding this available with other important documents to be dealt with upon your death.

For more information, or to update your information with the IO please call the Edmonton office, or come in to see us.



Bruce Lee with Graduates of the Trade Winds to Success Class.



**Kyle Hamilton, Unit 1 Next-Gen Chairman**

Merry Christmas and happy holidays from the Next-Gen. It has been a great year so far and we've managed to accomplish a lot. I would like to thank everyone who purchased the 424 challenge coins and supported our committee. We have sold 60% of our coins and are now looking at spending the money on membership activities and building. I would also like to thank everyone who came out to our Crib tournament, which was a great time! Keep your eyes on our official Facebook group to see up coming activates, or attend our monthly unit meetings.



**Trevor Dell, Organizer  
Fort McMurray Region**

Season's Greetings and Merry Christmas to you and yours! For the past number of years I have had the pleasure of working with many of you during my time on the tools as well as my time in the office as a Membership Development Coordinator. Our current market is uncertain at best currently. This year is our 90th anniversary, although we are currently in a market downturn, this is not uncharted territory.

As the market downturn affects each of us differently, more and more of us are

looking to the Non Union sector for work and to feed our families and keep a roof over our heads. We all need to remember our obligations and be diligent in reporting into your local unit office and advise as to what contractor you are currently working for. There is a real possibility that we could shape and change our market share by directly working with and assisting the Organizers. It is very doubtful that if the UCP form a majority government after the next election, will not repeal Bill-17 (Automatic-Certification). We have been very prosperous in Alberta,

being a proactive union member is just as important in the high times as it is in the low. If you want more Union work when times are tight, then be aggressive, be deliberate and choose to be your brothers and sisters keeper. The Market share is directly proportional to the involvement of the membership. Most people do not fail to achieve their goals for the mountain they face, but for the rocks in their shoes! In closing, I would like to wish everyone a very merry Christmas and a happy and prosperous new year from my family to yours.

To the members of the International Brotherhood of Electrical Workers Local 424 best wishes during this holiday season and a Happy New Year. 2018 has been a rough year and has taken its toll on this membership and I would like to thank my Brothers and Sisters for their patients and understanding in these difficult times.

As the Alcohol and Drug representative I would like to speak to the legalization of cannabis issue. I have received a lot of calls from members on this topic and I feel it is important to communicate to everyone that although cannabis has been legalized, the law does not affect policies in a safety sensitive workplace and there are no immediate plans to change the Canadian Model. If you are scheduled for a pre-access

A&D test the limit is currently 50 ng/ml on the initial screening test. If you occasionally use cannabis, please be careful if you are planning to take a dispatch and have to take pre-access A&D test there are many home test kits on the market if you want to be certain.

It has been a busy year for our administrative staff and this has presented them with some interesting challenges. I would like to say thank you to the IBEW Local 1007 administrative staff for going above and beyond in taking such good care of the IBEW Local 424 office as well as our members. I hope you are all able to relax and enjoy the holidays with friends and family. Thanks again for all that you do.

I would like to wish the organizers a happy holiday. I have seen the organizing team grow substantially in 2017 and 2018. The organizers have implement new strategies, programs, communicated with members and engage our membership in many new organizing efforts. I would encourage everyone to reach out to the organizers and get involved.

**Fraternally, Chris Duggan  
Assistant Business Manager, Edmonton**





**Mike Reinhart, Assistant Business Manager Edmonton**

Season's Greetings and best wishes to all of my Sisters and Brothers this holiday season, as we draw closer to the end of 2018, it pains me to say that this was not our best year and next year is only going to be marginally better. We have been working with the Contractors that draw labour from Local 424 by trying to help them be more competitive in this dismal market by approving SPNAs that give them reduced labour rates to bid projects on a more level playing field with our competitors. For the most part it hasn't been all that successful as some of the players out there, big oil and other corporations have said to our Contractors that if your bidding Building Trades don't bother, as they try to grind us to dust. There is work on the horizon but not as much as we would like to see and a bit further out for those of you that have been waiting patiently for something to come down the pipe. Scheduled to commence this spring we have the PCL Mod Yard in Nisku where they will be building 500 modules for three separate projects those being Aspen, Conoco and Kirby. Along with that we are anticipating there will be calls also starting in spring for Grassy Mountain, a coal mine that is being built in the Coaldale Alberta area. One of our contractors is in the final stages of being awarded a utility grade solar project with 3 solar sites all located in southern Alberta where we have Members that have waited a long time to see work closer to home. The first is over 100,000 man hours and located near Vulcan, number two is located near Monarch with 120,000 man hours and the third is located near Coaldale with 112,000 man hours. The last one being located at the Grassy Mountain site is intended to fuel the energy needs of this project. One more project that I can bring to your attention is the Three Creeks Power Generation project which is located in the Grand Prairie/ Peace River area of Alberta, this project was shelved for a number of years and is now in the procurement process adding a second stage steam turbine and working out some warranty issues. We know that there are various projects that are scheduled to commence in 2020 with that being hailed

as the return of a better economy here in Alberta.

It is the tough times that we are experiencing now that teach us to watch our monies more carefully, we do have however a number of Members that have money that they seem to be unaware of. A lot of Members scrutinize their pay stubs to keep track of their money and where their deductions are going we have those though that have unfortunately overlooked their RRSP contributions. When you become a Member of IBEW Local # 424 there is a package presented to you at initiation that includes various forms for you to complete, one of those forms is "Group Self Directed Retirement Savings Plan Application". If you have your RRSP money already going into an account that's great because you're in control of your money, if you don't your money is being held in a Trust Account. In order for you to be in control of your RRSP

the NexGen coin. Business Manager John White dug deep into his own pocket to pay for the development of the Commemorative coin and as you can see by the picture they turned out very nice. The front of the coin bears the new IBEW 424 logo that I created in summer of 2017 and was approved by the International Office for Local #424 to use.

The flip side of the coin depicts the geographical outline of the province of Alberta with a bright yellow lightning bolt that stretches from one end of the province to the other as do the jurisdictional boundaries of IBEW Local #424. While designing the coin I came up with the idea of luminescent yellow paint, yes the Lightning Bolt glows in the dark to add to its uniqueness, they are available at any of our IBEW offices for \$10.00 each with proceeds going to our Political Advertising Trust Fund. Actual size 1.75 inches.



money you will have to contact the Business office and acquire an application once that is complete a transfer of your funds from the trust fund into your newly opened account will put you in control of what you do with it next.

We had difficulty getting our Commemorative Challenge Coins celebrating our 90 years of IBEW 424 being in existence in Alberta off the ground with push back from our Executive Board not wanting to entertain a second challenge coin after they approved money to develop

Again I would like to wish the best to all my Sisters and Brothers and may the New Year bestow health, happiness and prosperity upon you and your families.

Solidarity Forever, Mike.





**Scott Crichton, Assistant Business Manager  
Edmonton Office**

Season's Greetings, brothers and sisters, I hope the holiday season is treating you well and you are enjoying this time with your friends and families. This has been an interesting year, as there were a few legislative changes that were passed which were of interest to the International Brotherhood of Electrical Workers Local Union 424 (IBEW LU 424).

At the Beginning of the year, Bill-32 was passed by the Alberta New Democratic Party (ANDP). This requires Political Action Committees (PACs) to list who their donors are. This built upon the Election Finances and Contributions Disclosure Act that came into effect January 1, 2017, which set out strict requirements for political advertising and donations to political parties. Last year, I set up a Political Advertising Trust Fund to ensure that we were in compliance of new laws when we had our "End Double Breasting" rally outside the Alberta Legislature. This account has never received revenue from the General Fund or the Market Recovery Fund (MRF). LU 424 members can view everything related to the account on the Elections Alberta Website.

On June 1st, 2018, changes to the Occupational Health and Safety Act (OH&S) came into effect. Some of the highlights of note were mandatory requirements for OH&S committees, and OH&S inspectors having the authority to ask for trade qualifications when they are on a jobsite. On September 1, 2018, the new requirements for Workers Compensation came into effect. These will: remove the cap for maximum insurable earnings; establish employers' obligations to reinstate injured workers; extend the window for appeals for up to two years; and introduce a Code of Rights and Conduct. These amendments come after years of lobbying our provincial

government for change, and they are long overdue.

The Building Trades of Alberta (BTA) had their annual conference in Alberta. This was the first time the Premier of Alberta has ever attended. Her speech was well received as she announced the Government of Alberta will be doing their first ever Community Benefit Agreement (CBA) on a project in Wetaskiwin. The thirty million dollar Reynolds Museum will serve as a pilot project and a new model for the government to follow. This project has come after we had numerous meetings with Ministers and MLAs in the hopes that they would come out with a modern procurement policy that will benefit local communities and still ensure projects are completed under budget.

The ANDP has their annual convention in Edmonton at the Hyatt hotel. LU 424 had eleven members in attendance. Unfortunately, the double-breasting resolution has been delayed until Provincial Council elections, which will be early next year. As we know, the provincial elections

will most likely be in the spring of 2019, and we will be submitting four questions to each political party before the election and will be posting the responses on our social media account. I would like to encourage anyone who has time, to attend as many debates as possible and ask challenging questions to candidates from all of the parties. As the election approaches I will do my best to keep our membership informed on what lies ahead.

In closing, I would that it is important for us to be politically engaged and aware of the issues around us. We must also remember in times past when we have had anti-labour legislation like "double-breasting" passed. There are parties that have helped us and there are some that have hurt us as working people. Please keep this in mind as the provincial election approaches. Thank you to all of our members that have helped on our political action committees: your continued support is much appreciated. To all members, I wish you much success and a happy new year.





### **The Self-Sacrificing Steward or, hold on brothers and sisters, we're all in this together**

Having just read the latest book on how to manage your workforce, the thoroughly unloved boss orders his ten-member staff to participate with him on a rock climbing expedition as a teamwork-building exercise. Soon thereafter the boss and his ten staffers find themselves 2,000 feet from the ground, hanging onto a fraying rope that, unfortunately, can only hold the weight of ten. The boss asks for a volunteer to let go. As the rope continues to fray, no one speaks up. Finally, the union steward says he'll let go. He gives a passionate speech about how he's doing it for the good of the company, how the company is the most important thing in life, and how the boss is so wonderful that he is worthy of his sacrifice, that he can't imagine a nobler ending, that he will let go of the rope. Overwhelmed, the boss breaks into applause.

# DISPATCH REPORT NOVEMBER 2018 DOWNTURN IN ECONOMY INCREASES UNEMPLOYMENT FOR 2018

## **Dispatcher Don Spurgeon, Edmonton**

2018 saw a downturn in the economy which left us with a large number of our Brothers and Sisters on the out-of-work list throughout the year. This was quite an eye opener for a lot of our newer Members who had experienced full steady employment for the past number of years. With oil prices reaching near record lows most of our major clients are sustaining from moving forward with any substantial investments in new construction projects. I cannot foresee much of an increase in hiring until later on into spring.

I would suggest if you are currently employed that you try to keep working as long as you can until calls for Manpower hopefully start picking up towards spring. A number of our major projects are starting to wind down and without anything much projected in the near future we are heading towards another slow year for construction throughout 2019. At present, it takes approximately 12 to 18 months for a Journeyman Electrician to qualify for a job after registering on the out-of-work list.

It seems that we are still having a major problem with our Members bidding on Calls when they do not have the required qualifications that our Contractors are asking for when requesting manpower. This is creating a great deal of havoc with our Contractors and Clients when our Members are showing up for Orientation and are not qualified to fulfill the requirements for the job. Please make sure that you read all the job requirements prior to bidding on the call.

When bidding on a Call you must be prepared to pay up any outstanding Union Dues owing & working dues for the month that you will be starting your employment in & arrange to pick up your Clearance Slip (if you live within the 45 km radius of anyone of our 3 offices) within 48 hours as stated in the Hiring Procedure. You also must be prepared to start work on date and time specified on the call that you were successful bidding on. Remember if you take a call and then refuse it or if you do not show up for work on the specified date or time, you will be required to get a new out-of-work number (bottom of the books) as you have just taken a job away from another Member.

I would like to suggest at this time that if you are unemployed that you check with our Training Centre for any upcoming courses that you don't

already have and register for any available courses as our Contractors are asking for more and more requirements all the time. You should also make sure that any courses or tickets that you have are registered with our Training Centre. There are a number of On Line Courses that are offered through our Training Centre that our Contractors are now requiring that all Members should also register to complete if you have not already done so.

Once again I must remind all of our Apprentices that it is your responsibility to update your status whenever you get your Apprentice books stamped. This is crucial as we do not want to miss anyone when they are registering for a call. It is also very important that everyone keep all of their information current in our files. This includes your correct address, phone numbers, Email address and so on.

I would like to take this opportunity to wish everyone from all of us in the Dispatch Department A Very Merry Christmas and a Happy and Prosperous New Year and above have a safe Holiday Season.

At the time of writing this newsletter (November 20, 2018) there are approximately 4005 Journeymen and 715 Apprentices on the out-of-work list which amounts to approximately 60% of our membership being unemployed. I cannot foresee much improvement in these numbers for a few months to come as many of our projects are winding down and the rest are a few months away from manning up. As mentioned above, I suggest that if you are currently employed that you try to hold on to your job as it is leaning towards a slow start to 2019.

Dispatched up to November 14, 2018 were the following:

- Journeymen - 749
- 4th Year Apprentices - 56
- 3rd Year Apprentices - 128
- 2nd Year Apprentices - 115
- 1st Year Apprentices - 36
- Travelers - 36
- Job Entries - 730 (Transfers)





**Ron Davis, Assistant Business Manager, Calgary**

Season's Greetings, brothers and sisters, 2018 is yet another tough year again in respect of the work picture. Our Calgary contractors have struggled to keep market share in this very tough economy. Unfortunately, prices of plummeting oil have not helped this already suffering market. Despite the lacking opportunities we did have some wins. I am constantly meeting with our Calgary contractors in an effort to get additional work. I am also on the lookout and hunt for any new information that can give a heads up to our contractors in respect of new projects. I thank and welcome members that stop by the office with any foresight, information of any future work projects. Reaching out to some other provincial locals has brought in a few jobs, although most other locals are experiencing much similar work situations to us. However, we continue to strive and do try all that's possible to gain work.

A reminder that the Calgary office also has a training center. In these slower times it is a good idea to take advantage and enroll in some of these courses to upgrade your skills. Courses that are available can be booked by contacting Pam Ristau phone (403) 291-2789 Email Pamela@eitca.

ca. I encourage all brothers and sister to take full advantage of this free training and use these leaner times to upgrade your skills.

I encourage members to try and attend the Calgary monthly meetings. The dates of our meetings can be found on the same page as the jobline. These meetings inform you on future up and coming projects, the current work picture and give you an opportunity to question any issues you have. You can also vote on Union proposals and any offer suggestions to put forward. This is your opportunity to participate and have your voice/opinion heard.

The Calgary offices continues to participate and represent our local at most public events throughout the year. In this economy, it is important to remain visible as much as possible and our local does get involved and attend most functions.

The pictures below show our presence at the 2018 Veterans Memorial. This year I was accompanied by George Smith and Tyler Wright.

As we say farewell to the passing year and move forward into 2019, the Calgary office would like to wish everyone and their families a prosperous, healthy and safe New Year.



ABM Ron Davis and George Smith presenting a wreath for Remembrance Day.

The **Code of Excellence** is a marketing and action program based on a real-world, everyday demonstration of professional workmanship and customer relations by IBEW members.

The Code of Excellence is:

- Highest quality and quantity of work;
- Using our best skills; and
- Using our best work practices.

The goal of the Code of Excellence is quality, productivity, and professionalism demonstrated every day, by every IBEW member.

**Over 6000 local 424 members are COE certified. In order to bid on a COE designated job you must be COE certified. Not COE certified? Please call your local 424 office to register. COE courses are scheduled according to number of members registered.**





# Year End Southern Alberta Organizers Report for 2018

Salutations to you and yours. 2018 was a year of change in the Calgary office, not just in personnel but also in policy. During the boom we as a local put a lot of energy into bringing people into the membership, but didn't take the time to make sure we made them part of the brotherhood. So we decided to change that. We continue to engage and work to bring knowledge to the unrepresented workforce of this city, but in addition, we are actively engaging in what's called Internal Organizing. Internal Organizing is quite simply, organizing the organized. We are putting the focus on working to build better relationships with the members we already have, realizing that a lot of them are back working with non union companies due to the downturn. We shouldn't chastise them for doing so, instead we need to work with them, encouraging them to bring the IBEW into these unrepresented workplaces so that we can fulfill our number one obligation, which

is to organize all workers in the entire electrical trade and related industries. We welcomed Joe Samuel to the team this spring. He was very active in helping out the organizers back in the late 90's and early 2000's with such drives as the Western electric /Merick drive, the run we took at Trotter and Morton when they did the Children's Hospital original build as well as Custom Electric when they were doing the Princeton condominiums. He continued to work closely with the organizing department going to whatever companies they decided they were going to try and take a run at. At one point even he was directed by they lead organizer to get on with a company that was clac and see if he could infiltrate their ranks as far as possible. After those days he chose to start building up his pension so he decided to spend a few years working solely for union contractors. In this time he still had a drive to do all he could to do to see the ultimate success of

this local, so he decided to give being a job steward a try. In his words, "I was told I was quite good at it because I was very personable. It truly is an honor to serve you all in this capacity and I will always do my very best in all my endeavors regarding the fulfillment of this position".

As we look into 2019, we look forward to build upon the progress we've made, by getting more members involved with organizing, and more involved with the hall in general. That is the true measure of our strength, a membership united not by race, age or gender, but by the ideal of working together to secure a better life for themselves and their families.

We want to thank each and every one of you, together we will see this through and be stronger for it.

**Happy Holidays**  
**Tyler Wright**  
**Calgary Organizer**







**Gord Johnson, Assistant Business Manager  
Fort McMurray Region**

Season's Greetings, brothers and sisters.

I hope you have all had a great holiday season and have a prosperous new year.

This year has been a slow year for our membership, although a lot of work has been performed in the Ft McMurray area. I am hearing that the second half of 2019 could bring a better economy, with more work opportunities throughout the province. The economy is going to recover, regardless of whichever political party is in power. Make sure to support the party that took care of Albertans during the latest recession, and not the one that wants to cut everything, including thousands of jobs, healthcare and our children's education system. Our children deserve all that has been put in place for them and we must fight to ensure it remains intact. We need to make sure we build a strong, diverse economy for our children. We need to fight now, because the longer we sit by and allow this to go on, the harder it is to recover from it. Fight now for your children.

We cannot continue to keep all of our eggs in one basket with our oil development. Look where the last round of PC approvals got us. They approved billions of dollars' worth of mining development and created multibillion dollar profits for big business. They created an oversupply in the marketplace by not ensuring there was a way to move our oil to multiple markets. As a result we are almost giving away our oil, and as a result, not collecting the rightful amounts of royalties as we should be. The only option that the PC's ever discussed

was Keystone. Why did they fight for a pipeline they knew would never be built? Both the federal and provincial PC parties did nothing to ensure we received the most bang for our buck. Had they done so, we would not be facing a projected 54 billion dollar deficit budget. If we allow the PC's to continue to cater to big business things will get worse before they get better. They will not be able to magically turn the tap back on. They have already promised to wipe our many or they labour friendly policies that the Notley government has brought in to protect workers and their rights, and their families. Elections are coming, make sure you get out and vote in all of them. Be heard, and vote for those that represent what you believe in, and don't listen to all of the mudslinging that is going on. Most of it is fabricated and twisted facts.

Ok, now that I have gotten that off my chest, back to my report. I am currently looking after the Suncor Oilsands site, McKay River, Firebag, Ft. Hills, Husky Sunrise, and Kearn Lake. I have been noticing that members are not involving the union representatives, thinking that we can't do anything to help. Unfortunately, I am also seeing that they have been wrong. I have seen multiple disciplines that have been unjust, and our members are just accepting them. Please make sure to exercise your rights and have union representation present during ALL potential disciplines. It is your right to be represented, even if there is no steward on site, and please don't use a steward from another trade. They don't know our trade. Your job may depend on it.

Another year has come to pass and with it,

hopefully the end to the recent recession. 2018 has been a very challenging year for many members, with the severe shortage of available work. More and more it seems that workers believe they can carve out a better deal on their own, as opposed to sticking together and bargaining as a group. I don't think that workers really understand the importance of bargaining collectively. How low do we have to go before people start to realize this? Leaving the union to pursue work on the other side of the fence, and not working with the organizers. It just adds to lower wages and subpar working conditions. Please work with your union to make all workplaces better.

Unfortunately, there seems to be a huge increase in the number of members that have been passing away. I have seen too many of my brothers names being brought up at union meetings, many before their time. For your own sake, as well as your families, please see a doctor if you feel anything is "off". Also try and get some exercise to help remain healthy. That is my goal going forward, and I challenge all of you to do the same.

Finally, I would like to thank all of you that make our union stronger. The office and admin staff, the contractors that employ our members, the members that give 10 for 10 every day, and finally and most importantly, the stewards. You are the link between the contractor, the members and the business office. You have the greatest responsibility for ensuring the union success and without you, we cannot be as effective as we are.

Here's to a prosperous new year.

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## Hello Sisters and Brothers,

**Mel Rhodes, Assistant Business Manager  
Fort McMurray Region.**

First of all, I would like to wish all members and their family's a Merry Christmas, and a very Happy New Year!

This Year has been a challenge for most members trying to get employment to say

the least.

We did see quite a bit of employment at the Syncrude Site with Turn Around work this year.

With the Next Year coming up fast we are hoping to see more calls. Now would be a

good time to renew any training or take new training that is required on these jobs.

Knowledge is Power!

All the Best in the Future,



# Edmonton Organizers Report – Year End

## Jon Hamilton, Lead Organizer Edmonton

Looking back on 2018, the organizing department has seen some ups and downs. We have seen some restructuring and brought on Joe Samuel in Calgary to join Tyler Wright, Stephen Romanycia in Fort McMurray to join Trevor Dell and Cory McJannet in Edmonton to join Jorden Bergeron and Myself (Jon Hamilton)

In 2017 Automatic Certification was introduced to the Alberta Labour Relations Code. This is when more than 65% of a company’s employees are in support of union representation (ALRB div.5 sec.34 (8)) which can be proven by meeting the following criteria; applying for membership, maintaining membership in good standing, signing a support card and paying on their own behalf (ALRB div.5 sec. 33(a)). We thought 2018 was going to be a very busy year because of this. Now this may sound a bit crazy but one of the best times to organize is when our local is seeing a shortage of work and yet we had no successful drives. In fact we are still having troubles with members reporting in. I can attribute this to a few factors, but there is a bigger picture at play and that is the opportunity to organize. We have to remember that unions are a grass root movement, we want our members working non union, it’s one of the best ways to gather information on contractors and to

have the reach to educate and empower up and coming electricians. In Alberta most of us have to start our apprenticeship non union; this gives that sector the upper hand, the non union side gets to develop those workers and stress their opinions of unions onto them. If we as a membership are not out there advocating, where we can be if we work together, stand together and fight together then the unrepresented employer will always have the upper hand.

Education and mentoring plays a major role in what we do as a union and as organizers. The organizing department has gone through a few training courses such as; Communication, a new revised edition of Construction Organizing for Membership Education (COMET) and the trainer course to go along with COMET, this course is now ready to be brought out to the membership in full force come 2019. The organizing department strongly urges all members to take this course as it is extremely import moving forward and will be part of our Strategic Organizing Plan.

A strategic organizing plan (SOP) is needed, not only for every organizing drive but for our local in general. Meaning every unit and every sector we cover with a plan on how to capture that market in those specific areas, including where the local has little to no presence. In order to write an effective plan, we need the advice and direction of our membership. Our focus for the first

section will be Construction in Units 1-3. Having these in place will allow us to track the drives effectively and identify what went right or what went wrong and how we can move to fix or better our plans. Throughout 2019 we will be working on Local 424s SOP, but as stated, Construction will be our first focus before moving forward with the Professional and Industrial (P&I) sector such as; fire alarm, security companies, communication contractors, sign companies, arborists, etc. these are known as BA Contractors, which are very important to a heavy construction local as these contractors will help keep us afloat if we see more tough times.

We as a union have a lot of work in 2019, both internally and externally but our team will not give up on our fight and I hope you won’t either. We all love the wages and benefits of being union but there comes a time where we must fight to protect it and history has never given us a better opportunity to organize then now; it is just up to us to capitalize on it!

The organizing team would like to wish everyone a safe and happy holiday season May 2019, be the year we take back what we lost and left behind.

With great pride and solidarity, Jon.



ABM Scott Crichton with our members at the Stanton Hospital project in Yellowknife.



Organizers Jon Hamilton and Jorden Bergeron at the Edmonton - Manning job fair.





# WOMEN'S COMMITTEE 2018

Hello Brothers and Sisters

It's been another great year with the sisters committee. Here is just a quick update of what we have been up to in 2018.

The members allowed 2 of our sisters to go to St. Paul, Minnesota for the IBEW international women's conference, it was a excellent experience to meet other IBEW locals and learn many things, we thank the members again for allowing 2 sisters to go.

In the summer we had the 3rd annual YWITT camp at the training centre, it was a great experience as well as a great event to allow young women to take a look at our trade.

We had the pleasure of making robots with the students, we couldn't have done this with out the exceptional work of our training centre staff. The sisters have also attended many events with YWITT through out the year, as mentors.

The sister also ran in the shoppers Love You Run for the 2nd year in the summer. We even had one sister run the 10km and she did a fantastic job.

We have started fundraising efforts to allow us to do more work with in our community Our first meat draw was very successful and we thank our brothers and sisters in supporting us.

Two of our sisters also had the pleasure to officially attending the Building Trades of Alberta conference in jasper, along with other brothers. We have one sister that is on the Build Together, which keeps us informed of Build Trades of Alberta events and campaigns.

The sisters will also be attending the annual AFL brunch for violence against women, we have supported this cause for the 4th year, it is a great event.

**Thank you, Sisters of 424**

## Brother Terry Sargent

In October 2018, we were pleased to present long-time member Terry Sargent with his 65-year pin on member appreciation night.

Brother Sargent first joined LU 424 in 1953 under Business Manager David Keir. Since then he has served as an Assistant Business Manager under Charlie Jenkins in 1967, and for a time had his own signatory electrical company (Sargent Electric).

We would like to congratulate Brother Sargent on his 65-years of membership, and thank him for all his years of service to LU 424.





Sister Delaine Coleman accepting the Building Trades of Alberta's "Together We Arise" Award.



Premier Rachel Notley and Jennifer Home with her dog "Tesla".



## COMMUNICATION IS A PRIORITY

In order to improve communication and service please make sure the business office has your current address and contact information including your phone number and email address.

### Call to update your information today:

(780) 462-5076 (Edmonton)  
 (780) 791-4727 (Fort McMurray)  
 (403) 717-0322 (Calgary)

### JOIN US ON SOCIAL MEDIA



*Local 424 IBEW members meet every month, however meeting dates may change due to holidays or unforeseen circumstances, otherwise meetings are scheduled as follows: Unit 1 on the 4th Saturday, Unit 2 on the 4th Wednesday, Units 3 and 4 on the 4th Tuesday of every month.*

*Have you changed your postal address, or your phone number or email address? Please contact any local 424 IBEW office to update your contact information.*

*IMPORTANT: If circumstances such as divorce or separation determine a change in your IBEW death benefit beneficiary please NOTIFY the Edmonton office. It can be a traumatic experience for a loved one to learn that he/she is not listed as your beneficiary so please keep your beneficiary card updated.*

*The local 424 Edmonton Retirees club meets monthly on the 2nd Wednesday of the month at 1:00 P.M. at the IBEW 424 Training Centre.*

*Local 424 Calgary Retirees Club meets monthly on the 2nd Tuesday of the month at 10.00 A.M. at the Calgary Hall*



## LOCAL UNION 424 OFFICE HOURS

**Monday - Thursday:**  
 8:00 A.M. to 4:30 P.M.  
**Friday:** 8:00 A.M. to 3:30 P.M

### EDMONTON

Phone (780) 462-5076  
 Toll Free Job Line 1-888-226-5821  
 Job Line (780) 702-0628  
 Fax (780) 450-0461  
[www.ibew424.net](http://www.ibew424.net)

### CALGARY

Phone (403) 717-0322  
 Job Line (403) 538-9521  
 Fax (403) 717-0326

### FORT MC MURRAY

Phone (780) 791-4727  
 Fax (780) 743-8501