

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL 258 IBEW

HOTLINE

Your Union News Magazine

PUBLISHED & DELIVERED
DECEMBER 2024



2024 International Lineman's Rodeo

⚡ Member Spotlight: The Patch Brewery

⚡ Utility Arborist Summit Unites Industry Stakeholders



The Gatzke Gazette

December 2024



Cody Gatzke

*Local 258 IBEW Business Manager
& Financial Secretary*



Scan the QR code with your phone's camera to add Cody's contact info directly to your contacts!

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Reflecting on the past year, it's clear that Local 258 has accomplished a lot. I had to replace two longtime Assistant Business Managers (ABMs)—Don McNabb and Greg Fanning. In their places, I brought on Ben Berkelaar and Colin Petersen. Early in the spring, our union collaborated with four other BC-based IBEW locals to host the IBEW Membership Development Conference in Kelowna. This event brought together delegates from across Canada to discuss membership expansion tactics and ways to engage existing members. In tandem with the conference, I had ABMs Colin Petersen and Jag Aujla conduct a two-day training seminar for our Unit 3 Shop Stewards. The training was well-attended and a major success. Additionally, ABM Rob Munro and I held a Utility Arborist Summit in Kelowna, with representatives from Asplundh Canada, Davey Tree, BC Hydro, EITI Global, JLATA, and four non-union vegetation contractors. The summit covered topics like apprenticeship training, site safety, and industry trends, starting valuable conversations and establishing new contacts in the arborist sector.

This year, I've been working to strengthen our connections with various industry associations. For example, we joined Clean Energy BC (CEBC) and the BC Sustainable Energy Association (BCSEA). BCSEA offers our Local opportunities to connect with governments, utilities, and private companies. Clean Energy BC, an association of Independent Power Producers and First Nations communities, provides additional networking and brand awareness opportunities. In May, CEBC invited me to speak at their annual Generate Conference, where I joined a panel on jobs and labour. Taking full advantage of this, our Executive Board sponsored the event, allowing me to introduce panellists for a fireside chat with the Energy Minister and set up a booth where we could engage attendees and showcase who we are. Our presence was especially important as a competing union, CUSW, was there trying to make inroads into line work and power generation. We also sponsored the Electrical Contractors Association AGM and CEBC's First Nations Energy Summit in early December.

A key focus of mine throughout 2024 was building our brand and awareness in the industry and community.

When I took office two years ago, I was surprised by the lack of recognition for our Local. Those who knew of us often mistook us for IBEW Local 213 or assumed we exclusively represented BC Hydro employees. We had no social media presence and a minimal online footprint. Key industry players were conversing with municipalities, First Nations, and private companies about power projects without involving IBEW. Competing unions like CLAC, CUSW, and Unifor had already established relationships, meaning it was, and is, essential for us to get our name out there. Joining industry associations, sponsoring/hosting local events, and launching a social media presence were essential steps to distinguish Local 258 as BC's second-largest IBEW Local, with significant representation in utilities, independent power production, power line contracting, arboriculture, manufacturing, and traffic control.

Over the last year, our social media presence has grown significantly. We're posting regularly to increase our visibility and build awareness. Our posts are purposeful, including reminders for Unit meetings, holiday messages, union updates, and content aimed at attracting non-union companies and employees. When you see a post, please consider the larger goals behind it.

BC Hydro and the provincial government have been in the news recently, making announcements in various communities about upcoming upgrades to the power system. My office has been capitalizing on those media announcements, as attending and speaking at them builds public awareness of our union and presents us with an opportunity for face time with government officials. I continue to collaborate with Rubicon Strategy, who is assisting us with government relations—a fancy way to say "lobbying." We are diligently advocating on behalf of the private sector by promoting projects being awarded to local contractors, who in turn hire local workers. Additionally, we are advocating for our public sector workers by lobbying for a broad, non-restrictive mandate that accounts for the labour requirements to complete BC Hydro's ambitious capital plan.

Another major focus in 2024 has been ensuring our records with the Labour Relations Board (LRB) are current. There are two types of bargaining relationships: (1) an LRB-certified bargaining unit and (2) a voluntarily recognized bargaining unit. Certification is a formal order from the LRB, while voluntary recognition is an agreement between an employer and the union.

While they operate similarly, certification demonstrates support from employees of the bargaining unit and guarantees access to protections under the Labour Relations Code. As you know, companies frequently undergo changes like mergers, acquisitions, and restructurings. The Labour Relations Code includes provisions that protect unions during these changes. Successorship rules ensure that bargaining rights transfer when a business is sold or restructured. Common employer protections prevent union employers from operating non-union subsidiaries to perform the same work. Staying on top of housekeeping items like filing paperwork with the LRB may seem mundane, but it's crucial for records management and succession planning. A review of our records showed that Local 258 hadn't made any filings to update our records with the LRB for years. For example, our certification for Allteck was last updated in 1993, when K-Line purchased them. Rokstad was still listed as Galbraith Power, despite changing in 2012. Pacific Electrical Installations was listed under Henkels & McCoy, who pulled out of Canada in 2012, and Arctic Arrow was still recorded as Alta Lake Electric, which they acquired in 2006.

More recently, organizing and bargaining have been keeping the union office busy. Brother Ken Mitchell was successful in expanding our Outside Civil membership by raiding employees of two companies who were represented by CLAC. Sister Dayna Gill was able to unionize a couple of traffic control companies. We successfully negotiated and ratified the Coast Mountain Hydro and FB Bullet agreements, and at the time of this writing, we also have a tentative agreement with Canadian Utility Construction. By the time you are reading this, the CUC agreement will either be ratified, or we will be back at the bargaining table. Master Line negotiations were ongoing throughout October and November and should resume in early January. BC Hydro bargaining is right around the corner; 2025 will likely be a bargaining year as many other contracts are set to expire.

As we head into the new year, I wish you all a Merry Christmas, Happy Holidays, and a Happy New Year.

In solidarity,



Cody Gatzke

HOTLINE

Your Union News Magazine



HOTLINE is the official union news magazine published for the members of Local 258 of the International Brotherhood of Electrical Workers in the province of British Columbia and the Yukon Territory, Canada.

THE UNION OF HEARTS AND MINDS.

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Cover Photo

Allteck PLTs at the 2024 International Lineman's Rodeo in Kansas sporting their Local 258 team shirts: "If you ain't first, you're last."

Photo Credit

Colin Petersen

Local 258 of the International Brotherhood of Electrical Workers is affiliated with the British Columbia Federation of Labour and the Canadian Labour Congress.

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Kevin Duchak - *President*

Jim Greenwell - *Vice-President*

Larry Byhre - *Treasurer*

Karen Porter - *Recording Secretary*

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Unit #2 Chair - Lianne Bunting Unit #5 Chair - Mike McMinn

Unit #3 Chair - Dean Kotaras Unit #6 Chair - Jordan Flanagan

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Tracey Tilsley, Shila Stewart, Helen Martell, Paula Bawa

Utility Arborist Summit Unites Industry Stakeholders

IBEW Local 258 proudly hosted the Utility Arborist Summit last June in Kelowna, a crucial gathering that brought together industry stakeholders to discuss the current state of the utility arborist sector and explore the direction the industry should take moving forward. With a diverse group of participants, including contractors, unions, public utilities, training providers, and safety experts, the summit facilitated important conversations about safety, collaboration, and the future of the industry.

Industry Collaboration at the Forefront

A key highlight of the summit was the participation of BC Hydro, the public utility at the center of many arborist operations in the region. The event provided a rare and much-needed opportunity for dialogue between BC Hydro and their vegetation management contractors. This open discussion allowed contractors and stakeholders to address ongoing concerns, challenges, and opportunities, paving the way for improved collaboration in the future.

Focus on Safety and Training

The Electrical Industry Training Institute Global Ltd (EITI Global), a leading training provider for utility arborists, took the stage to present critical insights into safety within the industry. Their presentation, aimed directly at contractors, highlighted real feedback from students—who are, in many cases, the employees of those very contractors—about the safety practices they encounter in the field. By presenting these candid insights, EITI Global shed light on areas that contractors can improve to better protect their workers and meet evolving safety standards.

Engagement from Leading Contractors

The summit was well-represented by long-time Local 258 signatories, including Asplundh Canada ULC and Davey Tree Expert Co. of Canada, both of whom sent delegates to engage in the discussions. In a significant show of interest in the future of the sector, four

non-signatory utility arborist contractors also attended, indicating a broader recognition of the importance of these conversations to the industry as a whole.

Joint Apprenticeship Success in the Power Line Sector

Local 258's Joint Line Apprenticeship Training Association (JLATA) was represented by its Chair, who delivered a presentation on the success of the JLATA model. The presentation offered valuable insights into how the joint apprenticeship committee has positively impacted the power line sector, setting a strong example for how similar models could be adopted and adapted for the utility arborist industry. The success of JLATA's apprenticeship programs highlighted the importance of investing in training and development to ensure a skilled, safe workforce for the future.

A Call for Industry Unity

GZ Mediation played a key role in facilitating an open discussion during the summit, focusing on the need for competing companies to work together to elevate the entire industry. The conversation emphasized collaboration, safety, and the shared responsibility of all industry players to raise standards and ensure the long-term success and sustainability of utility arborist work.

Looking Forward

The Utility Arborist Summit underscored the importance of continuous dialogue between stakeholders, contractors, unions, training providers, and public utilities. With key players like BC Hydro, EITI Global, and major industry contractors engaging in these crucial discussions, the future of the utility arborist industry looks promising.

IBEW Local 258 remains committed to fostering these important conversations and ensuring that utility arborists have a voice in shaping the future of their industry. The summit set a strong foundation for further collaboration and progress, with stakeholders working together to create a safer, more efficient, and more sustainable industry for all. ⚡

Letters to Local 258

Many thanks for the fruit basket that was delivered to me at St. Paul's hospital in December where I was undergoing treatment for multiple myeloma. In my case, my plasma cells went rogue and started chewing on my vertebrae, weakening them. I had been complaining to my GP about lower back pain for months, but it took a loss of mobility and no response to the over-the-counter meds he gave me to warrant a more sophisticated blood test to determine what was wrong.

I am happy to report that I have successfully undergone a stem cell transplant with cells that I provided. I am presently recovering at home with the kind and generous assistance of my awesome girlfriend, Andrea. Thanks to all the brothers and sisters that have been checking in over the past months. It's fantastic to know that I work with and am surrounded by such great colleagues.

Just a gentle reminder, if you are suffering from back pain that worsens, get your doctor to look into the possibility of maladies that aren't simple sprains and strains.

Yours in solidarity,

Brother John Marius Vos
SF Mechanic
Sea to Sky And Sechelt

Hi everyone,

I have to start with this... thank you all for supporting me and the BC Cancer Foundation.

I am humbled by your generosity that makes this campaign so successful each year.

Your donations added up to \$7,380 towards the overall total from all riders of \$7.3M... that is an amazing number for cancer research.

My ride was a great challenge again this year. It was the wettest ride that I had ever experienced. We were lucky enough to make it to Hope on Sunday this year, where the sun came out briefly as I crossed the finish line.

Suck it cancer! I have such amazing donors.

Where has the time gone, I have already signed up for my 10th ride, for 2025. Here is the link:

<https://tourdecure.ca/participant/981/2796>

Thank you sincerely,
Brother Dwayne Martin

Thank you so much for sponsoring Clean Energy BC's GENERATE 2024. We were thrilled to include your company as a conference sponsor, and proud to recognize the sponsorship throughout the event.

Thank you for your support of Clean Energy BC, and the important work we do in the sector. We look forward to working with you again on future conferences.

Kind regards,

Heather Fulcher
Event Planner
Clean Energy BC

Dear IBEW Local 258,

We want to send a sincere thank you from Olivia Luporini (daughter of Sister Marina Luporini) and everyone at Wix-Brown Elementary School for your generous contribution toward our playground improvements. You have helped to bring our community together by contributing toward an inclusive and accessible playground at our school.



Kevin and the Executive Team,

Thank you IBEW 258 for your donation towards girls minor hockey in Kamloops and throughout BC. The girls recently attended a tournament in Abbotsford where they placed first overall!



Dear Cody & IBEW members,

Just a quick note to say thank you very much for the fruit basket you kindly sent to me with your best wishes for a speedy recovery.

Your kindness & support is greatly appreciated.

Many thanks again to you all.

Ken Burton

Dear Mr. Duchak and the IBEW Local 258,

I was very happy and appreciative to learn that I was selected as one of the recipients of this year's Tom Forkin bursary, and wanted to express my sincere thanks to the IBEW Local 258.

I am enrolled in the Bachelor of Design in Visual Communication program at Capilano University. Upon completion of this four-year degree, I have hopes of one day becoming a graphic designer, specializing in the sports industry.

Thank you very much for your time, and again, for the reception of this bursary. I hope the IBEW continues to support students, like myself, in achieving our educational goals!

Sincerely,
Kaya Kondo

Dear Kevin Duchak (and Local 258 IBEW),

Thank you so much for the bursary! I will be attending the University of British Columbia, Okanagan campus in the Fall of 2024 for Engineering.

Sincerely,
Gabrielle Knox

Hi Local 258 IBEW,

A heartfelt thank you for your donation and support to the BC Cancer Foundation through the 2024 Cypress Challenge.

I am so glad that I was able to ride for a great cause and feel rewarded as \$800,000 was raised by both new and seasoned cyclists alike to help support pancreatic cancer research and care during this year's event.

Thank you,
Alfred Emata



Dear Kevin (and Local 258 IBEW),

On behalf of the Nelson Leafs U15 Rep hockey team, we would like to extend our sincere appreciation for the donation. The team placed 2nd at Provincials and overall, had a great season! We thank you for your support.

Nelson Leafs U15 Rep

IBEW Local 258,

I'd like to take this opportunity to thank Local 258 for the generous donation to PBL Mid Island Pirates bantam baseball team. The team had a successful season and is grateful for your sponsorship to help keep the cost to play more affordable. Thank you!

Brother Pete Mottishaw

Thank you to all those who supported the 2024 BC Hydro East Kootenay Memorial Charity Golf Tournament.

The support for this event was strong and very much appreciated.

The 17th Annual Event managed to raise over \$13,000 – a record amount! These funds will be split between our two charities: the East Kootenay SPCA & the East Kootenay Foundation for Health.

To date, this event has raised over \$109,000 for Charity!

Thank you to everyone who generously supported the tournament through providing prizes and making monetary donations.

We hope we can count on your support again next year.

Thanks,

Ian Kozicky
Field Manager, Transmission Line
BC Hydro

The Arras Fire Brigade and myself would like to thank the IBEW 258 for their generous donation towards our fire hall. We are a completely self-funded group of neighbours that volunteer our time to fight fires in the Arras community near Dawson Creek. The \$500 can go as far as paying our entire electricity bill for the year at the hall.

Jordan Droz



Local 258 News

Westgreen Contracting and Canadian Utility Construction Workers Join Local 258 IBEW

We are thrilled to welcome the dedicated workers of Westgreen Contracting Ltd. and Canadian Utility Construction LP. (CUC) to Local 258 of the International Brotherhood of Electrical Workers. In a powerful show of solidarity, workers at both companies voted unanimously to leave the Christian Labour Association of Canada (CLAC) and join our Union. Their decision reflects a collective desire for excellent representation and strong advocacy in the workplace. We look forward to providing these new members with the support and resources they need to thrive.

Building a Better Future Together

Westgreen Contracting Ltd., an underground utility installer, is known for its essential work contracting to BC Hydro across the Fraser Valley. Their unanimous vote to join Local 258 signals a desire for improved workplace protections, wages, and benefits—rights that IBEW will work tirelessly to uphold. Assistant Business Manager Ken Mitchell expressed his gratitude to our members employed under the Master Line Agreement for their key role in the organizing campaign. “Their involvement was invaluable. The solidarity and leadership they demonstrated truly helped pave the way for this successful outcome.”

Strengthening Our Industry

The workers of Canadian Utility Construction, a subsidiary of Quanta Services and a key provider of underground natural gas construction services, also voted unanimously to join Local 258. This move further strengthens our Union’s presence in the utility construction industry. As experts in underground utility installation, these new members are vital to the growth and maintenance of critical infrastructure. With Canadian Utility Construction on board, Local 258 continues to expand its representation of workers who provide essential services to communities across British Columbia.

Moving Forward as One United Workforce

By joining Local 258, both groups of employees have taken an important step toward securing better futures for themselves and their families. As part of a union with a proud history of protecting workers’ rights, they will now benefit from the collective bargaining strength that comes with IBEW membership. We warmly welcome these new members and look forward to working alongside them as we build a stronger, safer, and more equitable workplace. Together, we will continue to set the standard for workers’ rights. ⚡

Osmose Utilities Acquires Effigis Geo-Solutions

Founded in 1934, Osmose Utilities provides inspection, mobile contact voltage testing, maintenance, and restoration services for electric transmission, distribution and telecommunications utilities in North America, Europe, Australia and New Zealand. Headquartered in Peachtree City, Georgia, the company employs more than 4,000 people. Osmose is a portfolio company of EQT Infrastructure and has acquired the Geospatial & Asset Management business of Effigis Geo-Solutions. Effigis is a Local 258 signatory line contractor operating out of the Kootenay region that provides geospatial information serving Canadian utilities and telecommunication providers. Mike Adams, CEO of Osmose commented: “We are thrilled about this combination with Effigis. Their expertise using people and technology to better assess and manage structural assets fits perfectly with our technology-enabled, analytics-driven service approach to utility asset management. Effigis’s leadership shares our commitment to unparalleled service, quality, and safety, and to strengthening the structures that power and connect our communities.”

“We are excited to leverage Osmose’s brand, multi-decade operational experience, services like pole restoration, massive store of industry data, and innovative assessment and analysis tools to deliver the most comprehensive structural asset management solution available to our customers,” said Claude Levasseur, Senior Vice President of Geospatial & Asset Management with Effigis. “Together, we’ll accelerate growth and bolster the structural resiliency and performance of Canada’s utility infrastructure.” ⚡

Local 258 Secures Common Employer Status for Highland Powerlines and Skeena Power Systems

Highland Powerlines, incorporated in Kamloops on December 23, 1974, has been owned by Hundseth Powerline Construction since January 1989. Highland's employees voted to unionize with Local 258, and the BC Labour Relations Board (LRB) issued certification on November 29, 1993, under the BC Labour Relations Code. Skeena Power Systems, incorporated in 2002 by Gordon Arndt of Prince George, chose to enter into a voluntary recognition agreement with Local 258, as he was a long-time member of the Union.

The difference between certification and voluntary recognition is important under BC's labour law. Certification grants full protection under the Labour Relations Code, as the LRB formally recognizes the union as the exclusive bargaining agent for employees. Voluntary recognition, however, exists outside the Code, and while it reflects mutual agreement between the union and employer, it may lack the same protections and can be at risk if there are changes in ownership and/or union leadership. In February 2021, Highland acquired Skeena, but a common employer application wasn't filed. Skeena was removed as a signatory contractor from the Master Line Agreement, effectively ending the voluntary recognition agreement.

A common employer declaration under the BC Labour Relations Code allows a union to treat multiple companies with shared ownership, control, or direction as a single employer for bargaining purposes. This prevents employers from bypassing union obligations by shifting work between entities. Earlier this fall, Local 258 filed for common employer status between Highland Powerlines and Skeena Power Systems, and is pleased to announce that the application was successful.

This effort is part of a broader initiative by our Business Manager to ensure the LRB has accurate records and that our Union and its members are fully protected under the Labour Relations Code. The newly issued common employer declaration now ensures that both Highland and Skeena workers are fully covered under Local 258's certification, reinforcing our jurisdiction and protecting our members' rights. ⚡

Local 258 Hosts Canadian Utilities Safety Program

Last June, Local 258 of the International Brotherhood of Electrical Workers hosted the Canadian Utilities Safety Program (CUSP) in Surrey, British Columbia.

The event, organized by Local 258 Assistant Business Manager and Safety Advisor, Colin Petersen, marked a significant gathering of local unions with utility jurisdiction from across Canada to share knowledge, experiences, and strategies to enhance workplace safety.

Highlights of the conference included several impactful presentations. Brother Rod Horne conducted a detailed review of the Chetwynd Contact Incident. Brother Jason Piilo followed with a compelling presentation on the Vancouver Vault Explosion. Brother Darryn Smith shared an impactful presentation on the Transmission Incident, and rounding out the presentations, Anthony Gamage from BC Hydro delivered an in-depth session on various topics discussed by the Safety Practice Committee.

The conference also featured a special guest, Brother Mark MacNichol, International Safety and Health Director for the IBEW, who traveled from the United States to participate. Brother MacNichol brought a different perspective to the discussions, sharing insights on safety trends and initiatives from across North America. His presence highlighted IBEW's shared commitment to worker safety across borders.

Sharing ideas, reviewing safety incidents, and examining their corrective actions are critical components of building a safer work environment in the utility industry. By analyzing past incidents, we can identify root causes and push our employers to implement preventative measures to avoid similar occurrences in the future. These discussions also foster a culture of transparency and continuous improvement, empowering unions to learn from each other's experiences. This collective approach not only enhances safety standards, but builds trust among industry stakeholders. ⚡

Want to submit your own content to the Hotline?
Email your letters, stories, photos and other media to:
communications@ibew258.bc.ca

Bargaining News

Employees of Coast Mountain Hydro Ratify New Four Year Agreement

Local 258 of the International Brotherhood of Electrical Workers (IBEW) is pleased to announce that the employees of Coast Mountain Hydro have voted to ratify a new four-year collective agreement, securing a significant 22% wage increase over the term. Alongside the wage gains, the agreement includes enhanced contributions to RRSPs, increased paramedical coverage, and improved sick time provisions. In total, 28 out of 30 (93.3%) employees voted on the tentative agreement. 21 voted in favour (75%) and 7 voted against (25%).

Coast Mountain Hydro Services, an independent power producer located on the traditional territory of the Tahltan Nation, operates three hydroelectric sites in Northern British Columbia: Forrest Kerr, which generates 195 megawatts (MW); McLymont Creek, with a capacity of 66 MW; and Volcano Creek, producing 16 MW. Together, these facilities play an important role in producing clean, renewable energy for British Columbia, with a combined capacity of 277 MW. Coast Mountain Hydro employs over 30 skilled professionals who work out of an onsite camp near Stewart, BC, and who are represented by Local 258 of the International Brotherhood of Electrical Workers. Coast Mountain Hydro is partly owned by and operates in partnership with the Tahltan First Nations.

In the fall of 2021, Local 258 IBEW successfully organized the workers at Coast Mountain Hydro, a significant achievement as it was one of the first independent power producers (IPP) in BC to unionize. Challenges arose due to the remote location of Coast Mountain Hydro, requiring initial online engagement and eventual face-to-face meetings to address concerns and build trust. Ultimately, Local 258's efforts resulted in a close but successful vote to unionize. When it came time to vote on the first contract in 2022, the support was nearly unanimous. This marked a milestone in unionizing British Columbia's private power sector.

"This renewed agreement reflects both the hard work of our members and the collaborative approach we've developed with Coast Mountain Hydro," said Cody Gatzke, Business Manager of Local 258. "We look forward to supporting the workforce at these sites as they continue to deliver clean, reliable power to communities within British Columbia." ⚡

Members at FB Bullet Ratify Three Year Contract

Local 258 IBEW is pleased to report that eighty-seven percent (87%) of our members employed by Forbes Bros Ltd (FB Bullet) turned out to vote on their collective agreement, of which seventy-one percent (71%) voted in favour. The highlights of the contract include a twelve percent (12%) wage increase over a three-year term along with increases to both vacation and RRSP contributions, the addition of Boxing Day as a statutory holiday, and increased overtime rates from time and a half to double time. Assistant Business Managers Ken Mitchell and Jag Aujla would like to thank Brother Jeremy White and Brother Travis Edgar for stepping up to serve on the bargaining committee. ⚡

Highland Valley Copper Mine Expansion

Local 258 is pleased to announce that it has signed a Project Labour Agreement (PLA) with Teck Resources for the expansion of the Highland Valley Copper Mine. The scope of this PLA is exclusive to the expansion project and will conclude when the project is completed.

The Highland Valley Copper Mine, located in south-central British Columbia, is one of Canada's largest copper operations. Teck Resources is undertaking an expansion known as the Highland Valley Copper 2040 Project, aimed at extending the life of the mine by an additional 16 years, well into 2040. This expansion includes increasing the copper and molybdenum output, modernizing infrastructure, and focusing on responsible and sustainable mining practices.

This PLA helps to ensure that our contractors will be given priority, which means they should score better in the procurement process. Additionally, it establishes a commitment to working closely with local businesses and Indigenous communities.

For more information about the Highland Valley Copper Mine expansion, visit the Teck Resources' project web page. ⚡

Master Line Negotiations On-going

With the Master Line Agreement set to expire in February 2025, Local 258 has established a bargaining committee to negotiate with the line contractors. The union and employers met multiple times throughout October and November, and additional negotiation dates are scheduled for January. To ensure our team is well-prepared, Local 258 arranged for International Representative Adam Van Steinburg and Education Specialist Jim Watson to provide collective bargaining training. The session was attended by our line contractor bargaining committee as well as members from BC Hydro and the Utility Arborists. Your bargaining committee consists of:

Cody Gatzke | IBEW 258

Cody is the Business Manager and Financial Secretary, as well as a lineman. First initiated with the IBEW in 2009, he has worked for Arctic Arrow, Rokstad, Maple Leaf, and BC Hydro Construction Services. Cody also serves as a director on the Joint Line Apprenticeship Training Association and is the Chair of the Health and Welfare Trust.

Ken Mitchell | IBEW 258

Initiated in 2009, Ken is a lineman who previously worked with BC Hydro. Now an Assistant Business Manager since 2021, Ken has contributed significantly to bargaining efforts for Master Line, BC Hydro, Forbes Bros, and Coast Mountain Hydro. He is also a trustee on the Health and Welfare Trust.

Jim Greenwell | IBEW 258

Initiated in 1975, Jim serves as the Senior Assistant Business Manager and Vice President of Local 258

IBEW. With extensive bargaining experience across multiple decades, employers and sectors, he also holds roles as trustee on the Health and Welfare Trust and Treasurer of the Joint Line Apprenticeship Training Association.

Pat Hagel | Arctic Arrow Powerline Group

Initiated in 2001, Pat is a lineman and cableman who has worked for BC Hydro, Allteck, and Arctic Arrow. A Shop Steward with prior bargaining experience, he also serves as a director on the Joint Line Apprenticeship Training Association.

David Bentley | Rokstad Power

Initiated in 2017, David is a lineman with Rokstad Power. Known for his active participation in Unit meetings, he is also a member of the NextGen Committee.

Jean-Guy Sinclair | Pacific Electrical Installations

Initiated in 2015, Jean-Guy is a lineman and Shop Steward with experience at RS Line Construction and Pacific Electrical Installations.

Paul Gaudreault | Central Island Powerline

Initiated in 2008, Paul is a lineman with experience at Allteck, Rokstad Power, and Central Island Powerline.

Nico Geelhoed | Allteck Limited Partnership

Initiated in 1988, Nico is a lineman and Shop Steward who has worked with BC Hydro, Allteck, Rokstad, and RS Line Construction.

As we continue the negotiation process, your bargaining committee is committed to securing a fair contract for all members working under the Master Line Agreement. ⚡

Eaton Industries and Hobart Food Equipment to Commence Bargaining in 2025

The current Collective Agreements for Eaton Industries and Hobart Food Equipment Group will be expiring at the end of March 2025. Bargaining for the new contracts will begin in the new year, and Local 258 staff will be reaching out to the employees of said companies for suggestions and feedback shortly. ⚡

2024 International Lineman's Rodeo

Bonner Springs, Kansas.

By Colin Petersen, *Assistant Business Manager & Safety Advisor*

The International Lineman's Rodeo & Exposition celebrated its 40th anniversary this year, from October 16-19, at the Overland Park Convention Center in Bonner Springs, Kansas. This prestigious event continues to attract the best linemen from around the world, showcasing their skills in traditional lineman tasks.

For 40 years, the Rodeo has been the premier event for the electrical utility industry. It brings together the best of the best to compete in events that highlight essential skills such as pole climbing, working from a pole, and working with hot sticks instead of gloves. These challenges not only help linemen sharpen their abilities but also emphasize the importance of safety and productivity in a fun and refreshing way.

Some highlights of the event include a safety conference, a trade show exposition with new products & services, interactions with leading manufacturers, and networking opportunities, and of course, the Best of the Best competition.

Competition

The significance of the Lineman's Rodeo is more than just a competition, it is a celebration of the skills, dedication, and camaraderie among linemen. The lineman teams faced challenges such as the Hurtman Rescue, Pole Climb, as well as two mystery events. Apprentice linemen competed in the Hurtman Rescue, Pole Climb, mystery events, and a written test.

Local 258's involvement

This year marked the first time that Local 258 sent its own team to the Kansas City Rodeo. The IBEW team, selected through a draw from a pool of nominees from our Master Line contractors, consisted of Ross Henault, Ryan Pruden, and Derek Younger, who are linemen from Allteck.

BC Hydro also sent a team and an apprentice, made up of Brad Goss, Jackson Smith, Colby Braaten, and apprentice Harmin Malhi.

Other IBEW members who attended include Brothers Cory Higgins and Rod Russell, and Brother Shane Holmgren, who judged competition events.

Impressive Performances

Both lineman teams and the apprentice competed hard and achieved excellent results, demonstrating that our linemen can compete with the best in the world.

The IBEW team from Allteck placed 54th overall out of 300 teams with a total time of 35 minutes and 21 seconds, scoring 396 points, just shy of the overall winners from Ameren Illinois, who scored 400 points.

The BC Hydro team placed 144th out of the 300 entered teams with a time of 40min 59seconds, scoring a total of 388 points out of 400.

In the apprentice competition, Brother Harmin Malhi also competed fiercely and placed 291st out of 400 other apprentice competitors.

Looking Ahead

The International Lineman's Rodeo & Exposition continues to be paramount for the electrical utility industry, fostering skill development, safety, and a sense of pride and community among linemen worldwide. We can't wait for next year's competition, and the chance to once again experience and be a part of the incredible talent and dedication of linemen from around the world.

The success of this year's event set a high bar for future competitions. The enthusiasm, professionalism, and competitive spirit displayed by the participants highlight the commitment to excellence within Local 258 IBEW.

As we look forward to next year's international rodeo, there is a sense of anticipation and excitement about the opportunities to get back and compete.

Like the great Ricky Bobby once said, if you ain't first, you're last! ⚡



Brothers Derek Younger, Ryan Pruden, and Ross Henault wearing their Local 258 team shirts.



BC Hydro Manager Tyler Thompson and Brothers Bradley Goss, Jackson Smith, and Colby Braaten wearing their BC Hydro team shirts.



The IBEW team participating in one of the many competitions.



The BC Hydro team participating in one of the many competitions.



Brothers Colby Braaten, Bradley Goss, Jackson Smith, Ross Henault, Derek Younger, and Ryan Pruden.



Brother Harmin Malhi, the Apprentice sponsored by BC Hydro to compete in the rodeo competitions.

HOLD THE PULL | Electrical Industry Safety Bulletin

Lessons from the Chetwynd Electrical Contact Incident

By Colin Petersen, Assistant Business Manager & Safety Advisor, Local 258 IBEW

Incident Overview

The Chetwynd substation, equipped with two 138kV to 25kV transformers (T1 and T2), experienced a significant electrical incident. Both transformers were energized and sharing load when T2 was scheduled for a week-long preventative maintenance, including a Doble test. During a brief site orientation, the Sub-Foreperson Electrician (S/F EL) noticed the ladder cover on T2 was unlocked and discussed it with a second worker. The S/F EL then climbed the ladder on T2, and a blast and flash occurred as they contacted the A phase on the 25kV side of T2, initiating a phase-to-ground fault, measured at 3600A for 30 milliseconds. This fault transitioned into a phase-to-phase fault, measured at 6000A, lasting another 65 milliseconds until protection operated. The injured worker was immediately taken to Chetwynd hospital and then airlifted to Prince George.

Investigation Process

A team of subject matter experts, including Safety Advocates, Workers, Managers, and OH&S professionals, conducted the investigation using cause mapping and the "5 Whys" method to determine systemic and contributing causes. Normally, a "Just Culture" approach is used, which categorizes actions into inadvertent actions, at-risk behaviour, and reckless behaviour.

Root Causes of the Incident

- **Cognitive Overload:**
The S/F EL experienced cognitive overload that led to a lapse in focus.
- **Resource Constraints:**
The Peace West Stations crew had limited resources and lacked qualified electrical workers, resulting in overworked members.
- **Safety Rule Violations:**
The first four life-saving rules were not followed.
- **Inexperience:**
It was the second electrician's first day in a substation environment, and they were unfamiliar with the substation and its hazards.

Corrective Actions and Recommendations

1. Maintenance Standards: Issue a standard to inventory all reactive equipment with ladders and their locking capabilities.
2. Increase Crew Complement: Expand the crew size in Peace West Stations.
3. Management Oversight: Implement changes to ensure consistent oversight by the management team.
4. Behavioural Safety Measures: Consider enhanced behavioural safety measures.

Positive Outcomes

1. Quick Response: The second worker on site quickly sought assistance from the district office next door.
2. Immediate Action: Two PLTs at the office helped de-energize the station quickly.
3. Safety Gear: The injured worker's FR shirt, tucked in that morning, helped minimize burn injuries.

Conclusion

We are incredibly fortunate that this incident did not result in a more serious outcome for the worker. This incident underscores the importance of adhering to safety protocols, ensuring adequate staffing and training, and maintaining a culture of safety and vigilance. ⚡

Think Before You Record

By Cody Gatzke, *Business Manager and Financial Secretary*

I write to address an issue that has become increasingly prevalent over the last number of years – covert and secret audio/video recording of others without consent. Society has advanced to the point where almost all of us are capable of recording audio and video at any given time. Technological advancements have resulted in mass-produced recording devices that are relatively inexpensive and hard to notice even though they are often right in front of our noses – hidden in plain sight.

A common fallacy amongst our members is that recording a conversation or interaction without the other party's knowledge or consent is legal and therefore acceptable. Section 184 of the Criminal Code prohibits intercepting private communications unless at least one person involved in the conversation consents. This means it is illegal to secretly record any conversation between others without their knowledge and consent. Canada operates on the "one-party consent" principle, which permits individuals to record conversations they are involved in, even without informing the other participants. So, while recording your employer or colleagues without their knowledge is legal in Canada as long as you're part of the conversation, that doesn't mean it's always the right decision.

My staff and I have dealt with numerous members who were surprised to learn that they can be disciplined for such recordings. Just because something is legal doesn't mean it's ethical, and just because you *can* doesn't mean that you *should*. Trust is the key principle of any employment relationship. The act of recording conversations with management or colleagues without their knowledge can severely damage trust, leading employers to view it as dishonest or disruptive to workplace dynamics. Employers almost always argue that secretly recording conversations undermines the expectation of open, respectful communication that is essential to a healthy work environment. Consequently, despite the legal right to record, employees who do so may face disciplinary action up to and including termination.

Arbitrators and courts in Canada have generally supported employers in cases where employees were disciplined for secretly recording conversations. This is

based on the view that such recordings breach the implied duty of trust between employer and employee. For instance, in *Shalagin v. Mercer Celgar Limited Partnership*, 2023 BCCA 373 ("Shalagin"), the British Columbia Court of Appeal affirmed that Mr. Shalagin's covert recordings of meetings with colleagues constituted just cause for dismissal, as they undermined the essential trust in the employer-employee relationship. Shalagin asserted that he recorded the conversations out of fear of discrimination; however, the court found no legitimate basis for this claim.

Members often feel justified in secretly recording conversations for a myriad of reasons but despite their feelings, there is no acceptable justification. Recording without consent is simply unacceptable and undermines trust. For example, an apprentice might leave a recording device in a room to capture feedback during an apprenticeship review. In other cases, a member may record a manager during a discussion about their performance, hoping to establish discrimination and discredit the employer's right to manage. While these situations may feel personal or high stakes, secretly recording them is inappropriate and violates trust. Covert recordings disrupt the principles of transparency, respect, and confidentiality we rely on and are strictly discouraged, no matter the circumstances.

Local 258 does not condone members recording management, other members, union officials, or union functions—such as unit meetings—without consent. Privacy, confidentiality, and respect are core values of our Union. Union staff and officers also uphold this standard, ensuring that no conversations are recorded without mutual consent. Members who violate this trust by secretly recording others may be formally charged as a union member, and a trial board could be convened by the Union to review the matter.

Recording may feel like self-protection, but the potential harm to employment and union relationships should not be underestimated. Any union member facing a difficult situation with management or colleagues should consult with a union representative, who can provide guidance on the best course of action. ⚡

Uniting for a Stronger Future:



The IBEW Canadian Membership Development Conference.

The IBEW Canadian Membership Development Conference, hosted by IBEW Local 213 and Local 258, saw members and leaders from Local Unions across the country come together to strengthen the Brotherhood and build on the momentum for organizing in Canada. Held in beautiful Kelowna this past June, the conference was a celebration of solidarity, a platform for collaboration, and a strategic gathering to expand IBEW's reach and influence in the electrical industry.



Organizing Blitz Sets the Stage

Setting the tone for the conference, a pre-conference organizing blitz took place to raise awareness and demonstrate IBEW's presence in the region. Select participants from various locals rolled up their sleeves, hitting the streets and visiting job sites to connect with electrical workers and the broader community. By engaging with prospective members and putting the word out that "IBEW is in town," they showcased the Union's ongoing commitment to expanding its membership and providing a stronger voice for workers in Canada.

Bringing Industry Together

One of the conference highlights was an industry night networking reception, where both signatory and non-signatory employers were invited to attend. The event was an opportunity for local unions and contractors to meet face-to-face, exchange ideas, and discuss ways to strengthen relationships across the industry.

Special thanks go out to Local 258 contractor Allteck LP and the Powerline Podcast, who generously sponsored the evening and helped make the networking event a resounding success. Representatives from the Universal Group and Lanesafe Traffic/Gunson Power also attended, showing their support and interest in building stronger partnerships with the IBEW.

Support and Appreciation

The success of the conference was made possible through the support and participation of many dedicated individuals and sponsors. A shout out to Lineman Coffee Co. for keeping attendees fueled throughout the day by sponsoring the coffee break—your support helped keep the energy up during crucial discussions and planning sessions.

A Commitment to Growth

As the conference wrapped up, it was clear that the energy and enthusiasm for growth within the IBEW family remained strong. Leaders, organizers, and members left Kelowna with renewed commitment, energized by the solidarity and shared vision for the future of IBEW in Canada. The work of growing and strengthening the union is never done, and events like this are a reminder of what can be achieved when we come together as one. ⚡

Seasons Greetings from Connect Wealth!

Connect Wealth wants to wish you, the valued members of IBEW Local 258, a joyous holiday season filled with warmth, laughter, and cherished moments with loved ones.

As the holiday season approaches, it's a time to reflect on the year gone by and look forward to the year ahead. Here are some key considerations to help you achieve your financial goals and enjoy a prosperous future.

The Gift of Tax Savings: RRSP Top-Up

Is topping up your RRSP this year the right move? Consider your current income, tax bracket, and short-term and long-term financial goals. Remember, contributions to your RRSP reduce your taxable income for the year, potentially leading to a tax refund. You can find a detailed breakdown of RRSP strategies on our blog for [Retirement Planning](#).

Planning for a Joyful Retirement: Calculate Income Needs

Planning your retirement income needs is crucial for a stress-free future. It allows you to plan for what you want to accomplish in 2025. Estimating your future expenses allows you to

adjust your savings plan accordingly. Utilize our on-line retirement calculators and retirement simulators or schedule a personalized meeting with one of our advisors to determine your ideal retirement income.

Maximize Tax Efficiency: Strategies for 2025

As the New Year dawns, consider tax-efficient investment options like Tax-Free Savings Accounts (TFSA). Contributions to TFSAs grow tax-free and withdrawals are not taxed, making them ideal for short-term savings goals or supplementing your retirement income. The TFSA top-up room for 2025 is \$7,000. With a lifetime maximum of \$95,000. Ensure you choose your spouse as your successor holder. Explore our [blog](#) for more tax-saving tips.

Connect with Us!

Connect Wealth is here to guide you on your financial journey. As your trusted union member Financial Advisors, we at Connect Wealth manage the IBEW Local 258 Group Savings Plan with Manulife. Whether you have questions about the plan or your personal financial goals, our team is here to serve the members of Local 258. ⚡



Your Trusted Financial Partner

Schedule a meeting with us today!

info@connectwealth.com

www.connectwealth.com

Mike Erickson
Financial Advisor

Vince Olfert
Founder/Financial
Advisor



GENERATE 2024

Clean Energy BC's Annual Clean Energy Conference

This past May, Local 258 was honoured to sponsor, attend, and operate a booth at Clean Energy British Columbia's (CEBC) 20th annual GENERATE conference.

Over the 2 days, attendees were immersed in a welcoming culture of innovation and positive change as they took part in panels, interactive workshops, a trade show, and networking opportunities with faces at the forefront of the clean energy movement.

The conference is a highlight for many in the industry as it provides an opportunity to learn, share, and connect with others in the field. Those in attendance included students, stakeholders, leaders, policymakers and many more from all walks of life, eager to engage in the conversation surrounding the clean energy industry.



Business Manager Cody Gatzke speaking on a panel about the future of labour.

Local 258's very own Business Manager, Cody Gatzke, was one of many speakers at the event, among other notable leaders such as Kwatuuma Cole Sayers, Director, CEBC, Chris O'Riley, President and CEO, BC Hydro, the Honourable Josie Osborne, Minister of Energy, Mines, and Low Carbon Innovation, the Honourable Nathan Cullen, Minister of Water, Land, and Resource Stewardship, and many, many, more.

Cody was invited to introduce the participants in the Clean Electricity Fireside Chat with Minister Josie Osborne and was also a speaker in a session titled "Jobs and Skilled Labour for the Clean, New Economy."

Local 258 operated a booth at the trade show, staffed by Brother Kevin Duchak, Local 258 President, Brothers Ken Mitchell, Ben Berkelaar and Jag Aujla, Assistant Business Managers, and Sister Emily Organ, Press Secretary. Representatives kept busy attending panels and workshops, and engaging in conversation with those interested in what Local 258 can offer to workers in the clean energy field. ⚡



Business cards and stickers set up at Local 258's booth.



Left to right: Brothers Jag Aujla, Kevin Duchak, Cody Gatzke and Sister Emily Organ



BC Hydro Fills Site C Reservoir

On November 7, 2024, BC Hydro announced the completion of reservoir filling for the Site C project, marking a major step in the development and eventual operation of the new hydroelectric dam on the Peace River. Over the span of 11 weeks, water levels at the Site C dam site rose by approximately 43 meters, ensuring adequate levels to support future power generation.

While filling has concluded, BC Hydro urges the public to avoid the reservoir area for at least the next year due to potential hazards. The surrounding land is still stabilizing, and floating vegetation debris and ice could pose risks. Since the filling began, BC Hydro has conducted over a thousand safety inspections and collected over a million instrumentation readings, ensuring the dam's structures, including the earthfill dam, powerhouse, and spillways, are functioning as intended.

Monitoring has been extensive, with daily checks on slope stability instrumentation and weekly visual inspections to assess any changes in shoreline or slope, which have thus far remained within expected parameters. Engineers will continue monitoring shoreline stability for the entirety of Site C's operational life.

The first generating unit at Site C is now operational, and testing on the second unit is underway. BC Hydro expects all six generating units to be fully commissioned and operational by fall 2025, marking a significant addition to the province's renewable energy portfolio. ⚡



The Site C Dam site, as of November 6th, 2024.

Hudson's Hope Faces Tough Choice Amid Water Woes

Residents of Hudson's Hope, BC, have made the decision to borrow money to fund a permanent water treatment plant, to address ongoing water quality issues that town leaders attribute to BC Hydro's Site C project. The vote passed 134 to 107, approving a \$4.7 million loan that will impact property taxes for over a decade. "This is a big deal — borrowing money," says Hudson's Hope Mayor and Local 258 member Travous Quibell. "There are a lot of very important timelines that have to be held to, to make this happen."

BC Hydro has faced scrutiny from locals for its handling of the community's water infrastructure needs. Construction on Site C, located 85km downriver, began in 2015, and the town's once-dependable river water source was compromised due to changes in water quality. In response, BC Hydro funded a \$5 million well-based treatment system, but it soon failed, forcing Hudson's Hope to return to river water. The district has been relying on a temporary treatment system costing \$32,000 a month ever since.

Two days before the vote, BC Hydro presented a last-minute offer to fund a surface water treatment plant and cover the costs of the temporary system until the plant is complete. The proposal also included transferring ownership of the raw water intake infrastructure to Hudson's Hope. However, the timing of the offer has left the town in a difficult position; residents who voted early did not have access to the updated proposal details, leading to a "muddy" outcome, according to District Councillor Tashana Winnicky.

Some residents are skeptical, citing years of frustration with BC Hydro's delayed responses and underfunded solutions, despite the impact Site C has had on the community.

Should the offer materialize into a binding agreement, the town may not proceed with the borrowing plan. However, Winnicky stressed that Hudson's Hope will continue to pursue the loan process until BC Hydro's commitment is made official. For now, residents are uncertain about whether the proposal will ease the financial burden of the water system overhaul or if the community will bear the costs of the new infrastructure independently. ⚡

2024 Nanaimo Line Campout

By Brother Brian Gueldenstern

Many thanks to Brother Brian Gueldenstern, Shop Steward, for filling us in on the 14th Annual Nanaimo Line Campout - the springtime weekend gathering of co-workers and their families at a local lake, organized by Local 258 members from BC Hydro's Nanaimo line room.

The 13th Annual Nanaimo Line Campout and Fishing Derby was held this past June 9 – 11 at Windy Point Campground on the shore of 1st Nanaimo Lake. This year, there were cooler temperatures and clouds so the campfires were going all day and night, with lots of marshmallows and smokies cooked for everyone. The rains threatened but held off, and the event was enjoyed by lots of families. Brother Dave Lussier brought out his potato cannon and put on a spud-launching exhibition into space, which had the crowd cheering. The Saturday night Potluck dinner was an awesome meal with fantastic family food prepared by volunteers. Brother Jason Slotte BBQ'd salmon for everyone, and Brothers Kurtis Young and Dylan Zienowicz served BBQ burgers to the crowd.

The Fishing Derby, hosted by Brother Jason Slotte, landed on Father's Day weekend (when conveniently, no fishing licences are required) which brought out a bunch of families to test their angling skills. With the cooler water temperatures this year, the fishing was *hot*. We had lots of new anglers and some returning contenders, all competing to be the Derby winner. Brother Pete Mottishaw and I put in lots of hours fishing this year, and it paid off when I caught a beautiful Cutthroat Trout, thanks to Brother Mottishaw's netting skills. The family of Brother TJ Fisher also put in some hours, with both of their boys, Eli and Miles, winning in their age groups. Eli and Miles have both previously won in the Crazy Kids division. This year, winners of the Derby were awarded 15 rod and reel combos.

Thank you to Local IBEW 258 for the continued support that makes this family event so successful. It's great that we can get together with co-workers and our families to unwind, share some laughs and watch the kids run wild. Thank you also to Dig Right for the swag, and the Harbour Chandler for the fishing expertise. ⚡



Campout group photo.

2024 Fishing Derby Winners

Youngest to Catch a Fish

Henry Slotte

Crazy Kids

1st Place: Miles Fisher
2nd Place: Nash Daskotch
3rd Place: Nora Daskotch
4th Place: Lucy Gauthier

Troublesome Teens

1st Place: Eli Fisher
2nd Place: Ruby Kim
3rd Place: Caleb Mottishaw
4th Place: Leah Schultz

Awesome Adults

1st Place: Brother Pete Mottishaw
2nd Place: Brother Mike Schultz

Biggest Fish

Brother Brian Gueldenstern



Brother Brian Gueldenstern holding a trophy carved by Brother Tim Somerville.



Winners of the 2024 Fishing Derby.



Eli and Miles Fisher, 1st place winners of the Teens and Kids categories respectively.



Brother Dean Dorskotch and his granddaughter, Nora Dorskotch.



Henry Slotte with the specimen that earned him the title of "Youngest to Catch a Fish."



Brothers Kurtis Young and Dylan Zienowicz as they BBQ burgers for the group.



A boat sporting a flag with the IBEW International logo.



Ruby Kim and Leah Schultz with Brothers Mike Schultz and Scott Toop

Labour News

New First Aid Requirements in Effect

Amendments made by WorkSafeBC to its Occupational Health and Safety (OH&S) regulations went into effect on November 1st, 2024. These amendments ensure that the regulations are aligned with Canadian Standards Association (CSA) guidelines. The new requirements fall into three categories; determining first aid requirements, classifying workplaces, and guidance on "less-accessible" workplaces.

Determining First Aid Requirements

This regulation specifies that an employer's role in workplace OH&S can be defined by two parts: a duty to provide the minimum supplies, facilities, and first aid attendants, and a duty to conduct a written risk assessment of the workplace, in consultation with workers to determine any additional needs above the minimum requirements.

Classifying Workplaces

There are now four characteristics to be considered when classifying workplaces for the purposes of determining first aid requirements. These are the number of workers, the hazard rating assigned to the industry, whether the workplace is considered a remote location, and whether a workplace is considered less accessible, i.e. cannot be easily accessed by an ambulance, or where hazards may impede the administration of first aid.

Guidance on Less-Accessible Workplaces

"Less-accessible" can be defined as any workplace that cannot be reached by an ambulance by land, or where there are hazardous areas not accessible by ambulance personnel, such as confined spaces or areas at risk of avalanche. Employers must have rescue plans in place for workers in such areas. ⚡

Leadership Changes at the BCLRB

After six years of service, Associate Chair Brett Matthews has left the BC Labour Relations Board to pursue a career as a labour arbitrator. His contributions during his time at the Board have been invaluable.

Jonathan Hanvelt has been appointed as a Vice Chair for a four-year term. Jonathan brings extensive experience from his work at Bannister Law, a boutique firm specializing in union-side labour law. During his career, he has represented unions across the private sector, including Local 258.

Najeeb Hassan stepped into the role of Associate Chair, and Stephanie Drake took over as the Board's Registrar. Najeeb, who has served as the Registrar since December 2019, has been a key asset to the Board. His term as Associate Chair expired in December, and he is not seeking reappointment.

Stephanie Drake, a Vice Chair since 2018, brings practical, hands-on experience to her new role as Registrar. Her proven ability to manage cases and make pragmatic decisions will be critical as she transitions

into this position. To ensure a smooth handover, Najeeb agreed to support Stephanie in her new role for the remainder of his term.

We are excited to see each of these talented individuals thrive in their new roles and thank them for their continued service to the labour community. ⚡

SaskPower Fined \$840,000 for Deaths of 2 Linemen

On October 18, 2024, Crown Corporation SaskPower was fined \$840,000 in relation to the deaths of two of its linemen, Scott Bill and Cole Crooks.

Four years earlier, in October 2020, the two linemen with nearly two decades of experience each were both killed after falling from a bucket they were working in. Subsequent investigation found that the truck had a known tilting issue, and that neither worker had anchored their safety belt to the ring in the bucket, serving the specific purpose of fall protection. Other workers on site that day testified that it was common for any one of them to forget to clip in, but stated they were never reprimanded for not doing so.

The court determined that SaskPower had not done its due diligence in ensuring that both workers had the necessary skills to identify the risks associated with using the bucket while it had such an issue. SaskPower was found guilty of three out of four alleged safety violations and has since been given one of the highest safety-related fines in Canadian history. ⚡

Member Spotlight: The Patch Brewery

Highlighting our members' achievements.

"We knew Maple Ridge had a really strong feeling for family and community, with mom and dad's pumpkin patch customers, and we were like 'Let's bring the same thing to a family brewery!' So we built this happy, farm-feel brewery."

In the heart of Maple Ridge, British Columbia, The Patch Brewery is quickly making its mark as a community-centric brewery. Founded in 2024 by brothers Doug and Jeff Laity—both members of Local 258 IBEW and owners of Power Up Line Contractors—Doug and Jeff Laity established The Patch with a vision to bring people together over quality craft beer and farm-to-table pizza. From casual gatherings to community events, the Laity brothers have created a unique space where craft beer enthusiasts and families alike can feel at home.

The Patch Brewing Company is already gaining recognition for its selection of locally inspired craft beers. With a lineup of brews ranging from classic lagers to hoppy IPAs, The Patch has something for every palate. Local favorites include the "Country Bumpkin Brown Pumpkin Ale," a nod to the Laity's Pumpkin Patch, and the "Laity Lager," a smooth, balanced beer that bears the family name.

Breaking the mold of traditional breweries, The Patch embraces its role as a family-friendly destination. The outdoor area offers picnic tables, games, and spaces for kids to play, making it a popular spot for families. Community members of all ages are welcome to enjoy the inviting atmosphere, whether they're visiting for a quick pint or spending the afternoon, with a capacity of 400 customers, there's plenty of room for everyone.

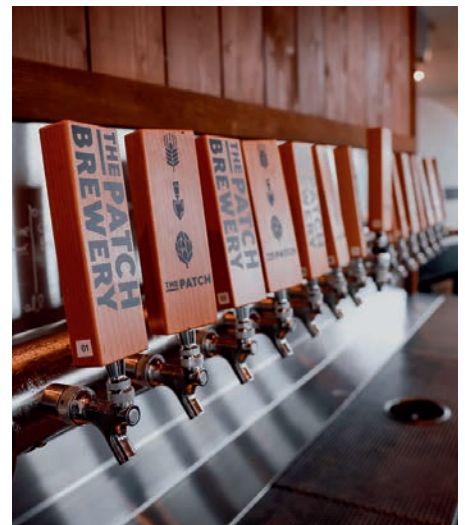
Although The Patch Brewing Company is a new addition to Maple Ridge, it has already become a beloved local institution. The Laity brothers have created more than a brewery—they've built a place that brings people together, embodies union values, and strengthens community bonds. Whether you're a Local 258 member, a Maple Ridge resident, or a visitor exploring the area, a visit to The Patch Brewing Company offers an experience that celebrates quality and community. It's more than just a brewery; it's a place where the values of solidarity, craftsmanship, and community spirit come together over a pint. ⚡

Support the Patch Brewery!

The Patch Brewery was created to be a family-friendly space where all are welcome - even if you don't like beer!

With 9 different original beers, there's something for everyone at the Patch. Even if you're not a beer fan, you can still enjoy one of many hot and cold coffee options, or other non-alcoholic options like iced tea or lemonade.

The Patch serves a variety of wood-fired pizzas, from classics like Pepperoni or Margherita to one-of-a-kind flavours like Pumpkin Pesto. Other menu items include an array of salads and snacks, such as the soft pretzel with beer cheese.





Brother Lloyd Clark, Unit 4 Chair (right), receiving his retirement watch from Brother Rob Munro, Assistant Business Manager (left) in Langley at the October Executive Board Meeting.



Brother Dave McMinn (left) receiving his 50-year service pin from Brother Mike McMinn, Unit 5 Chair (right).



Brother Dave Poisson (right) receiving his retirement watch from Brother Ben Berkelaar, Assistant Business Manager (left).



New hires starting the Pre-Apprentice program at BC Hydro.



A group of new hires for BC Hydro's Power Cable Technician Apprenticeship program.



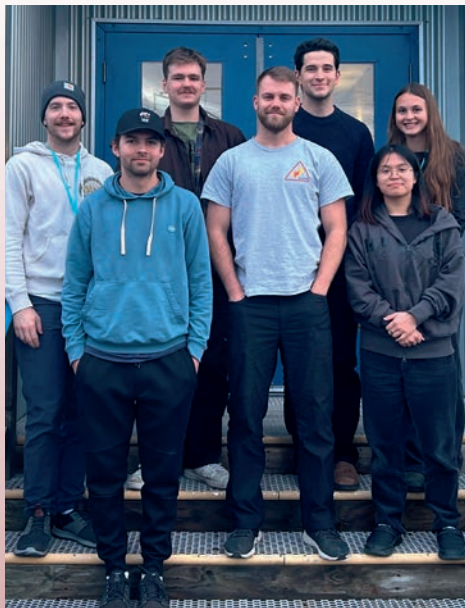
Brother Ken Mitchell, ABM (left), swearing in Brothers Kevin McLeland, Bryan Fokkens, Derek Henderson, and Sister Veronica Norris at a Unit 6 meeting in Chilliwack.



Brothers Devon D'Andrea (left) and Jay Arbuckle (middle) being sworn in by Brother Mike McMinn, Unit 5 Chair (right).



Brother Tyler Jamison from Allteck, sworn in by Sister Lianne Bunting, Unit 2 Chair.



New BC Hydro Mechanic Apprentices, back row: Mitchell Sviatko, Arlo Brown, Owen Benson, Grace Beetlestone. Front row: Jayke Coueffin, Cole Krider, Vivian Pham.



Brother Trevor Ehlbeck, PLT Apprentice (right), receiving his green hat from Brother Anthony Harvey (left).



New BC Hydro Electrician Apprentices, back row: Quinn Rice, Michael Allishaw, Louis St-Onge, Porter Huang. Front row: Shaila Thomas, Jessie Wong.



PLT Apprentice Austin Boyd with his crew, receiving his PLT Journeyman ticket in Nanaimo.



Jacqueline Burry, General Manager at the Universal Group (left), Sister Dayna Gill, ABM (middle), and Christine Ryan, Manager of Operations at FoodBanksBC (right) pose with a cheque for the money raised at the Local 258 Women's Committee's Annual Bottle Drive.



Brother Rob Munro (left) and Sister Marina Luporini at former Minister of Labour Harry Bains' retirement dinner.



Brother Ken Mitchell, ABM, speaking at a BC Hydro media announcement in Chilliwack. BC Premier David Eby stands behind him.



A Local 258 Power Line Technician performing barehand work in Vernon, BC.



An aerial view of the participants in Local 258's 29th Annual Charity Golf Tournament on September 13th, at the Fort Langley Golf Course.



A great turnout for Local 258's 29th Annual Charity Golf Tournament on September 13th, at the Fort Langley Golf Course.

In Memoriam

In memory of brothers and sisters of Local 258 of the International Brotherhood of Electrical Workers.

Gordon Fadden

*Retired IO Pensioner
Passed away in August 2021*

Christian Poirot

*Retired BC Hydro + IO Pensioner
Passed away in July 2024*

David Machida

*Retired BC Hydro Pensioner
Passed away in September 2024*

Jay Sorenson

*Retired BC Hydro Pensioner
Passed away in March 2024*

John Bodenham

*Retired BC Hydro Pensioner
Passed away in August 2024*

William Perry

*Retired BC Hydro Pensioner
Passed away in September 2024*

Gary Neubauer

*Retired BC Hydro Pensioner
Passed away in April 2024*

Gene Clowater

*Retired BC Hydro Pensioner
Passed away in August 2024*

Garth Radmacker

*Current BC Hydro Member
Passed away in September 2024*

Ingvar Creed

*Retired BC Hydro Pensioner
Passed away in June 2024*

Bruce Derrien

*Retired BC Hydro Pensioner
Passed away in August 2024*

Gary Collett

*Retired BC Hydro Pensioner
Passed away in October 2024*

Robert Hutchinson

*Retired BC Hydro Pensioner
Passed away in June 2024*

Carey Hill

*Retired BC Hydro Pensioner
Passed away in August 2024*

Edgar Henderson

*Retired BC Hydro Pensioner
Passed away in October 2024*

Mike Bubenko

*Retired BC Hydro Pensioner
Passed away in July 2024*

Dale Somerville

*Current Traffic Pro Services Member
Passed away in August 2024*

Arthur James

*Retired BC Hydro Pensioner
Passed away in October 2024*

Rioh Hove

*Retired BC Hydro + IO Pensioner
Passed away in July 2024*

Steve Bedford

*Retired BC Hydro Pensioner
Passed away in September 2024*

Kenneth McEwen

*Retired Local 258 Representative
Passed away in October 2024*

Travis Leptich

*Retired Lanesafe Member
Passed away in July 2024*

Armin Egon Gamp

*Retired BC Hydro Pensioner
Passed away in September 2024*

Jayson Wesner

*Current Arctic Arrow Member
Passed away in October 2024*

Ruminations of a Retiree

In memory of Brother Ken McEwen, 1940-2024.

It is with great sadness that the Local Union reports the passing of Ken McEwen, whom many will remember fondly. Ken began his career at BC Hydro as a Third Class Steam Engineer at Burrard Thermal Generating Station, where he spent a number of years, many as a Shop Steward. Ken was asked by Business Manager Bob Peel to join the union staff as an Assistant Business Manager for Unit 4 on Vancouver Island during one of the most tumultuous times in Local 258's history. He quickly moved to a central role in the office, as the ABM in charge of the many grievances that stemmed from the first layoffs of Regular employees in BC Hydro history, as well as the 10-week strike in 1983 and '84. Many of those mid-80s arbitrations have become the standard for how we conduct business today. Ken became the Senior ABM under Business Manager Gerry Bramhill, where he helped guide the Local Union until his retirement in 1997. Ken was a true mentor to all who joined the union office. During his retirement, Ken split his time between New Westminster, British Columbia and Indio, California. He remained involved with the Union as our Election Judge and Historian. His monthly visits to the office for coffee were always a joy. Ken also had a long-running segment in the Hotline magazine, entitled "Ruminations of a Retiree." In his honour, we are republishing one of Ken's ruminations from March 2014. "The more things change, the more they stay the same," as you will see in this article. Local 258 wishes to send our condolences to Ken's wife, Catherine, as well as his friends and family, and we wish to thank them sincerely for sharing him with us.

Good morning to you all. While it may not be morning when you read this, it is morning as I am writing. It was my intention to wait for a rainy day to spend time at the keyboard but, according to weather forecasts, that is not going to happen anytime soon.

I have known about the weather forecast for some time now and I intended to make a start on this column yesterday. I believe I have mentioned before that I subscribe to the "Never do today what you can put off until tomorrow" code of conduct. Invariably, tomorrow happens at some point in time and yesterday's tomorrow required that I wash the camper. That job had already been deferred to several previous tomorrows and so took precedence over this task. If I ever purchase another vehicle it will be one that I can reach the roof of with both feet firmly on the ground and not have to swing precariously from the top of an 8 foot step ladder. But I digress. Actually, I digress a lot but I am entitled to because of age and seniority. Let's see, where was I? Oh yeah, we were talking about tomorrows. So, as it happens, today is the tomorrow that I deferred the writing of this column to. I always try to accomplish one productive task per day. I am quite dutiful about limiting the production to one per day. To

do any more would just raise expectations with Catherine Dear and put the aforementioned code in jeopardy. Now I grant that this writing may not be deemed by all as productive but I will still feel righteous upon its completion and will record it as my productive task for the day.

Yesterday, while perched on the top of the 8 foot step ladder, washing the camper, I felt a twinge or two of guilt. See, Jerry Brown, the governor of California, has been on the TV exhorting Californians to reduce water usage by 20% to alleviate the effects of the drought. Apparently it is the worst drought that current Californians can remember. To assuage somewhat my feelings of guilt, and to make up for the water used in camper washing, I resolved to forgo showering and shaving for several days and to flush the toilet less often. Anyway, while balancing on the ladder and being miserly with the water, I got to ruminating about water usage in this particular area.

The Coachella Valley is a desert. Deserts by definition have a dearth of water. People flock to the desert for the sunshine. The first thing developers do when developing in the desert is construct lakes. There is a housing development near to us where the developer dug a

great hole in the desert and filled it with water so that residents could water ski. Another development started by digging an even larger hole, filling it with water and selling waterfront lots complete with little boats to float around in. There is a local major hotel that conducts tours of its facility by little boats on a man-made lake. A shopping mall in the Valley, "The River" by name, has constructed a (you probably guessed it) river so that shoppers can enjoy their lattes and other coffee drinks in proximity to a rippling body of water. Almost every development in the Valley (ours included) has water features of some kind. So, what is it with the human psyche? We come to a desert environment and the first thing we do is terra-form it so that it isn't a desert anymore. At some future time we can discuss the water usage of the more than 100 golf courses in the area. It is evident that further rumination is required.

Another subject of recent rumination has to do with the service industry and tipping. We went out for dinner a few evenings ago with another couple from our community. After a pleasant meal in nice surroundings and good service I got to ruminating about the custom of tipping servers. At this time I would like to state that I am not a cheapskate and generally leave a gratuity calculated at the traditional rate. If you ask anyone in the service industry, the conventional rate of gratuity is 20% of the total bill. I seem to remember a ways back when tips were considered to be 10% of the bill but I guess inflation has taken hold. I also remember when gasoline was 35 cents a gallon. But I digress again. Now back to the dinner table. If there are four people at the table and one person has the \$9.95 fish and chips dinner with water to drink while another has the \$27.50 filet mignon with a glass of wine and coffee afterwards the filet mignon eater will pay a disproportionate amount of gratuity, calculated at 20%, compared to the fish and chips eater for exactly the same service. So, given that, the tip seems not to be based on service but instead based on the price of the meal. Perhaps a flat rate gratuity for a seat at the table would be a more fair method of assessing reward to the server. It's kind of like the discussion of collective bargaining for wage rates. Which method is better, an across-the-board increase where everybody receives the same amount or a percentage increase where those at higher wage rates receive more than those at lower wage rates? Maybe we'll leave that discussion for an-

other day and get back to tipping. I personally think that the custom of tipping has been distorted from acknowledging good service to providing a subsidy that allows payment of sub-standard wage rates. One also has to be careful and read the bill when presented. I was at one restaurant where, in small print at the bottom of the bill, it announced that an 18% gratuity had already been included. And how about some of those coffee places where there is a goldfish bowl on the counter with a sign that reads "Tip Jar"? What's that all about? How much do you need to tip a guy for handing you a paper cup of coffee across a counter?

Oops, look at that. I am right out of space. We can talk more about tipping later. I also wanted to talk about stray dogs, oil pipelines, tankers and job creation. Perhaps we can do that next time.

Please continue to work and play safely because retirement is a goal worth achieving. ⚡



The handwritten caption on the back of this photo reads "Gerry [Bramhill] (left) and Ken [McEwen] (right) discussing new computer system."

Welcome to our New Members!

Kevin Aartsen	Brian Byer	Roan Evans-Ehricht	David Hayman
Kasper Adileh	Ming Hao Cai	Michael Falk	Colby Henderson
Luc Allain	John Calbick	Mohamed Faraj	Sheldon Henderson
Cory Anderson	James Carmichael	Kenneth Farrington	Mack Hinzmann-Skorepa
Michael Anku	Tyler Cartier	Nathan Faryna	Roland Hofstetter
Ankush Ankush	Jordan Chaboyer	Tyler Fast	Justin Holgate
Jack Anthony	Tyson Chamberlain	Daniel Feagan	Jon Holmes
Jay Arbuckle	Daniel Chapman	Gabrielle Field	Michael Holzer
Thomas Armenta	Matthaus Chapman-Felix	Sandra Filipovski	Jaret Homenuk
Kyle Arthur	Leeson Chapman-Provost	Kathleen Fitzpatrick	Tanner Hooper
Lindsey Arthurs	Kiara Charlie	Mohammad Formolie	Peter Howitt
Max Ashworth	Matthew Cheverie	Simon Fowler	Alexander Hoy
Ty Babcock	Derek Chipman	James Frame	Dietrich Huber
Jack Bader	Peter Christison	Noams Friss	Ryan Huseby
Michelle Balak	Patrick Christow	Kadence Gaff	Nathan Irving
Michael Barron	Hunter Claassen	Adriano Galle	Karim Jamal
Melissa Barton	Clarissa Clarke	Alexis Garcia	Joseph Javier
Cole Basarich	Michelle Clenahan	Jamie Gee	Lauren Jensen
Pedro Basto Bermudez	Michael Collins	Aaliyah George	Steven Jickels
Noor Baz	Fynn Corrigan	Alexander Gibbons	Brandon Johnson
Adam Beck	Alex Corrin	Prev Gill	Cheyenne Johnson
Jaskaran Bedi	Alexander Costello	Harold Gillingham	Raymond Jones
Matthew Beemer	Colin Cote	Sabrina Gingras	Winnie Kahiu
Amir Beheshtian	Mitchel Crews	Jordan Gladysz	Jaskiran Kaur
Marc Belanger	Tyler Crocker	Joseph Goforth	Kamandeep Kaur
Michael Belloch	Chad Cunningham	Matthew Goodland	Manjinder Kaur
Bradley Bertrand	Dylan Curtis	Dominic Gott	Owen Kineshenko
Emily Binstead	Matt Cyr	Dylan Gower	Richard Kinkela
Lucas Bitter	Erik Dahl	Roy Graham	Colton Kirkman
Kathe Block	Philip Dahm	Vanessa Grenon	James Knight
Malcolm Bobb-Wilson	Akash Deep	Lafontaine	Daniel Koch
Benjamin Bogaardt	Jenny Devost	Desmond Grewal	Jessica Koehler
Devin Bonson	Jagdish Dhanju	Coady Grouette	Spencer Koser
Paul Boothman	Richard Dinney	Trenton Grover	Matthew Kresina
Andrew Bosscher	Andrew Dixon	Mike Haack	Jessica Krins
Jax Boucher	Brody Duchesneau	Ann-Marie Hadden	Guarav Kumar
Lisa Boyce	Kevin Durand	Adam Haggar	Surinder Kumar
Matthew Boykowich	Kris Eckland	Ahmat Haggar	Michael Kuzonski
Geoffrey Bradbury	Chad Eliason	Cody Haines	Cameron Lane
David Bradshaw	Joanne Elzinga	Andrew Hall	Kayden Lang
Gurpyar Brar	Noah Ens	Dylan Hansen	Xavier Laquerre
Jesse Broadfoot	Ebrahim Esmaeeli	Natasha Hansen	Tyson Larson
Troy Burgess	Kyle Evans	Mason Harrison	Jack Lawrence
David Burkell	Wilford Evans	Maxence Hayden	Stephanie Lindsay

June - November 2024



Sean Llott	Brandon Moore	Cameron Reid	Bryer Sufady
Graeme Long	Chris Morris	Ryan Reid	Chantel Swedgan
Monique Lothrop	Fett Moursal	Braden Rempel	Rodney Szusz
Daniel Lowery	Andrew Mudaliar	Irie Richards	Eric Tasler
Vincent Lowry	Shayne Murphy	Jacob Robazza	Joseph Te Bulte
David Lucin	Belinda Musteca	Jason Roberts	Hans Thiele
John MacCosham	Betsabeh Nabieian Bid Hendi	Jason Rocha	Emery Thomas
Liam MacCulloch	Nicholas Najman	Samuel Rondeau	Jake Toczyski
Daniel MacDonald	Sahil Narula	Amanda Rose	Stephen Tom
Lee MacDonald	Rishabh Nayyar	Oren Roy-Brown	Rajveer Toor
Colton MacDougall	Shameer Nazim	Kyle Sangster	Alexander Toporowski
Randy MacKinnon	Willard Ned	Jessie Sayers	Levi Toye
Larry MacLennan	Lucas Nepomnaschy	Daniel Schinnour	Kale Trenchuk
Curtis MacPherson	Joel Neufeld	Timothy Schmidt	Laurier Tripp
Steven Magnusson	William Nicholson	Aylin Schroeder	Joseph Tripp
Cameron Maher	Lindsey Nickerson	Paul Schulz	Timothy Turner
Terry Makowichuk	Ian Norn	Mark Scotchman	Timothy Tyers
Farshad Maleky	Tyler O'Keefe	Grant Scott	Michael Ulrich
Keith Marshall	Tanner O'Leary	Shahrokh Shahabi	Corbin Upshaw
Ciara Martens	Ethan Old	Alexander Shapovalov	Alex Vachon-Gagnon
Jared Martin	Xander Oliveira	Travis Shields	Julia Vanderwiel
Michael Martins	Justin O'Neill	Jacob Silbernagel	Rochelle Vanderzwan
Nathan Marty	Tyler Parrotta	Jeison Silva	William Vannerus
Matthew Matejka	Austin Pasemco	Jordy Simpson	Andrew Velander
Michael Matousek	Matthew Patenaude	Amritpal Singh	Justin Visser
Thomas McConnell	Joseph Paterson	Harpal Singh	Adam Voell
Mark McDermott	Brandon Paul	Harsimran Singh	Brandon Vreeling
Jayne McIntyre	David Paul	Navreet Singh	Sean Wallace-Chang
Justin McKnight	Alicia Peever	Rajveer Singh	Doyle Walsh
Sarah McLaughlan	Mateus Pereira-Borges	Rohit Singh	Ben Waneck
Allen McLaughlin	Morgan Phillips	Simrandeep Singh	William Wang
Alexander McMillan	Deborah Pietrantoni	Yuvraj Singh	Zachary Welch
Layne McNab	Sebastian Pistrin	James Sings	Caden Wellicome
Owen McNabb	Ronald Poirier	Thomas Siu	Brandon Webster
Dylan McNeish	Jay Pollock	Kole Sloane	Brody Whitford
Michael McPherson	Tyson Pollock	Cody Southcombe	Ryan Wightman
Blake Meadows	Tiffany Ponzini	Lambros Spathis	Chris Wilkinson
Amrit Mehargar	Freysa Prit	Gordon Stark	Tyler Williams
Neima Mehrrostami	Jordan Procopiou	Dayne Steiger	Kevin Wilson
Samuel Micallef	Rene Ramdeen	Dianne Stewart	Landon Wolitski
Jamieson Miller	Adam Ray	Jeremiah Stowell	Taylor Wong
William Miller	Jaison Rayat	Robert Stromnes	Joseph Woodthorpe
Chad Moman	Alicia Raymond	Kirklund Stump	Trent Woon
Samuel Monnette		Christopher Stuparyk	Robert Worrall
			Antoniette Yap

What Is Salting And Why Does it Matter?

Salting is a labour strategy where union members intentionally apply for and take jobs with non-union employers, with the goal of organizing the workforce. By doing so, union workers educate their colleagues on the advantages of union membership, like fair wages, good benefits, safe working conditions, and a collective voice. Salting aims to set high standards for all workers, raising expectations across the industry.

We are committed to supporting our members by helping them find stable work, through our Dispatch Hall, a vital resource for members to access job opportunities. The Dispatch Hall serves as a central hub for job placement, ensuring that all members are placed on jobs that meet union standards. It also ensures that no member unknowingly works for a non-union contractor, which could undermine the strength of the union.

For IBEW members, it is important to remember that working for non-union employers is not allowed unless they have signed a salting agreement. This agreement is a formal commitment by the member to work for non-union contractors, with the express purpose of organizing the workplace and advocating for unionization. It ensures the values of the Union—fair pay, safe work environments, and mutual respect—are introduced into non-union environments.

Salting agreements empower our members to play a part in union growth and worker advocacy. While working under a salting agreement, members have the backing of Local 258 to begin conversations about membership, organize coworkers, and ensure workers know their rights. The agreement also ensures that the worker's actions are aligned with our goals, protecting both the worker and the Union's collective interests.

Our goal is simple: every worker should have the protections and advantages of being in a union. By adopting the Salting Resolution, Local 258 is not just thinking about our current members, but about the future of all workers in our industry. Together, we are building a more equitable, just, and safe environment for workers across the board, one worker at a time. By supporting salting agreements and utilizing our Dispatch Hall to ensure that all work meets union standards, we are positioning our local for continued growth and success. ⚡

BC Hydro Power Pioneers Supporting Worthy Initiatives

The Power Pioneers are all about having fun, staying connected with each other and giving back to their communities. From summer picnics, barbecues and Christmas lunches, to raising funds for the BC Children's Hospital and other local charities, the Power Pioneers are a fun group with a strong sense of purpose.

Join the BC Hydro Power Pioneers and stay connected with other fellow retirees through online newsletters, social activities and participation in fun projects and fundraising that support our local communities. The Power Pioneers host many fun events, such as the Alaska Jamboree Cruise this past September, attended by 157 Power Pioneers, family and friends. A great time was had by all and featured group cocktail parties and great prizes. Join the Power Pioneers to hear about the next Jamboree destination!

Visit powerpioneers.com and look for the “Join Up” button on the homepage to get your membership. Membership only costs \$10.00 per year for one person, or \$20.00 for you and your spouse, and provides full access to everything available online: the latest news, events, retirements, memoriams, and how to connect with a Local Branch. Membership is open to retirees, employees and spouses of BC Hydro, its predecessors, and its associated companies.

For more information, contact Lorilee Koltai at **604-623-3768** / lorilee.koltai@bchydro.com, or Maureen Lachnit at **604-307-7045** / mlachnit22@gmail.com. ⚡



The BC Hydro Power Pioneers at their 2024 Jamboree, which this year was an Alaskan cruise.

UNION NOTICE BOARD



Congratulations to these members on their years of service!

50 years

Allen M. Briggs

Gary W. Quast

Jack Thiessen

Ronald N. Gowe

Mel D. Lopes

Donald J. Bradey

Wilfred J. Orser

David Leyland

John M. Van Nieuwland

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Glenn A. Loxam

Randy J. Klassen

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Keith R. Miller

James N. Dobby

Gordon W. Zeron

Stephen D. Nezil

55 years

William R. Stewart

Lawrence A. Kootnikoff

Douglas S. McKay

Fred L. Micholuk

Warren Kelly

Edward Scherbey

Timothy M. Thompson

Thomas H. Soehner

Russ L. Calvert

60 years

Brian N. Plews

Gerald M. Bramhill

Glen F. Lorenz

Irvin Bingert

Steve Oryschak

65 years

Peter J. Perfect

Check out our website and social media!

Stay up to date on the most current events! Local 258 IBEW is on Instagram, Facebook, and LinkedIn, to make it as easy as possible to keep up with all your local Union's activities.

Scan the QR code below to check out our website, social media pages, and other important links. See you online!



@258ibew



Local 258 IBEW



Local 258 IBEW



BC Federation of Retired Union Members (FORUM)

The BC FORUM represents thousands of retired and active workers from unions affiliated to the BC Federation of Labour.

For retirees, BC FORUM keeps the strength of the labour movement on your side after you've left the workforce. For active workers, BC FORUM helps you plan for retirement—because leaving work should not mean leaving the movement.

If you're 50 or better, check out the BC FORUM today!

bcforum.ca OR
Scan the QR code!



Between the Lines

Message from Kevin Duchak, *Local 258 IBEW President*

Brothers and Sisters,

As we near the end of another year, I want to take a moment to acknowledge the strength and unity of our membership. Your hard work, dedication, and resilience remain the foundation of our Union's success.

This year, I want to focus on an issue that affects us all: mental health. Whether it's dealing with stress, anxiety, depression, or the pain of losing a close friend, coworker, or loved one, mental health challenges can impact every part of our lives. Many of us hesitate to

talk about these struggles due to stigma, but I want you to know it's okay to ask for help. There is no shame in seeking support when you need it - whether it's confiding in someone you trust, reaching out to a professional, or using the resources available to you.

IBEW 258 is here to support you. If you're facing mental health challenges, please don't hesitate to contact us. We are ready to listen and help connect you with services or offer support in any way we can.

There is also support offered by the United Way. Their 211 helpline is available 24/7, providing confidential assistance for a wide range of needs, including mental health resources, financial aid, housing, and more. United Way has long been a pillar of support in our communities, and their services are there for you and your loved ones whenever you need them.

As we continue to build a culture of care and compassion within our Union, let's remember that we are stronger when we support one another. Whether you're facing personal challenges or helping someone close to you navigate theirs, it's always okay to reach out and ask for help. Let's stand together to break the stigma surrounding mental health and ensure everyone knows they are not alone.

On behalf of IBEW 258, I wish all our members and their families a Merry Christmas and Happy Holidays. May the season bring you peace, joy, and the comfort of loved ones. As we enter the new year, let's continue to prioritize our well-being and stand united in support of one another.

In solidarity,
Kevin Duchak



Kevin Duchak

Local 258 IBEW President

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