

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL 258 IBEW

HOTLINE

Your Union News Magazine

PUBLISHED & DELIVERED
JULY 2024



BC Hydro Transmission Crew Receives Electricity Canada Lifesaving Award

⚡ Member Spotlight: Lineman Coffee Co.

⚡ The Charter Right to Collective Bargaining



The Gatzke Gazette

July 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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In the previous issue, I discussed recently implemented internal policies for our staff and mentioned that additional policies, specifically regarding privacy and security, were being developed. I am pleased to announce the implementation of our union's first-ever Confidentiality & Privacy Policy, Managing a Security Breach Policy, and Physical Security Policy. More policies are in the works, as enacting all the necessary policies is a massive undertaking.

Over the past two years, I have engaged in a comprehensive review of our office's work procedures, along with our various service contracts. This includes things like processing union dues, maintaining documents, and various other internal workflows. Having a thorough understanding of how we have been doing our work will now assist with improving how we do it in the future. Making processes more streamlined and less onerous will improve the service that we deliver to the membership. I have been collaborating with our staff and have been slowly rolling out changes. We utilize various third party service providers for things like processing mail, office cleaning, office supplies, building maintenance and information technology. I have been reviewing the contracts we have with these providers to ensure that we are getting the best value and the best service. I have also been looking at the contractors themselves, making sure they are licenced, bonded and insured. Two notable changes are that we have retained a new office cleaning contractor and have renewed our leases for our office equipment.

One of my key campaign issues was to advocate against restrictive public sector mandates and promote free collective bargaining. Early in my term, I supported a resolution at the BC Federation of Labour Convention, which established a mandate for the BCFed to lobby the government for free collective bargaining. During our union election, there was considerable discussion about the public sector in Manitoba and a constitutional challenge. I connected with the Business Manager of IBEW Local 2034 in Winnipeg to gather accurate information. I then consulted a reputable attorney specializing in labour law in BC to explain the situation in Manitoba and provide an opinion on

our circumstances in BC. You can read the entire legal opinion on page 18; I encourage you to do so and then return to this article.

Assuming you have read the legal opinion, you may be wondering what comes next. While a charter challenge to the bargaining framework established by the Public Sector Employers Act would likely fail, specific elements of mandates that “substantially interfere” with a union’s ability to bargain can be challenged and have a better chance of being struck down. This means the union will examine each mandate as it is released and review for components that restrict bargaining to see if they meet the standard of “substantial interference.” We are also engaging with the government and industry to ensure our voice is heard and to lobby for important issues. Over the past two years, I have been building relationships with the government and industry associations. I have developed a strong rapport with the Minister of Energy, the President of the Electrical Contractors Association, and the Executive Director of Clean Energy BC.

We have enlisted the services of Rubicon Strategy, a government relations firm that IBEW Canada utilizes for lobbying efforts. Our goal is to outline a strategic engagement plan with the BC Government and BC Hydro regarding procurement rules for the \$36 billion 10-year capital plan for BC Hydro. Rubicon Strategy will engage with relevant BC Ministers’ offices, including, but not limited to, the Premier’s Office, the Minister of Energy, the Minister of Finance, and other pertinent ministries. They will meet with BC Hydro to discuss procurement rules for their capital plan projects and track the schedule of all projects in the capital plan.

Summer is upon us, and our province once again faces the challenge of wildfires. Earlier this spring, Fort Nelson was significantly impacted by wildfires, leading to the evacuation of approximately 4,700 people. Our dedicated members at BC Hydro’s Fort Nelson Generating Station remained on site to maintain operations and ensure the community had power. The wildfires have posed several risks to the power system. Sections of the transmission line supplying power from Alberta were burned down again, and wildfire activity led to the shutdown of the gas processing plant serving the Fort Nelson Generating Station, forcing it to rely on residual storage. In response, BC Hydro activated a

contingency plan that included deploying portable diesel generators. Fortunately, the community has been spared from even greater devastation, but our sympathies are with those who have lost their homes.

BC Hydro has implemented a fatigue management program designed to mitigate employee fatigue resulting from working long hours over many consecutive days. Provincial health and safety regulations establish requirements pertaining to fatigue for both the employer and the employee. Employers must not assign workers to activities where fatigue or other impairment may create an undue risk. They must also not allow workers to remain at the workplace while their ability to work safely is impaired by fatigue. The employer is responsible for managing health and safety risks in the workplace, including fatigue. Employees must inform their supervisor or manager if their ability to perform work is impaired for any reason, including fatigue. BC Hydro assures this program is to improve safety and compliance rather than limit employee overtime. I will let you judge whether that is genuine or not.

For those concerned about overtime being limited, understand that overtime is not guaranteed; it is a penalty to your employer. Companies have a right to manage their employees’ overtime. The collective agreement limits hours on duty to sixteen hours and establishes a rest period of eight hours afterward. The “16-hour” clause does not oblige management to require an employee to work for the entire sixteen-hour period. The collective agreement has an equitable distribution component. Overtime must be distributed equitably among qualified employees in the headquarters. Do not confuse equitable with equal; equitable means fair and impartial. The union can grieve when we can establish that the employer was not fair and impartial with distributing overtime. BC Hydro also has an obligation to its customers to minimize outages and restore power promptly. BC Hydro will have to balance its regulatory requirements and customer obligations.

I hope every member has an enjoyable summer, and please remember to be mindful of the hazards of working in hot weather. ⚡

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

President and CEO of Electricity Canada, Francis Bradley (left) presents Brother Paul Lu (right) with the Electricity Canada Lifesaving Award.

Photo Credit

Electricity Canada

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

Local 258 IBEW Officers:

Cody Gatzke - *Business Manager/Financial Secretary*

Kevin Duchak - *President*

Jim Greenwell - *Vice-President*

Larry Byhre - *Treasurer*

Karen Porter - *Recording Secretary*

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Unit #4 Chair - Lloyd Clark

Unit #2 Chair - Lianne Bunting

Unit #5 Chair - Mike McMinn

Unit #3 Chair - Dean Kotaras

Unit #6 Chair - Jordan Flanagan

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Assistant Business Managers - Rob Munro, Dayna Gill, Marina Luporini, Ken Mitchell, Jag Aujla, Ben Berkelaar, Colin Petersen

Membership Development and Organizing - Dayna Gill, Ken Mitchell, Rob Munro

Dispatch - Noel Johnston

Business Representative - Emily Organ

Administrative & Office Staff (members of MoveUp) - Tracey Tilsley, Helen Martell, Paula Bawa, Shila Stewart

BC Hydro Power Pioneers

Supporting our communities and each other.

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 BC Children's Hospital and other local charities, Power Pioneers is a fun group with a strong sense of purpose.

Who Can Join?

If you have worked for BC Hydro or any affiliated companies (for example Accenture), you and your spouse are welcome, and you do not have to be retired to become a member. The cost to join is \$10 per person, per year and once you are a member, you will receive the provincial eNewsletters as well as your local Branch news so you can keep updated on events and activities province-wide and in your area. Members often join just to attend a Christmas lunch and the rest is history!

Having Fun

Power Pioneers has 1800+ members in 15 regions across the province with 13 active Branches. Each Branch has a leadership team, who organize their own get-togethers, such as lunches, picnics, and tours as well as participating in provincial activities and fundraisers. Every two years, there is a Jamboree for all members. In 2022, the Jamboree was held at Harrison Hot Springs Resort, and in September 2024, they will be cruising to Alaska.

Giving Back

Since inception, the Power Pioneers have raised a total of \$1.7 million for BC Children's Hospital, including (effective March 2023) the amazing milestone of \$1 million for the Power Pioneers Ed Turner Memorial Endowment for medical genetics and research. These funds were raised through the annual Small is Mighty Campaign in the Spring (previously known as Jeans Day and Jean Up), the Annual Giving Campaign in the Fall that also supports the BC Hydro Employee Giving Campaign, 50/50 sales and other initiatives throughout the year. You will see Power Pioneers volunteering and selling tickets at BC Hydro events such as the BC Hydro Hockey Tournament and the BC Hydro Safe-

ty Rodeos. Branches support their own local charities and members have the opportunity to participate in their Annual Volunteer Hours program that directs funds raised back to local non-profits and charities in their communities.

From Community Service Awards to Heritage Fairs and Science Fairs – Power Pioneers support and participate in these initiatives, attending the events, and selecting deserving students for a monetary award and certificate each year.

If you are nearing retirement or already retired, Power Pioneers is a great way to keep in touch. To join, visit the website at powerpioneers.com. For any questions, contact Ros LeBlanc, Provincial President, at rosppm19@gmail.com. ⚡



Mike Bachman, President of the 100 Mile House Branch presenting a Community Service Award to a student award recipient.



Power Pioneers volunteers Steve Wallach, Donna Wallach, and Phil Lower selling 50/50 tickets at the BC Hydro Safety Rodeo to raise funds for the BC Children's Hospital.

Letters to Local 258

Our Christmas Charity event was a great success this year. We were able to raise just under \$3,500 from our Asplundh employees who participated.

We are dividing the donations between three charities this year, and they are BC Children's Hospital, BC SPCA, and the Red Cross.

We would like to express our sincere appreciation for your donation to our Silent Auction. Your participation is what makes this all work. Thank you again for your continued support.

Yours truly,
Steve Later
Manager
Asplundh Canada ULC

This is just such amazing news and we are all so heartened by this wonderful generosity in support of Canuck Place and of course, in honour of a very brave and much loved son, brother, and grandson – Aiden. Kevin – that you and Local 258 IBEW continue to support Canuck Place speaks volumes as to your understanding of what these types of donations mean. Your donations allow us to ensure that we are able to continue to create precious moments and memories for the children and families who use our program. Over the holidays, we provided a “full” Christmas for two families staying at our Vancouver Hospice location and for an additional 2 families who chose to stay in their homes. We are able to do these things, in large part, because

of donations like yours. Thank you from the bottom of our hearts.

Sincerely,
Laura Fielding
Rec Therapy Manager & Education Liaison
Canuck Place Children's Hospice

On behalf of Scott Murray and RBC Dominion Securities, I am happy to let you know that we have secured a donation from the RBC Foundation to a cause that we know is important to IBEW and its Members – the Burn and Wound Research Unit at VGH & UBC Hospital Foundation.

The RBC Foundation is donating \$2,000. Please note that these funds come solely from the RBC Foundation and not the IBEW account.

We are very pleased to support this important research.

Thank you,
Lisa Tyers
Senior Associate
RBC Dominion Securities

I write this letter in memory of those we have lost to cancer like Todd Henderson (PLT, Maple Ridge), Dan Karpinski (Electrician, Horne Payne), Bill Herman (Electrician and Safety Advocate, Cranbrook) and so many other members of our fine union, long before their time.

I would like to take this opportunity to thank you for the generous donation from Local 258 IBEW to support me on my ride to conquer cancer and the Tour De Cure for

2024 for the BC Cancer Foundation.

The list of friends and family that are diagnosed or die from cancer increases each year and I need to do my part to help the BC Cancer Foundation do research to slow down this growing trend.

I am genuinely grateful that we have a supportive union, for our members to take on challenges that define us as members of our community and believe in us to donate funds to causes that are near and dear to our hearts. If members are interested in supporting cancer research, they can donate through my ride page - tourdecure.ca/participant/981/726

Sincerely,
Dwayne Martin
IBEW 258 Member since 1990

Just wanted to thank you and IBEW for the wonderful retirement gifts, especially the Bulova watch – Wow! – thanks so much, really appreciate them. Thanks to the IBEW for always helping me while I was working at Code Electric – 17 years – also at Vancouver Electric Boxes, where I worked for 29 years. We will keep in touch, my friends.

Sincerely,
Ron Anderson

I hope this email finds you well. I wanted to express my gratitude for allowing me to attend Winter School.

I have come away from the course feeling confident. I will be able to put the tools that were given to me to good use. In fact, I already have. While attending the course I received a phone call from one of

our members and we used it as an example in our class.

Thanks again for providing me with this opportunity.

Lesley Sharples

On behalf of the U15 A1 Cloverdale Colts Hockey Team, we would like to thank IBEW 258 for sponsoring the team. With the support of the IBEW, the athletes were given a great opportunity to play in the KIBIHT Tournament in Kamloops. The team made it to the semi-finals with a 5-1 record. The support has helped with travel and uniform costs.

Thanks again,
Brother Victor Liberatore



Thank you so much for your gracious donation towards Terrace Minor Hockey U13 division for them to participate in a hockey tournament in Fort Saint James in Early February. The team played in their first outdoor game ever. Playing under the lights on a frigid -10 C night, with frozen toes and iced up cages, the team was victorious against the home team in the opening match. Lots of smiles and laughs were had. Many players and parents came to me and expressed their delight for the donation. So thank you IBEW 258 for the contribution towards

healthy children and contributing to a Canadian past time.

Sincerely,
Mark Blaxland
IBEW 258 Brother



On behalf of St. Paul's Foundation I want to express our gratitude for your generous contribution for Lights of Hope.

To show our appreciation, here is a picture of your sponsored star. Your contribution is not just a bright light on our display; it represents hope, compassion, and the collective effort to make a positive impact in our community.

Thank you again, and happy holidays!

Warm regards,
Chrys Vezzani
Development Assistant, Annual Giving & Corporate Partnerships
St. Paul's Foundation

Thank you for your donation and continuous support for our journey to help change lives across BC. For our 11th campaign this year, we raised \$10,036 for the VGH Epilepsy Program, bringing our total so far to \$65,593. We couldn't

have come this far without supporters like you - it means the absolute world to us and many patients province-wide. We are so very grateful!

Natasha Wasmuth
eQ Founder & BC Epilepsy Advocate

Thank you for your very generous sponsorship of our U13 Lumby Stars team! Your amazing contribution has helped our team in being able to play in another tournament to cap our season off! From all of us, thank you!

U13 Lumby Stars Hockey Team



The Nelson U15 Rep Hockey Team thanks Local 258 for the generous donation to support the team! Photo above was taken after the team won gold in their Banff tournament.

Thank you for your time, attention, and contribution to the clean energy conversation. We appreciate all that you do!

Clean Energy BC



Scan the QR
code to submit
your own
content to the
Hotline!

Local 258 News

Assistant Business Manager Jag Aujla Reports

Having spent 16 years as an IBEW member, progressing through various roles from Apprentice Electrician, Subforeman Electrician, Trades Training Instructor, to Assistant Business Manager for IBEW Local 258, I've had the privilege to witness and contribute to the betterment of our members' lives. It's truly an honor to assist our members in navigating the challenges they face, whether in their professional duties or personal lives. From safety concerns to unfair treatment by employers, mental health issues, and more, having a supportive union behind you can make all the difference.

There's a myriad of resources available to our members, and I urge everyone to utilize them. For instance, the United Way's 211 program offers free support for a wide range of issues, including abuse, addiction, counseling, employment and financial assistance, mental health support, and much more. It's essential that we take advantage of these resources and support systems.

In my time as Assistant Business Manager, I've witnessed positive changes in our operations and communication channels, improving communication with our members has been a top priority, as early communication can often prevent minor issues from escalating into major problems. I encourage members to reach out to us for advice, discussion, or to bring attention to any concerns they may have.

One program I've been involved with is the restructuring of the Joint Health and Safety Committee (JHSC) with BC Hydro. These committees play a vital role in identifying and resolving workplace health and safety issues. It's crucial that our members actively participate in these meetings and bring forth any concerns for resolution. To learn more about the JHSC at BC Hydro, check out the Hold the Pull Safety Bulletin on page 14 in this issue of the Hotline.

Boosting the presence and support of our union among our members is another key focus. You may have noticed some new swag making its way to unit meetings, such as t-shirts, hats, and stickers. These serve as a reminder of the pride we take in our professionalism and

dedication to improving working conditions. I urge members to attend local unit meetings, where we can engage in dialogue and address issues directly.

Training and mentoring are fundamental to our union's values. Unfortunately, some members think they shouldn't have to train or mentor others because they believe they are not compensated for it. This couldn't be further from the truth. This issue is not about attempting to leverage monetary gain; it's about building a stronger, more skilled membership and fostering a safer working environment for everyone. By sharing our knowledge and expertise, we elevate the entire workforce.

On another note, I want to address the ongoing arbitration with BC Hydro regarding their new skills assessment. This assessment has unfortunately blocked our Electrician members from being considered for positions within their classification. Despite our efforts to explain the collective agreement's language during grievance meetings, the company has chosen to proceed with the implementation. It's disheartening to see members lose opportunities they're qualified for. However, I encourage those interested in these positions to continue applying. Your persistence will ensure your interest is considered as we work towards a resolution.

In closing, remember that we're here to support each other, both professionally and personally. Together, we can overcome challenges and continue to advocate for our members' rights and well-being.

Keep up the great work, and don't hesitate to reach out if you need assistance or just want to chat. ⚡

In solidarity,

Jag Aujla

Assistant Business Manager

Brother Colin Petersen Appointed as Assistant Business Manager

Business Manager/Financial Secretary Cody Gatzke is pleased to announce the appointment of Brother Colin Petersen as Assistant Business Manager earlier this spring. Colin brings a wealth of experience to his new role, which involves representing members of Unit 3 at

BC Hydro and various Private Line Contractors in the Okanagan, Kootenays, and Southern Interior regions.

Colin's time with Local 258 began with his initiation in 1990, and his career has since been marked by a commitment to excellence and safety within the electrical industry. Prior to his employment at Local 258, Colin served at BC Hydro as a Red Seal Power Line Technician and later as a PLT Trades Training Instructor. He also holds a Provincial Instructor Diploma (PID), highlighting his dedication to education and training.



In his new capacity as Assistant Business Manager, Colin will play a pivotal role in advocating for the interests of Unit 3 members. Additionally, he takes on the critical responsibility of Safety Advisor, serving as a liaison with the IBEW International Office on all safety-related matters. Colin will oversee the BC Hydro Safety Practices Committee and ensure compliance with workplace safety requirements, procedures, and regulations. He will also serve as a point of contact for employers and members regarding reporting and addressing workplace accidents.

Throughout his career, Colin has been actively involved in enhancing safety standards and representing union members' interests. He is currently the Chair of the Safety Practices Committee, has attended numerous IBEW Safety Conferences, and held the role of Shop Steward, demonstrating his strong advocacy for worker rights and safety.

Local 258 IBEW extends warm congratulations to Brother Colin Petersen on his new roles and looks forward to his continued contributions in advancing the interests of our members and promoting a safe working environment across our jurisdiction. ⚡



Scan the QR code to add
Colin's contact info directly to
your contacts!

Local 258 Participates in British Columbia Labour Code Review

Overview and Background

The International Brotherhood of Electrical Workers (IBEW) BC Provincial Council consists of five local unions (213, 230, 258, 993, and 1003) and represents over 15,000 workers in various sectors such as energy utilities, communications, shipbuilding, technology, electrical manufacturing, and construction. For nearly 125 years, the IBEW has advocated for workers' rights. The IBEW is proud to work with all levels of government and First Nations communities as they move towards self-governance, to help achieve the mutual goals of its members and the labour movement.

Importance of Labour Code Review

We appreciate the Labour Minister and British Columbian Government for reviewing the BC Labour Code every five years. This review is crucial for balancing and catering to workers' ever-changing socio-economic conditions. Timely legislative responses, like Bill-9, help address worker injustices and adapt to changes such as the gig economy.

Successes and Challenges in Constuction Bargaining

The 2019 Labour Code Review reinstated remedial certification, crucial for transient industries like construction. However, the current bargaining system in construction creates financial imbalances and disrupts industry standards.

Proposed Changes

IBEW proposes a standard collective agreement for construction crafts and a temporary transitional monetary bridging agreement to integrate newly unionized employers without financial disruption. Expanding Article 55 of the BC Labour Relations Code to include construction sector bargaining would ensure smooth operations and adherence to industry standards.

Conclusion

These changes aim to strengthen labor solidarity, improve working conditions, and promote labor harmony in British Columbia's construction sector. We thank the BC Provincial Government for considering these proposals. ⚡

Bargaining News

Master Traffic Control Agreement Expanded

We are pleased to announce the expansion of our Master Traffic Control Agreement with the addition of five new signatory employers:

1. Budget Traffic Solutions Inc.
2. East to West Traffic Control Ltd.
3. Alpha Traffic Ltd.
4. Pacific Electrical Installations Ltd.
5. Vigilant Traffic Solutions

These companies have joined our agreement, which sets high standards for working conditions, wages, and benefits in the traffic control sector. This expansion marks a significant step towards enhancing industry-wide professionalism and safety standards.

Additionally, two employers with whom we previously had separate agreements (Central Interior Traffic Control and All Clear Traffic Control) have signed on to the Master Traffic Agreement. These seven new additions bring the total number of employers signatory to the Master Agreement to 15. Having multiple employers under the same agreement is beneficial as it promotes consistent standards across the industry.

We warmly welcome our new members at Budget Traffic Solutions, East to West Traffic Control, Alpha Traffic, Pacific Electrical Installations, and Vigilant Traffic Solutions to our union. Together, we will continue to uphold and strengthen rights and protections for traffic control workers across our region. ⚡

Traffic Control Agreements Recently Negotiated

Local 258 was successful in negotiating the terms of four traffic control agreements. These four agreements are now consistent with, and equivalent to the Master Traffic Control Agreement, in terms of wages and benefits. This has brought significant increases to wages and benefits for our members and their families.

Further, effective January 1, 2025 all members working for Universal Traffic (258) will receive RRSPs, as per the Collective Agreement and LOU #4. All employees who have completed their probationary period will be enrolled in the Registered Retirement Savings Program. The employer will contribute the following percentages for all hours worked, with no maximum cap on hours, for each participant, once monthly.

Upon enrollment: 1% of gross wages.

After 3 years: 2% of gross wages.

After 5 years: 3% of gross wages.

These are paid on all hours that an employee receives remuneration for. ⚡

Joint Task Force Seeks to Improve BC Hydro Job Selection Process

Local 258 IBEW and BC Hydro have jointly undertaken a thorough review of the internal job selection process, guided by the MES Review Committee (Merit, Efficiency, and Seniority). This initiative follows a grievance highlighting concerns over the weighting of manager references, which have sometimes influenced hiring decisions in a biased manner. The Committee's recommendations would address these issues and improve fairness in the selection process.

Manager Reference Checks

Currently, a manager's reference carries more weight than ten years of seniority, potentially skewing hiring decisions. To mitigate bias, the MES Review Committee proposes reducing the scoring of manager references from 8% of the total evaluation criteria, down to 4%. This adjustment aims to prevent manager references from disproportionately influencing job competitions and decisions.

Seniority

Currently, achieving a perfect score in seniority requires 40 years of service, which has diluted its significance. The Committee recommends setting a perfect seniority score at 33 years which equates to 1% per year of service. This recommendation aims to restore the value of seniority in job competitions, ensuring it remains a meaningful factor.

Merit and Efficiency

The Committee recommends integrating merit and efficiency questions into the interview portion, as well as in written tests. This holistic approach aims to comprehensively assess candidates based on their skills, abilities, and efficiency in job performance.

Accountabilities

The task force underscores the importance of maintaining the current process, including blind marking, panel interviews, and benchmark answers, to uphold fairness and consistency in hiring practices.

Training Requirements

To ensure compliance with unionized hiring standards, the Committee recommends that all hiring managers must complete the “Unionized Hiring Process” training course before participating in any selection processes. This training equips managers with the knowledge to adhere to established guidelines and practices.

Manager Participation

To promote transparency, the task force recommends that managers ideally participate in a selection process before assuming the role of decision-maker. Alternatively, the involvement of a trained manager can provide valuable insight and ensure adherence to established procedures.

By refining the selection process, the MES Review Committee aims to support career advancement based on merit, efficiency, and seniority while mitigating biases in hiring decisions. Local 258 IBEW fully supports the implementation of these recommendations to promote a fair and equitable work environment. The Committee has provided senior management, who will make the final decision, with our recommendations. ⚡

New MOUs for BC Hydro

The local union has been successful in negotiating two new MOUs, whose changes are anticipated to be incorporated into the next printing of the BC Hydro collective agreement. One pertains to the Generation Plant Operators (GPO) and the other, the Diesel Station Mechanics (DSM). In both cases, changes were made to the job descriptions that better reflect the changes in duties and overtime that they now perform. The wage rate for the DSM was also increased to match that of

the Generation Mechanic. This increase for the DSMs has righted a long standing discrepancy between two classifications that do similar work. In the case of the GPOs, the increase in wages matches the current Load Operator 1 (LO 1) classification. Due to an attraction and retention issue, the GPO positions were historically filled by Operators that chose not to work in a Control Centre, thus the LO 1 rate was appropriate. For the full text of this MOU, please contact your union representative. ⚡

LOU signed for Patrolperson Classification at BC Hydro

In 1981, the Patrolman classification was removed from the BC Hydro collective agreement. In December of 2023, the Union and BC Hydro signed a Letter of Understanding (LOU) and agreed to add, on a pilot basis, a Transmission PLT Patrolperson classification for the Lower Mainland. Local 258 was able to negotiate an enhanced wage of 8% above the current PLT rate. This pilot program will expire at the end of the current collective agreement (March 31, 2025). At that time, the Union and the Employer may agree to either extend or conclude the pilot, or add the Transmission PLT Patrolperson to the collective agreement permanently. In April of 2024, the Employer requested a change to the LOU which increased the number of Transmission PLT Patrolpersons, and added positions outside of the Lower Mainland. Local 258 is pleased to have this classification recognized once again and hopes to negotiate it back into the agreement permanently in 2025. For the full text of this LOU, please contact your union representative. ⚡

New Collective Agreement Negotiated for Code Electric Products

Assistant Business Manager Rob Munro reports that members employed at Code Electric have ratified a new four-year agreement. Highlights include increases to wages with cost of living adjustments (between 2-6% per year), along with improvements to benefits and first aid premiums. ⚡

Industry Perspectives Op-Ed:

A closer look at BC's line trade apprenticeship-mentorship model.

By Dr. Lindsay Langill, *Board Chair, Joint Line Apprenticeship Training Association (JLATA)*

Historical

Evidence on modes of training from the past are unfortunately so limited that it is hard to establish firm conclusions in this area. Few accounts detailing apprenticeship have survived over time. However, those accounts that have, mostly from the eighteenth and nineteenth centuries suggest that apprentices gradually acquired skills in their trade over a period of several years, often beginning their apprenticeship with a period of relatively unskilled labor (Wallis, 2012). Yet, what has seemingly continued to exist through centuries, various regimes, differing governments, and across geographical borders, is the “time based” apprenticeship model. Contracts and writings from the 16th Century show that apprenticeship program durations in Dutch regions were

recognized to be four years in duration. Other documentation from European countries suggest similar time frames. Today, in Canada, most trade programs are designed for the apprentice to complete in a four-year period.

Delivery - A Reflection of Guilds

One can argue that the delivery of apprenticeship in Canada has changed little over the course of time. While there have been small iterations that cosmetically altered the look of a program, most apprenticeships still follow a 4 year training cycle. This involves:

1. Release from the workplace to attend school;
2. Completing the required workplace hours;
3. Having a journeyman (master tradesperson) oversee an apprentice;
4. Successfully writing the Inter-provincial Red Seal exam.

However, one apprenticeship model that operationally is more guild-like than any other trade is the Power Line Technician trade.

In centuries past, guilds within European countries controlled different trades. Their involvement with apprenticeship customarily consisted of four characteristics:

1. Indenturing apprentices;
2. Setting the term of the apprenticeship;

3. Charging apprenticeship fees, and;
4. Occasionally setting the ratio of apprentices per master (Schalk, 2015).

The same tenets that were operational components of Guilds from days gone by can be seen within many Union sectors today. Union administration will monitor labour market trends and closely observe economic forecasts to assist them in projecting the necessary workforce required. This labour information helps determine how many apprentices should be in the trade, at what apprenticeship level, and the skill sets necessary for inclusion within the trade training program. Further, Unions will indenture apprentices and many negotiated Labour Agreements prescribe the journeyman to apprentice ratio for the trade. In review, not much has changed and conceivably what is old is new again.

Industry Engagement

The Powerline Technician Apprenticeship model within British Columbia is guided by the Industry it supports. The Line Contractors (companies) together with the Electrical Union (IBEW Local 258) representing the PLT trade workers formed the Joint Line Apprenticeship Training Association (JLATA). Created in 1994, the guild-like JLATA has a board of nine directors. The board is comprised of four



Nanaimo pre-apprentices Kurtis Young and Ben Le Patourel receiving their green hats.

representatives from Local 258 and four contractor representatives. The neutral chairman of the board is appointed and has no affiliation with the contractors, the trade, or the Union. The JLATA operates solely to provide the best training and learning experience for the apprentice – period.

The model is quite simple. Companies signatory to the Master Line Agreement hire young workers into a “trades trainee” position where they are evaluated daily in consideration of advancement to apprenticeship indentureship. Each year, trainees who show potential in the trade have their names forwarded to the Board. After considerable and careful evaluation, the Board approves, on average, 15 trades trainee advancements to apprenticeship. Trainees that do not make the cut are provided with the reasons why, and how they can improve to be considered during the next round. These board-approved young workers are indentured as apprentices to the JLATA – not the individual companies.

Mentoring

During the apprenticeship journey, apprentices are monitored and mentored frequently. Each supervisor of an apprentice submits a number of progress reports to the JLA. It is not uncommon for Board members to visit apprentices on various job sites during the year. One advantage of this apprenticeship model is the JLATA has the responsibility for the apprentice. Should the apprentice not have exposure to the full scope of the trade with a single employer, the JLA arranges for the apprentice to be moved to another company where the missing com-

petencies and skills are being delivered. It is not uncommon to see an apprentice moved from one employer to another during their apprenticeship. This practice provides exceptional value as “no apprentice is left behind.” As a result the industry is much better served.



Robin Lucas, the recipient of the 2023 Jeff Skosnik Award. This award is given to an individual who goes above and beyond in their support of apprentices in the Power Line Technician trade.

While no apprenticeship model is perfect, this model continues to perform exceedingly well. Completion rates of apprentices who attain journey person status are at the high end of all trades nationally and pass rates on the Inter Provincial exams are exceptional.

The Power Line Technical apprenticeship model operating in BC is very similar to the guilds of old. When contractors and their representing Union work together to guide an exceptional outcome – year after year, it is hard to argue against a model of success. ⚡

Reprinted with permission from the author. This article was originally published online in the Journal of Commerce by ConstructConnect, March, 2020.

Dr. Langill holds Red Seal certification in 3 trades, has a Bachelor of Education and Master of Arts from UBC along with a Doctorate from the University of Calgary.



A class of apprentices from the Joint Line Apprenticeship Training Association.

HOLD THE PULL | Electrical Industry Safety Bulletin

Revitalizing Health and Safety: A New Chapter for BC Hydro's Joint Health and Safety Committee

By Jag Aujla, Assistant Business Manager, Local 258 IBEW

In our continuous effort to enhance workplace safety, Local 258 has collaborated with BC Hydro to restructure the Joint Health and Safety Committee (JHSC). This initiative is vital in our commitment to not only maintaining but elevating health and safety standards across the company. I want to extend a thank you to all our members who have contributed. Your participation is key as we transition to the improved structure.

About the JHSC

Mandated by WorkSafeBC for workplaces with 20 or more workers, the JHSC plays a crucial role. It is designed to empower members to identify and resolve health and safety issues in collaboration with their employer. Comprising at least half worker representatives who are non-managerial, the committee wields significant regulatory authority. Its responsibilities include:

- Identifying potential safety hazards
- Addressing health and safety complaints swiftly.
- Consulting on occupational health and safety matters.
- Recommending safety improvements and educational programs.
- Advising on workplace regulations and monitoring their effectiveness.
- Participating in inspections and investigations as required by regulations.

Why Revamp the JHSC?

The restructured JHSC will shift focus from property and building related issues to addressing the daily operational concerns of our members in the field. Property issues will now be managed separately, allowing the JHSC to concentrate on widespread safety concerns that affect our members more directly. This approach aims to enhance the committee's regulatory clout, fostering a more inclusive and effective environment for addressing safety issues, ensuring clear communication channels for escalating concerns, and establishing a robust process for monitoring and resolving safety issues.

Current Progress and Next Steps

The revamped JHSC has already begun its work on Vancouver Island and is making strides in the Lower Mainland. We anticipate full operational status across BC Hydro by the end of September. We encourage all members to actively participate in their local JHSCs. Your input is invaluable in refining the program.

Should you wish to join the JHSC, or if you have any suggestions or feedback, please do not hesitate to contact me, Jag Aujla, one of the Assistant Business Managers at Local 258. Together, let's ensure a safer workplace for all our members at BC Hydro. Thank you for your dedication to safety, and remember, your involvement makes a significant difference. Stay safe! ⚡

Call for Vigilance Following Contractor Safety Violations

Local 258 commends the BC Hydro line crew in Cranbrook for reporting an electrical contractor (non-signatory) for unauthorized work on the power system. The contractor consisted of an Electrician and a helper, and did not have any power line technicians. It lacked a live line permit and had no PSSP authorization. Alarming safety breaches included using an uninsulated boom, failing to implement a viable rescue plan, violating limits of approach, and violating crew complement. These actions put lives at risk and jeopardize the integrity of the power system. We suspect the contractor has been getting away with this for some time and that there may be others out there doing the same. We rely on our membership to be our eyes and ears in the field. Please report incidents such as this to your manager as well as your Union Representative. ⚡

Membership Organizing Program

Learn how to help your union grow; a union's strength is in its numbers!

Preamble

A union's strength is in its numbers. The larger a union's market share, the more leverage and influence it will have to negotiate stronger contracts. Furthermore, with a larger membership base comes a better financial position, which is helpful in terms of enduring union-busting tactics from both employers and anti-union politicians.

Our Mission

To expand our market share by empowering and uniting electrical workers through grassroots organizing efforts. We aim to build a strong collective voice that promotes the objectives of the IBEW, and abides by its Code of Excellence. Our greatest advocate is our membership, or in other words, you!

The Organizing Process

Organizing is a two-part process that consists of securing certification from the Labour Relations Board as the legal representative of a workforce, as well as negotiating the first contract.

Obtaining Certification

This can either be a top-down approach (where management voluntarily recognizes the union) or a bottom-up approach (where the workers sign obligation (support) cards and the union applies for certification). The average successful campaign takes approximately 4 months.

Negotiating the First Contract

After obtaining certification, negotiations will commence to secure the first contract. Negotiations can be short and sweet, or on occasion, they can be long and arduous. Some take weeks while others take years. On average you can expect between 6 and 12 months to complete negotiations.

What's Expected of You

The Membership Organizing Program is an initiative developed by the Business Office that is designed to give our membership the opportunity to participate in the operations of the Local Union. The Business Office will perform most of the work and will ensure that you have the resources you need. Almost every day, you interact with other people who do not have any of the security or benefits that a union provides. These people could be your relatives, your friends, past co-workers, or employees of companies that you interact with through your work. This is an opportunity for you to influence positive change in the lives of those people, simply by making a phone call. Local 258 IBEW is very diverse and represents a multitude of industries, including power line contracting, independent power production, utility arboriculture, electrical manufacturing, HydroVac operation, civil utility construction and traffic control.

Getting Started

Make a list of people you know who work for non-union employers in any one of the industries mentioned above. You might be surprised how many you know! Call the people on your list and tell them why you're calling. Share with them your experiences with the union, speaking genuinely and authentically. Inquire about any issues they might be dealing with at their workplace, and let them know that the IBEW can help. Lastly, set up a meeting between a union organizer and your contact. ⚡

Scan the QR code to complete a survey and help your Local Union grow!



BC Hydro Transmission Crew Receives Electricity Canada Lifesaving Award

Members of a BC Hydro transmission crew who witnessed a micro-lite glider crash and assisted in the rescue of the pilot are recipients of Electricity Canada's Lifesaving Award.



The president and CEO of Electricity Canada, Francis Bradley, presents BC Hydro employee Paul Lu with the Life-Saving Award.

On August 25, 2021, Paul Lu, Chris Browning, Ryan McKay, Pat McMinn, Greg Kitt, Mike Sawatsky, Dave Thomas, and James Cotter were set to leave their worksite in Pemberton, BC when they saw a micro-lite glider crash nearby. They immediately called 911 and set off on foot to locate the crash site and assist the injured pilot. They found the pilot barely conscious and were able to stabilize him until further help arrived. The crew ensured the rescued pilot was securely placed into an Aerial Rescue Platform and called in the helicopter pilot for pick up to transport to awaiting ambulance which transported the injured pilot to the hospital.

Electricity Canada's Lifesaving Awards are granted annually to any on-duty employee of a member utility who was involved in a lifesaving attempt or acted to prevent further harm to someone who needed immediate help. These individuals often risk their own lives to

help a stranger in need. The Lifesaving Awards are presented as part of the Occupational Health and Safety program at Electricity Canada, designed to track and monitor safety records of member utilities.

This year's awards were presented at the sixth annual Electricity Canada Powering Partnerships summit in Ottawa to 23 individuals from five utilities. ⚡

"Every year, I am so inspired by the incredible, heroic people we have working for our member companies. It's an honour to share their stories and thank them for their bravery. On behalf of Electricity Canada, I am proud to present this award to the crew for quickly responding to this rescue effort and saving the pilot's life."

– Francis Bradley
President and CEO, Electricity Canada

"At BC Hydro, safety is our top priority. Our employees are trained to deal with emergency situations and our team went above and beyond with this incident. I'm grateful that Paul, Chris, Ryan, Pat, Greg, Mike, Dave and James stepped in and supported the injured pilot until further help arrived. And I'm so proud you are being recognized for your efforts."

– Chris O'Riley
President and CEO, BC Hydro

This article was originally published on Electricity Canada's website on November 21, 2023.

Member Spotlight: Lineman Coffee Co.

Highlighting our members' achievements.

"Lineman Coffee Co. was created by three linemen that understand the mental and physical fortitude required to perform this kind of work. With a deep appreciation for what it takes and what is sacrificed every day, we wanted to create a coffee with these ideas in mind."



James Watkins, founder of Lineman Coffee Co.

My name is James Watkins. I have been a member of the IBEW since 2005. I started my career out as a Red Seal Electrician. One day while on the job, my boss had asked all of the electricians if anyone would be interested in changing divisions within the company to instead work with the Power Line Technicians. I already knew a little bit about the line trade and decided to take the opportunity. Shortly after that, I started my second apprenticeship to earn my Power Line Technician Red Seal as well as my Lead Cable Splicing certificate. I have been grateful for the experience and work I have been a part of over my years in the trade, and I'm very thankful to have been able to travel around North America and meet many great people and friends along the way.

I know the hardships and struggles our trade can have on a relationship or family dynamic. We are always on the road, leaving our families on edge while working endless storm hours to turn the power back on.

I have partnered with two other co-workers, Mason Oglow and Riley Ostoforoff, to start a coffee company called Lineman Coffee Co. We have been working together as a crew for a few years now, and our goal and mission is to offer a premium product that will help raise funds and awareness for families suffering hardships due to the dangerous job that we all know and love. We have been overwhelmed by the support of our community, and we are grateful to be able to give back. ⚡

Support Lineman Coffee Co!

Lineman Coffee Co. was created to deliver a high-quality product to the hardworking individuals across all areas of the line trade.

Life is too short for weak coffee! That's why we developed these delicious flavours that will give you the jolt you need to conquer the day.

We have two premium blends of coffee: the High Voltage blend and the Storm blend. We've also designed a Grip-All stir stick, as well as some other merchandise that can be found on our website.

Scan the QR code with your phone to check out our coffee selection, as well as our collection of other merchandise like mugs and branded apparel.



The Charter Right to Collective Bargaining:

A review of some recent decisions.

By Brandon Quinn, *Lawyer, Hastings Labour Law Office LLP.*

I have been asked to review two recent legal challenges to legislation in Manitoba and Alberta. The legislation that is the subject of those challenges each place some limits on the ability of public sector unions to negotiate in bargaining. As I understand it, there is a question about whether a similar challenge could be raised about either the bargaining mandates that govern bargaining with the Public Sector Employer's Council ("PSEC") here in BC, or about the "me-too" agreement that the Government and the BCGEU agree to every round of bargaining regarding wage and COLA increases.

"Unfortunately, a challenge to either the PSEC mandate or the me-too agreement is unlikely to succeed."

Unfortunately, a challenge to either the PSEC mandates or the me-too agreement is unlikely to succeed. The challenges in Manitoba and Alberta were based on arguments that the government in those cases violated the freedom of association of union members found in section 2(d) of the Canadian Charter of Rights and Freedoms. However, courts in Canada (including the Supreme Court of Canada) have found that bargaining mandates like those in BC do not violate section 2(d) of the Charter. In fact, a BC court has ruled the PSEC mandate itself did not violate the Charter. The Manitoba and Alberta challenges do not alter this caselaw. In fact, the court in Manitoba follows it. While there does not appear to have ever been a challenge to a me-too agreement, such agreements are common place and also likely do not amount to a violation of section 2(d).

In order to explain why these challenges will likely fail, it is important to review the caselaw in some detail.

In general, the freedom of association protection in section 2(d) of the Charter prohibits the government from interfering with the right of Canadians to associate with others. While that right is rather broad,

historically the Supreme Court of Canada has not interpreted it very broadly in the context of unionized collective bargaining.

"While [the right to associate] is rather broad, historically the Supreme Court of Canada has not interpreted it very broadly in the context of unionized collective bargaining."

Around 15 years ago, that began to change when the Supreme Court issued a series of decisions about the rights of unions and their members under section 2(d) of the Charter. One of those decisions was *Health Services and Support – Facilities Subsector Bargaining Assn v. British Columbia* (commonly called "Health Services"). In that case, which dealt with a piece of legislation that stripped certain rights from the collective agreements of the health sector trade unions in BC, the Court found that section 2(d) could be used to strike down laws that interfere with the ability of public sector unions and their members to collectively bargain. However, the Court made it clear that section 2(d) would only be violated where a law "substantially interferes" with the procedural right to bargain.

The Supreme Court has followed *Health Services* with a series of cases about the associational rights of employees to bargain collectively. One of those is *Meredith v. Canada (Attorney General)* (commonly called "Meredith"). *Meredith*, dealt with a challenge under section 2(d) of a wage roll back for RCMP officers. While these officers were not unionized, they did have a "pay council" that would recommend pay increases to their government employer. In 2008, the employer announced 3 years of pay increases that fell within the range proposed by the council. However, after the financial crisis hit later on in 2008, the government passed a law that rolled back those proposed increases and set limits on future compensation. The RCMP offi-

cers argued that the limits in this law were a “substantial interference” on their right to bargaining wages with their employer. The Court disagreed and found that the rollback did not violate section 2(d) because it was time limited, applicable to all public servants and did not permanently remove wages from bargaining.

While Meredith dealt with non-union employees, an identical argument was made by the Federal Government Dockyard Trades and Labour Council regarding its members affected by the same piece of legislation. In that case, commonly called the Dockyard Trades case, the BC Court of Appeal followed Meredith and found that the unionized employees at the dockyard did not have their freedom to associate infringed.

While both Meredith and Dockyard Trades dealt with a Federal law, a similar challenge has been made to PSEC’s bargaining mandate here in BC. That challenge was made by the BC Teachers’ Federation as part of its larger Charter challenge to a law that stripped class size mandates from their collective agreements. That challenge went all the way to the Supreme Court of Canada, where the BCTF eventually won. However, the BCTF raised several other Charter challenges at trial unrelated to the class size issue. One such challenge was that the government’s 2010 “Net Zero Mandate” to PSEC violated section 2(d). The trial judge found that the mandate to PSEC did impede the ability to bargain, but denied the challenge because it was not a “substantial interference” with bargaining like in Health Services. Neither the BCTF, nor the government, ever appealed that part of the decision, so it remains the law in BC.

All of this law suggests that the bargaining mandates given to PSEC for each round of bargaining do not violate section 2(d).

“All of this law suggests that the bargaining mandates given to PSEC for each round of bargaining do not violate section 2(d).”

There does not appear to be a similar challenge made to a me-too agreement. The closest case might be an Ontario case called OPSEU v. Ontario (commonly called OPSEU). There, the Ontario government instituted a series of limits of bargaining with its public sector unions after the 2008 financial crisis. Eventu-

ally, the government came to a deal with one of the teachers’ unions, and then passed a law that had the effect of imposing agreements on unions that did not agree to the basic terms agreed with the one teachers’ union. Unsurprisingly, Ontario was found to have violated section 2(d) by, among other things, trying to force one union’s contract onto others.

While it could be argued that the me-too agreements represent a similar violation, Ontario’s behaviour in OPSEU is fundamentally different to the BC government here. In OPSEU, unions were prevented from basically negotiating any term in their agreements, and faced having terms imposed if they did not adopt the proposed agreements. Here, the me-too agreement simply allows BCGEU members to receive similar wage or COLA increases that other public sector unions negotiate. That might make bargaining more difficult for the other unions, but it is not a prohibition on attempting to negotiate higher wages. The me-too agreements, unlike in Ontario, also do not prevent BC unions from negotiating other terms beside wage and COLA increases. Accordingly, it is likely that a Court would view any limit caused by the me-too agreement to not amount to “substantial interference” with the right to bargain.

“Accordingly, it is likely that a Court would view any limit caused by the me-too agreement to not amount to “substantial interference” with the right to bargain.”

Nothing in the recent challenges in Manitoba and Alberta alters any of this current law. In Manitoba, the Manitoba Federation of Labour (“MFL”) and a number of local unions (including IBEW Locals 2034, 2085 and 435) challenged a piece of legislation called the Public Services Sustainability Act (“PSSA”) that was designed to create a framework for future wage and benefit increases for public sector employees (much like PSEC). As part of that framework, the PSSA prohibited any collective agreement wage increases for the first 2 years of the PSSA’s existences, and mandated very small increases for the two years following that.

The MFL and the other unions argued that these limits represented a “substantial interference” with their

Continued on the next page.

right to bargain and, according to Health Services, violated their members' right to freedom of association. The Government, in turn, relied on Meredith and argued that this was not substantial interference.

The trial judge agreed with the unions and found that the wage mandate in the PSSA prevented meaningful collective bargaining on monetary issues and thus violated section 2(d) of the Charter. However, the Manitoba Court of Appeal overturned the trial decision and, relying on Meredith and Dockyard Trades, found that the PSSA's limits of negotiating wage increases were not a substantial interference.

The Alberta challenge did not deal with a bargaining mandate or a me-too agreement. It dealt with a law that had the effect of delaying interest arbitrations that had been bargained into a collective agreement. Specifically, the Alberta Union of Provincial Employees and the Alberta government had agreed to allow an interest arbitration for a wage rider during the last year of their collective agreement. However, prior to that arbitration taking place, the government passed a law that suspended all such arbitrations. There has yet to be a final decision about whether the Alberta law violated section 2(d) of the Charter, although such a decision would not necessarily affect the Meredith line of cases.

Overall, the law suggests that the PSEC bargaining mandates do not violate the freedom of association protection in the Charter. These mandates apply to all public sector unions, and they do not prohibit the

parties from negotiating other matters. They are also amended every few years to reflect the government's financial situation. Bargaining mandates like this, while possibly impeding bargaining, are not a "substantial interference" with the right to bargain.

"The same is true for the me-too agreement. It may make bargaining some wage terms more difficult, but it is likely not substantially interfering with the right to bargain."

The same is true for the me-too agreement. It may make bargaining some wage terms more difficult, but it is likely not substantially interfering with the right to bargain.

Of course, mandates and agreements change over time. It may be that a future mandate or agreement places some additional limitation that may amount to a "substantial interference," but for now, there is a low likelihood that a Charter challenge would be successful. ⚡

"It may be that a future mandate or agreement places some additional limitation that may amount to a "substantial interference," but for now, there is a low likelihood that a Charter challenge would be successful."



Brandon Quinn has been a partner at Hastings Labour Law Office LLP since 2011. He has practiced labour and administrative law in British Columbia since joining the firm as an associate in 2003. In that time, he has appeared on behalf of trade unions before several federal and provincial administrative tribunals including labour boards, human rights tribunals, and employment standards tribunals. He also represents trade unions in all levels of British Columbia courts, including Small Claims Court, Supreme Court and the Court of Appeal.

Labour News

Jim Lofty Acclaimed as Business Manager for IBEW Local 213

We are pleased to announce that Brother Jim Lofty has been acclaimed and will continue to serve as the Business Manager for Local 213 IBEW for another three years. Brother Lofty's leadership and dedication have been instrumental in advancing the interests of the Local 213 membership, which have earned him widespread respect and trust. Under his guidance, Local 213 IBEW has seen significant achievements in member services, contract negotiations, and community engagement. As we look forward to the next three years, we are confident that Brother Lofty will continue to lead with the same passion and dedication that have marked his tenure. On behalf of all members of IBEW Local 258, we extend our congratulations to Brother Lofty. ⚡

New Leadership for IBEW Local 1003

As of June 1, 2024, the Kootenay-based International Brotherhood of Electrical Workers (IBEW) Local 1003 is under new leadership. After a commendable tenure spanning seventeen years, Brother Ray Keen, the long-serving Business Manager, has retired. His dedication and contributions have significantly shaped the local union, leaving behind a strong legacy.

In light of Brother Keen's retirement, the Local 1003 Executive Board has appointed Brother Mike Van Hellemond as the new Business Manager. Brother Van Hellemond brings a wealth of experience to this role, having previously worked for IBEW Local 993 and serving as the Organizer for Local 1003. He will serve in this capacity until the next election, continuing the union's mission with renewed vigor.

On behalf of Local 258 IBEW, we extend a warm welcome to Brother Van Hellemond as he steps into his new role. We are confident in his ability to lead Local 1003 effectively and uphold the standards and values that have been the cornerstone of the union. We also wish Brother Keen all the best in his well-earned retirement, with gratitude for his many years of dedicated service. ⚡

Local 993 in Kamloops Organizes A&W

It is believed that 13 staff members working at an A&W in Kamloops, BC, who signed support cards are the first Canadian A&W employees to unionize. They were certified by the BC Labour Relations Board on Friday, November 17, 2023.

This comes after an employee of the Valleyview A&W found the IBEW online and reached out, having seen the benefits the union had negotiated for other non-electrician members. The staff were having issues with how management was treat-

ing them and were frustrated by unclear and inconsistent policies.

While it is unusual for the IBEW to represent food service workers, Local 993 Organizer Brian Andrews stated that they took the group on because they wanted to see them succeed. A&W is known to be anti-union, so Local 993 felt that they should take the unique opportunity, and get the employees unionized as soon as possible.

A&W Canada's statement regarding the matter did not address any specific concerns raised by the employees, though it did state that it will respect the union process and wants to "create open lines of communication and build a safe and welcoming work environment." ⚡

ILWU Local 400 Organizes Union Representatives at IBEW Local 213

The International Longshore and Warehouse Union (ILWU) Local 400 has organized the Union Representatives at Local 213 IBEW. This change marks a significant shift in 213's landscape and presents both opportunities and challenges. While this development underscores the importance of solidarity within the labour movement, it also calls for careful consideration and collaboration to ensure that the interests of the members at both unions are adequately represented. The transition will require diligent effort from both ILWU Local 400 and Local 213 IBEW to communicate and cooperate as they navigate this new chapter. ⚡

ECABC Fighting for Prompt Payment Legislation in BC

By Matt McInnis, President, ECABC



The Electrical Contractors Association of British Columbia is the united voice of the province's electrical and line utility contractors.

One of the central services the Association provides on behalf of its approximately 145 members is government relations advocacy.

For over five years, ECABC has lobbied the provincial government to implement prompt payment legislation, which will enshrine into law minimum payment timelines for construction projects. Unnecessarily delayed payment is one of the biggest concerns for contractors, who are often forced to wait 60 to 120 days to be paid. These onerous contract terms effectively force contractors to finance a disproportionate share of project costs. In the meantime, must still meet payroll and supplier obligations.

This has a significant impact on workers and Locals, who can find themselves directly impacted by employers who are facing cash flow issues because of unreliable payment timelines. In addition to potentially delayed wages and other contributions mandated in the collective agreement, there are other negative impacts for the industry and province. Contractors waiting three-plus months to be paid are unable to grow, limiting their ability

to hire more journeypersons and apprentices. It also means that bids are forced to build in borrowing costs, ultimately increasing the cost of construction for homes, power projects and other infrastructure.

The good news is there is an easily implemented solution available.

Prompt payment legislation is in place in most Canadian provinces, requiring payment at the top of the project pyramid within 28 days, and then seven additional days for each subsequent contractual relationship. The legislation is fair and reasonable, and proven to work in other jurisdictions. ECABC is working alongside the BC Construction Association, Mechanical Contractors Association of BC and other construction organizations to encourage the BC Government to bring in prompt payment legislation as quickly as possible. It's a matter of workplace fairness, and everyone in BC's construction industry has waited long enough. ⚡

BCFED Convention Set for November

Local 258 IBEW will be sending delegates to the upcoming Convention of the BC Federation of Labour. This important event provides a platform for unions across the province to come together, debate, and vote on crucial resolutions that will shape the future of the labour movement in BC. Delegates will participate in discussions and advocate for the interests of our members, ensuring that our voices are heard on issues that matter most to working people. The convention is an opportunity to collaborate with

other unions, share experiences, and develop strategies to strengthen our collective efforts in improving labor standards and protecting workers' rights. We look forward to engaging in meaningful dialogue and contributing to the decisions that will guide the BCFED in its mission to promote fairness, equity, and justice in the workplace. Local 258 IBEW remains committed to championing the values that unite us as a labour community. If you are interested in being considered to represent Local 258 at the BC Fed Convention, please contact your Union Representative. ⚡

BC Hydro's Integrated Resource Plan Approved by BCUC

Local 258 IBEW acknowledges the recent decision by the BC Utilities Commission to accept BC Hydro's Integrated Resource Plan (IRP). This plan serves as a strategic roadmap that anticipates BC Hydro's future electricity system needs and guides decisions to meet those demands effectively.

From our union's perspective, the approved IRP aligns with British Columbia's greenhouse gas reduction targets and supports the transition towards cleaner electricity, crucial in combatting climate change. We recognize the plan's focus on increasing renewable generation and enhancing energy efficiency and demand response measures.

BC Hydro's commitment to accelerating or extending near-term actions, such as utility-scale batteries

and electricity purchase agreement renewals, underscores their dedication to expanding and modernizing the electrical grid. As BC Hydro prepares to add approximately 3,000 gigawatt hours per year of new renewable generation through upcoming calls for power, we see opportunities for growth in the sustainable energy sector.

Furthermore, the progress towards completing all six generating units at Site C by 2025 is noted as a significant milestone. Once operational, Site C will substantially increase BC's electricity supply, providing enough energy to power nearly half a million homes or support 1.7 million electric vehicles annually.

We look forward to collaborating with BC Hydro to ensure these initiatives benefit our members and contribute positively to our communities. We stress the importance of maintaining high safety standards, fair working conditions, and skilled employment opportunities throughout these developments. ⚡

Labour Relations Code Amended to Protect Picket Line Solidarity

In a significant development for labour relations in BC, the government has amended the Labour Relations Code. This change was introduced in response to a 2022 BC Labour Relations Board decision involving Seaspan workers. The board ruled that provincially regulated Seaspan workers would be engaging in an illegal strike if they did not cross a picket line set by strik-

ing tugboat captains and engineers, whose union is federally regulated.

Labour Minister Harry Bains explained the need for this amendment: "The Labour Board ruled that since the strike was by workers regulated by federal law, the provincially regulated workers either cross the picket line or they will be in illegal strike." To address this, the amendments to the Labour Relations Code will update the definition of "strike."

The revised definition ensures that when employees under federal jurisdiction or those from another province are on strike, locked out, and establish a picket line in BC, provincially regulated workers can respect these picket lines without it being considered illegal strike action. This change is crucial in maintaining the integrity of labour solidarity, allowing workers to honour the picket lines of others without facing legal repercussions.

Honouring picket lines is a fundamental piece of BC labour relations, and this amendment aligns with the core principles of labour solidarity. This update reinforces the right of workers to support each other in their collective bargaining efforts, strengthening the unity and resolve of the labour movement in BC. ⚡

BC Hydro's New Energy-based Rates for EV Charging Approved by BCUC

Local 258 IBEW acknowledges the approval by the British Columbia Utilities Commission of BC Hydro's energy-based rates for public elec-

tric vehicle (EV) charging services. This decision marks an important step in supporting the widespread adoption of electric vehicles across the province.

From our union's standpoint, the new energy-based charges set at 34.34 cents per kilowatt hour for all fast-charging power levels and 28.28 cents per kilowatt hour for Level 2 charging, effective from June 1, 2024, represent a fair and transparent pricing structure. These rates align with similar public charging services in British Columbia and are designed to be more straightforward for customers to understand.

The introduction of an extended stay charge of 40 cents per minute for fast charging stations, implemented five minutes after an EV stops receiving electricity, is also endorsed by the Commission. This measure aims to reduce wait times at busy charging stations, ensuring more efficient access for EV owners.

BC Hydro's commitment to expanding its charging network, with plans to add 3,000 more ports within the next decade, underscores the province's leadership in EV infrastructure development. With 98% of BC Hydro's energy sourced from clean and renewable resources, British Columbia remains an ideal environment for electric vehicle adoption.

Local 258 IBEW looks forward to supporting these initiatives, which not only promote sustainable transportation, but also give rise to opportunities for skilled electrical workers to maintain and expand the current EV charging infrastructure. ⚡

In Memoriam

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

William Fraser

*Retired BC Hydro Pensioner
Passed away in October 2023*

Henry Olund

*Retired BC Hydro Pensioner
Passed away in December 2023*

Wayne Swanson

*Retired BC Hydro Pensioner
Passed away in November 2023*

Cornils Mohnssen

*Retired IO Pensioner
Passed away in October 2023*

Clinton English

*Retired BC Hydro Pensioner
Passed away in January 2024*

Marvin Uphill

*Retired BC Hydro Pensioner
Passed away in November 2023*

Ken Peace

*Retired IO Pensioner
Passed away in October 2023*

Walter Goodwin

*Current BC Hydro Member
Passed away in January 2024*

Gordon Bjorkman

*Retired BC Hydro + IO Pensioner
Passed away in December 2023*

Dennis Dey

*Retired BC Hydro Pensioner
Passed away in November 2023*

Logan Leger

*Current VIP Powerlines Member
Passed away in January 2024*

Raymond Carter

*Retired BC Hydro + IO Pensioner
Passed away in December 2023*

George McHugh

*Retired BC Hydro Pensioner
Passed away in November 2023*

Dennis Sorenson

*Retired BC Hydro Pensioner
Passed away in January 2024*

Andre Korteland

*Current BC Hydro Member
Passed away in December 2023*

Tom Milburn

*Retired BC Hydro Pensioner
Passed away in November 2023*

Terrence Buckoll

*Retired BC Hydro Pensioner
Passed away in February 2024*

In Memoriam

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

Ken Dalgarno

*Retired BC Hydro Pensioner
Passed away in February 2024*

Elwood Jury

*Retired BC Hydro Pensioner
Passed away in February 2024*

William Soroka

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

Joseph Wellman

*Retired BC Hydro Pensioner
Passed away in February 2024*

Verne Hanson

*Retired BC Hydro Pensioner
Passed away in March 2024*

George Kay

*Retired BC Hydro Pensioner
Passed away in March 2024*

Vincent Orr

*Retired BC Hydro Pensioner
Passed away in March 2024*

Robert Patterson

*Retired BC Hydro Pensioner
Passed away in March 2024*

Harold Dutch

*Retired BC Hydro Pensioner
Passed away in April 2024*

Ole O. Ekren

*Retired BC Hydro Pensioner
Passed away in April 2024*

David McLaren

*Retired BC Hydro Pensioner
Passed away in April 2024*

Mervin McQuarrie

*Retired BC Hydro Pensioner
Passed away in April 2024*

Verne Boley

*Retired BC Hydro Pensioner
Passed away in May 2024*

Lorne Fleming

*Retired BC Hydro Pensioner
Passed away in May 2024*

Daryl Kirkwood

*Retired BC Hydro Pensioner
Passed away in May 2024*

Kenneth Redmond

*Retired BC Hydro Pensioner
Passed away in May 2024*

Lloyd Dundas

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



Brother Colin Petersen, ABM (left) and Brother Dean Kotaras, Unit 3 Chair (right), presenting Brother Bill Gunn (middle) with his retirement watch.



Brother Dean Kotaras, Unit 3 Chair (left) presenting Brother Ron Saari (right) with his retirement watch.



Brother Dean Kotaras, Unit 3 Chair (blue) and the Cranbrook crew presenting Glenn Bianowsky with his retirement watch.



Brother Marty Conrad receiving his 50 year service pin from Sister Lianne Bunting, Unit 2 Chair.



Sister Judi Jefferson receiving her 15 year service pin from Brother Mike McMinn, Unit 5 Chair.



Brother David Bjorkman receiving his 35 year service pin from Brother Dean Kotaras, Unit 3 Chair.



BC Hydro manager Tyler Thompson (left) presents Brother Harmin Malhi with the BC Hydro 2024 Gordie Sawka Top Apprentice Award for Level 2.



BC Hydro manager Vern Kwallek (left) and A&TTC Subcommittee Member, Brother Tyler Orme (right), present Brother Noah Demers with his Red Seal certificate and graduation certificate from the Machinist Apprentice program.



APLT Sub-Committee members Trevor Truhn (left) and Brother Curt Minard (right), present Brother Nathan McKinley (middle) with the BC Hydro 2024 Gordie Sawka Top Apprentice Award for Level 1.



Brother Zachary McKee, recipient of the BC Hydro 2024 Gordie Sawka Top Apprentice Award for Level 4.



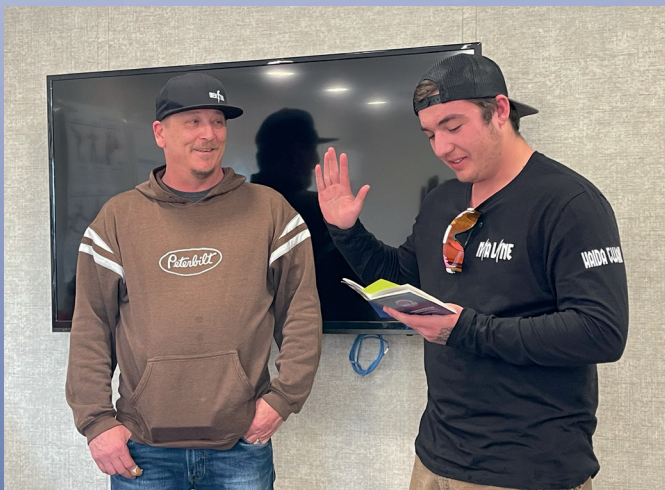
Brother Jean-Luc Major (left), sworn in by Brother Cody Gatzke, Business Manager (right) at a Unit 6 meeting in Langley.



Brother Benton Le Patourel (right), sworn in by Brother Lloyd Clark, Unit 4 Chair at a Unit 4 meeting in Nanaimo.



Brother Kaden Lang (left) sworn in by Brother Corey Higgins, Unit 1 Chair (right), at a Unit 1 meeting in Terrace.



Brother Percy Houston (right), sworn in by Brother Corey Higgins, Unit 1 Chair (left) at a Unit 1 meeting in Smithers.



Brother Adam Curry (left), sworn in by Brother Corey Higgins, Unit 1 Chair at a Unit 1 meeting in Smithers.



Sister Brookyn Nicholson sworn in by Brother Corey Higgins, Unit 1 Chair at a Unit 1 meeting in Terrace.



Brother Sam Fait (left) sworn in by Brother Corey Higgins, Unit 1 Chair (right), at a Unit 1 meeting in Terrace.



Brother Edmund Martineau, sworn in by Sister Lianne Bunting, Unit 2 Chair at a Unit 2 meeting in Prince George.



Brother Chris Pollock, sworn in by Sister Lianne Bunting, Unit 2 Chair, at a Unit 2 meeting in Quesnel.



Brother Lloyd Clark, Unit 4 Chair (left) swearing in Brother Kieran Lauridsen (right) at a Unit 4 meeting in Port Hardy.



Brother Lloyd Clark, Unit 4 Chair (left) swearing in Brother Eric Tasler (right).



Brother Lloyd Clark, Unit 4 Chair (right) swearing in Brother Trevor Ehlbeck (left), at a Unit 4 meeting in Campbell River.

LOCAL 258 IBEW PHOTO GALLERY

Want to see your photos featured in the Hotline magazine?

We're always looking for content to fill the pages of the photo gallery!

Send your submissions to communications@ibew258.bc.ca!

Please make sure that any photos you submit are clear, high-quality images, and be sure to include the names of anyone in the photo.
(Tip: Avoid screenshots and zoomed-in photos)



Brother Brett Payne of the Cable Cutters (#16) facing off against the Linedogs.



Brother Bradley Miller (left) accepting the trophy on behalf of his team, the Temps, from Brother Garrett Neary (right).



Players on the MMBU Storemen bench watching the game with anticipation.



The winning team, the Temps, posing with the trophy after their big win! Top row, left to right: Braydon Oliver, Scott Rouse, Kevin Kennedy, Wes Thompson, Tony Van Nice Sr., Brad Miller, Colton Precourt, Mark Cassibo. Bottom row, left to right: Brandon Bye, Morgan McGrath, Nick Beber, Chris Birkland, Tony Van Nice Jr., Craig Zurak.



Sister Kim Bussiere of Allteck's Traffic Control Division hard at work on a hot July day in Nanaimo.



An Allteck crew consisting of Brothers Ross Henault, Jordan Rasmussen, Reid Freeman, Billy Robertson and Adam Mulridge working at a site in Nanaimo.



Left to right: Charlotte Mitha, Executive Vice President of Operations, BC Hydro, Honourable Josie Osborne, Minister of Energy, Mines and Low Carbon Innovation, Brother Cody Gatzke, Business Manager, and Megan Dykeman, MLA for Langley East at a recent BC Hydro media announcement at the McLellan substation in Langley.

Canada's Path to a Net-Zero Future:

British Columbia's role in clean energy and technology.

In a landmark initiative poised to redefine British Columbia's economic landscape, the launch of the Regional Energy and Resource Table marks a pivotal step towards a prosperous net-zero future. Convened in June 2022, this collaborative effort brings together the Government of Canada, the Government of British Columbia, and the First Nations Leadership Council (FNLC) to chart a course for sustainable growth in Canada's westernmost province.

The Regional Energy and Resource Table represents a bold commitment to inclusivity and shared governance, aiming to harmonize interests among federal, provincial, and Indigenous stakeholders. Comprising the political executive of the British Columbia Assembly of First Nations, First Nations Summit, and the Union of British Columbia Indian Chiefs, the FNLC plays a crucial role in ensuring that First Nations' perspectives and priorities are integrated into the province's strategic development plans.

At its core, the initiative seeks to leverage British Columbia's abundant natural resources and technological prowess to bolster its global standing in clean energy and resource sectors. The collaborative framework spans six identified opportunity areas, each geared towards maximizing economic potential while advancing environmental stewardship. These areas include enhancing geoscience exploration, optimizing the critical mineral value chain, and promoting a circular economy approach to resource management.

Crucially, the Regional Table aligns with Canada's ambitious climate goals, including the 2030 Emissions Reduction Plan and the commitment to achieve net-zero emissions by 2050. By fostering strategic partnerships with industry, labour organizations, and regional stakeholders, the initiative aims to foster a competitive environment for clean investments, spur job creation, and fortify British Columbia's position as a leader in sustainable development.

In addition to advancing clean energy projects and infrastructure, the initiative places a strong emphasis on workforce development. A comprehensive labour

market plan, developed in partnership with British Columbia's labour organizations and Indigenous groups, aims to equip the province's workforce with the skills needed to thrive in a low-carbon economy. This includes ensuring equitable access to training and promoting diversity within emerging sectors.

Looking ahead, the Regional Energy and Resource Table promises to be a dynamic platform for ongoing dialogue and action. By integrating First Nations' traditional knowledge and stewardship values, the initiative aims to forge a sustainable path that respects the land and empowers Indigenous communities economically.

As discussions continue and actions take shape, stakeholders remain optimistic about the transformative potential of the Regional Table. "This initiative isn't just about economic growth; it's about forging a legacy of environmental responsibility and social equity," noted a federal representative involved in the process. "Together, we're laying the foundation for a cleaner, more resilient future for all British Columbians."

With momentum building and collaboration flourishing, the Regional Energy and Resource Table sets a precedent for inclusive governance and sustainable development, positioning British Columbia at the forefront of the global clean energy transition. As the journey towards net-zero emissions unfolds, stakeholders are united in their resolve to seize this historic opportunity and build a prosperous future for generations to come. ⚡

"I was honoured to be invited to participate in the Regional Energy and Resource Table, which represents a significant milestone in our collective journey towards a net-zero future. It underscores our shared commitment to economic prosperity, environmental stewardship, and reconciliation."

**– Cody Gatzke,
Business Manager/Financial Secretary**

Keeping BC Ferry Building Local:

How building BC Ferries' new ships locally could result in stable fares and less cancellations.

By Phil Venoit, *Business Manager, Local 230 IBEW.*

BC Ferries' engagement report, *Charting the Course*, affirmed the public's top three priorities are reliability (33%), affordability (30%), and better integration with transit and active transportation (17%). These are improvements to the service, and we can usually count on needing more funds to implement improvements. So, if keeping shipbuilding local can address all these priorities *and* bring in money, then why has there been such pushback?

The main argument (or myth) against building the new ferries here in BC, is that it will cost millions of dollars more than building them in Romania or Poland, due to skilled trades workers' higher wages. However, this argument is too simplistic and untrue, as it lacks consideration of many other elements. When we send manufacturing overseas, we leave our supply chain vulnerable to international and external factors, one of them being quality control. It's old news that BC Ferries constantly cancels sailings due to mechanical issues, which then results in vessels being out of service for days, or even weeks. British Columbians told us their time is valuable, and that cancelled sailings also means lost revenue for BC Ferries. By keeping shipbuilding in BC, we will have control over quality, knowledge, and expertise; meaning, skilled Canadians will perform the work properly, and materials and equipment can be sourced in Canada. This will streamline repairs, keeping shipbuilding shielded from global shocks and put the ferry back in the water faster. That is how you build reliability.

When we fixate on fair ferry construction wages as the reason why fares go up, we ignore the real contributors, which are fuel, shipping, and other corporate overhead costs. The fluctuation in oil and diesel prices are major contributors to fare increases, and then there's all the expenses associated with international building, such as carrier rates, transportation of parts, packing costs, warehousing/storage, and customs/duties/tariffs. Build-

ing overseas can easily be more expensive in the long run and customers bear the brunt. Moreover, there's the opportunity cost, which is the amount of potential benefits we give up by outsourcing. Potentially \$2.5 billion in municipal and provincial government taxes, \$4.3 billion in contributions to BC's GDP, and \$3.1 billion in labour income over the years. The higher cost of building at home doesn't factor shipyard workers' income taxes, corporate taxes the government would receive back, or the spin-off jobs created by sourcing the materials and equipment here at home. If BC Ferries uses the current procurement model brought in by David Hahn in the early 2000s, we could actually be opting for the more expensive version of the same vessel. These are taxes that would historically be used to keep ferry fares affordable.

And lastly, priority number three – better integration. Revitalizing and strengthening shipbuilding in BC would bring more density to coastal communities and this would spur innovation, green technology, investments in real estate, and spin-off benefits to education, retail, and beyond. It would result in more apprenticeship opportunities for our youth, and good mortgage-paying, family-raising jobs in BC communities. Workers would bring their families, and with increased population, comes a greater need to improve BC's coastal transit hubs.

When BC Ferries fixates on the price tag of a new ferry, they ignore the true costs, and benefits to all British Columbians. ⚡

Phil Venoit is a Red Seal Electrician, who worked on the construction of the Queen of Oak Bay, both Spirit Class (Super Ferries), and several other of BC Ferries Canadian built fleet. He has served in his current position in the Union since 2002, representing up to 500 marine electricians, electronic technicians and technologists who work and live on Vancouver Island.

From Setback to Success: The Blackwater Gold Mine

By Cody Gatzke, *Business Manager/Financial Secretary, Local 258 IBEW.*

The Blackwater Gold Mine, owned by Artemis Gold, is an ambitious project that necessitates the construction of a 135-kilometer, 230kv transmission line. This infrastructure is crucial for powering the mine and ensuring its operations run smoothly. However, the project has faced procurement challenges, particularly involving the construction of the power line.



Blackwater Gold Mine site.

In 2021, Local 258 endured a major setback when a Memorandum of Understanding (MOU) was signed, granting the entirety of the transmission line project to a non-signatory BC-based line contractor. The contractor, though unionized, is affiliated with an “independent employee association” that is certified as the bargaining agent by the labour relations board. This line contractor has connections with a prominent civil construction contractor, who is certified with a “company union.” This distinction is critical as “company unions” are basically employer associations in disguise.

The only apprenticeship program for Power Line Technicians (PLT) outside of BC Hydro is operated by the Joint Line Apprenticeship Training Association (JLATA). Local 258 leveraged this by making a contact within the company after the contractor expressed interest in indenturing a PLT apprentice. This connection provided an opportunity to educate the apprentice about the IBEW and to establish further contacts within the organization.

Despite the outreach, the contacts within the company were reluctant to sign support cards to unionize their employer. Their hesitation and fear of unionizing were evident. However, they did express interest in becoming

members and leaving their current employer to work for IBEW-signatory contractors. As a result, Local 258 began a process known as “stripping,” where employees are taken from non-signatory contractors and employed by our signatory contractors. This strategy, in part, eventually led to the contractor walking away from the Blackwater project altogether.

Artemis Gold proceeded to fast-track the tendering process for the project during the Christmas holidays. The project was divided into two sections, with Arctic Arrow Powerline Group, a Local 258 signatory, being awarded one section. The other section went to an Alberta-based line contractor who is not signatory to Local 258 IBEW. Although we were disappointed not to secure both sections, we do acknowledge our accomplishment of clawing back half of the project and consider this a partial victory, given we had lost the entire project back in 2021.

Those within the line contracting industry had suspected that the initial contractor would be unable to deliver, a prediction that proved accurate. The MOU signed in 2021 stressed the need for proactive engagement with Indigenous communities and the government. There is a general lack of awareness about the power system and Local 258 IBEW, with our signatory employers operating the only PLT apprenticeship program in BC.

Local 258 members employed at Arctic Arrow Powerline Group realized another win, after BC Hydro awarded them with another project that connects the power line for the Blackwater Mine to the power system from the Glenannan substation. Our members’ exemplary performance on their section of the project is a testament to the quality and efficiency of IBEW-affiliated contractors. By meeting deadlines, controlling costs, and maintaining high standards of quality and safety, they have demonstrated the value of employing unionized workers. To all our members on this project, thank you and keep up the good work. ⚡

UNION NOTICE BOARD



Save the Date for the 5th Annual Women's Committee Bottle Drive on August 24th!

When: Saturday, August 24th, 2024 at 10:00am

Where: Valley Traffic Systems Yard
9770 199A St. Langley, BC.
V1M 2X7

Drop off your empty, recyclable cans and bottles, stay and hang out, and enjoy some food from local food trucks!

If you can't make it, don't worry! You can still support the Women's Committee and Food Banks BC by bringing your empties to any Return-It depot across BC, and dropping off under the Women's Committee account using this phone number: **604-520-3305**. The Women's Committee account is active all year round, even after the event is over.

Check out our website and social media!

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

You can also scan the QR code below with your cell phone's camera to check out our website, social media pages, and other important links. See you online!



Connect with Us!

As your trusted union member Financial Advisors, we at Connect Wealth have the privilege of overseeing your IBEW 258 Group Savings Plan with Manulife. Our team is here to serve the members of Local 258, whether you have questions about the Manulife plan and how it works, or about your bigger picture financial plan. Connect Wealth is here to discuss all aspects of your financial journey.

Feel free to book a meeting with us:

info@connectwealth.com
www.connectwealth.com



Local 258 to Host 29th Annual Golf Tournament!

When: Friday, September 13th, 2024
Registration opens at 12:00pm
Shotgun start at 1:00pm

Where: Fort Langley Golf Course
9782 McKinnon Crescent, Langley Township, BC
V1M 3V6

Get ready to tee off and make a difference with Local 258's 29th annual golf tournament! We're thrilled to swing into action once again in support of the MS Society of Canada's BC & Yukon division.

For more information, or to have your organization sponsor the tournament, scan the QR code with your phone camera! See you on the course!



Between the Lines

Message from Kevin Duchak, *Local 258 IBEW President*

Dear Members,

I hope this message finds you well as we continue to advance our collective goals. In my previous communication, I discussed the importance of our committees and the crucial roles they play in our union's success. Today, I want to highlight the exceptional work of our Veterans Committee.

I am proud to announce that our Veterans Committee is the first and only chartered committee of its kind across Canada. This pioneering status reflects our unwavering commitment to supporting veterans who have sacrificed so much for our country. Co-chaired by Jamie Lowe and Jordan Geddert, the committee has

been actively engaged in initiatives designed to provide assistance and advocacy for our veterans. Recently, they have been focused on helping veterans return to civilian life, addressing their unique needs. Notably, the committee is engaging in discussions with the Canadian Armed Forces Transition Centers in British Columbia and Helmets to Hardhats, aiming to assist veterans in finding gainful employment in the trades. Their efforts have been instrumental in helping our veterans, ensuring they receive the support they deserve.

On another note, Cody Gatzke has asked Ben Berkelaar to create a comprehensive training program for the BC Hydro A&TTC. This initiative aims to improve the onboarding and training process for committee members. Effective training is crucial for empowering members to perform their roles efficiently and confidently.

I also want to update you on our recent financial audits. Our F22 audit has been successfully completed. We switched from a small firm to a more experienced firm, specializing in working with unions. This change has brought a higher level of professionalism and insight to our financial processes. As we approach the F23 audit, I want to remind everyone that our fiscal year ends in June. This might explain the F22 and F23 dates you see in our financial reports. Understanding these timelines is vital for transparency and helps clarify our financial planning and reporting cycles.

In closing, I want to thank each of you for your continued support and dedication. Our union thrives because of the collective effort and commitment of our members. Let us continue to work together, support one another, and strive for excellence in all that we do. ⚡

In solidarity,

Kevin Duchak



Kevin Duchak

Local 258 IBEW President

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Email	kduchak@ibew258.bc.ca

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