



**Business Manager
Financial Secretary's
Report by Steven Martin**

News & Views

NEWSLETTER · FEBRUARY 2012

On December 19, 2011, Vice-Chair McKee issued a 66 page decision on the merger of locals 894 and 1739 into local 353. The entire decision is available on our website for you to read at your leisure but I will reprint his final order in my article this month and continue to give you whatever information I have as this progresses through the system.

Therefore the Board makes the following declarations and orders:

(i) The Board finds that the International Union had just cause to make significant and substantial structural changes to the two Local Unions. At the very least, this would mean a single source of decision making about key issues of the operation of the allocation of work opportunities through the administration of the hiring hall, organizing non-IBEW electricians and operating the stabilization or market recovery funds. No alternative to merger with Local 353 is evident at this time.

(ii) The International Union is directed to meet with Local 894, Local 1739, and Local 353 jointly, separately, or in any combination that is appropriate to discuss the following issues:

- (a) Are there any alternatives to merger?*
- (b) What temporary or permanent features, if any, of the out of work list, dispatch system and hiring hall provisions are necessary to ensure equal opportunity of employment for members of Local 1739 and Local 894?*
- (c) What temporary or permanent structures need to be created to ensure that organizing efforts are conducted in the geographic areas of the two Local Unions?*
- (d) What changes are needed to the Principal Collective Agreement to give effect to any change agreed upon?*

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(e) *What changes, if any, must be made with respect to the pension and the Health and Welfare trust funds and benefit plans established under them?*

(f) *What, if any, commitments or objectives must be identified for the operation of the one or more stabilization funds that will exist?*

259. *These discussions should commence as soon as possible and should be concluded on or before March 31, 2012 (unless all parties agree to an extension of time). If there is no resolution at that time, the parties may return to the Board to make submissions about what the Board ought to do at that point, and specifically if there are any orders that ought to be made pursuant to subsection 149(4).*

Every once in a while you have to ask yourself "what were they thinking" and that is where I am at with Durham College. As some of you would know Durham is one of the colleges, we use for our apprentice training. It seems that Durham is in favour of changing the apprenticeship ratio and agrees with Tim Hudak and the conservatives about the number of jobs this would create. Below is an article printed by one of the newspapers in Durham and our apprentices and journeyman alike should pay attention to where the rhetoric is coming from. This

article can be found on the web at <http://www.durhamregion.com/news/article/1262989--hudak-schools-durham-students-on-keeping-jobs-in-ontario>

Hudak schools Durham students on keeping jobs in Ontario

PC leader drops by college campus to discuss plans to create 200,000 new skilled trades' positions

As a second-year student in the industrial maintenance mechanic program at Durham College, Mr. Song says the lack of positions for skilled trade workers in Ontario is alarming.

"There's a lot of word getting out that we're going to need more skilled tradespeople but right now, it's still really low on the radar," he says.

"Compared to Alberta or Saskatchewan where they have the oil sands and they have that need and demand, it's a lot easier for us to just relocate over there."

Ontario's "1970s-era apprenticeship system" is causing the province to fall behind when it comes to putting the skills of its workers to good use, said Ontario PC leader Tim Hudak during a visit to the college's Whitby campus on Dec. 13.

"I think it's an absolute tragedy when young people who are full of life and great skills, that want to work in their

home province, have to hightail it out to B.C. and Alberta," Mr. Hudak said.

He met with apprentices at the college to discuss his plans to modernize the system to create 200,000 new skilled trades' jobs -- including sheet metal workers, plumbers and electricians -- over the next four years.

The plan focuses on delegating more responsibility to Ontario colleges for matching apprentices with employers and reducing the ratio of journeymen to apprentices to 1:1.

"If you want to be an electrician, or a carpenter, or a plumber, businesses have to have three or four journeymen to hire one apprentice," he said, describing the current system as outdated and more concerned with the priorities of union bosses than young workers.

"In other provinces, its 1:1 -- more of a mentorship ratio and that way, you open up more positions for people to get job placements and develop those skills."

About 1,500 students attend Durham College's apprenticeship programs on an annual basis to acquire training in up to 16 different skilled trades.

Durham College president Don Lovisa, who provided Mr. Hudak with a tour of the campus facilities at the event, says it's important to embrace

any opportunity to discuss solutions for issues faced by students.

"We have a lot of apprenticeship students and some of the problems that (Mr. Hudak) talks about, regarding the ratios and the colleges having more control around apprenticeship, I agree with," he says.

"The nice thing is in a minority government, they've all agreed that they have to do something with apprenticeship so I think there's an opportunity to do something in the years ahead."

Reporter Parvaneh Pessian covers the town of Whitby for Metroland Media Group's Durham Region Division

It is amazing that someone who thinks of himself as a viable alternative to our provincial government would actually think that lowering the ratio somehow creates jobs. To illustrate this he goes to a college who is in the business of filling seats for apprenticeship training. Durham College president Don Lovisa has an obvious self-interest in adding more bodies to his training platform. More chairs filled, more money collected from the government. When the article was printed I sent a letter to the editor and amazingly it wasn't printed or responded to for that matter. Below is the letter sent to the newsroom at Durham Region.

The Real Story on Apprenticeship Ratios

Conservative Party leader Tim Hudak is a snake oil salesman who is giving false hopes to Ontario youth by telling them he can create thousands of new apprenticeship positions by simply changing the journey-person to apprenticeship ratio.

First of all, an apprenticeship is a job. There is an in-school component, but it is less than 5% of the total apprenticeship hours. If there are construction and maintenance jobs available then there are opportunities for apprentices. You can't have one without the other. Therefore, there is no logic in stating that more jobs can be created by changing apprenticeship ratios. The only thing this will create is a shortage of jobs for current licensed journeypersons. The real intent of a change in ratio is to allow unscrupulous contractors to acquire cheap labour through a legislative change.

Secondly, the Construction Sector Council (CSC) is the leading authority in Canada on the human resource needs for the construction industry. In its most recent labour market information report, the CSC has noted that most construction trades are in balance, meaning that industry has been doing its job of attracting new entrants (apprentices) to match the skills needs of the economy.

Thirdly, the Provincial Auditor has noted that apprenticeship completion rates in Ontario hover around 50%. One of the main reasons for these low completion rates is that many employers in the construction industry use apprentices as a source of cheap labour. They employ these apprentices for a few years, then dump them into the unemployment line, then go out, and hire new apprentices. What impact will lowering the ratio to 1:1 have on completion rates? It isn't likely to increase completion rates, which would be a waste of private, and public sector resources. (As an aside, the unionized electrical industry has a completion rate above the 90th percentile.)

In the electrical trade, the 3:1 ratio does not take effect until an employer has reached 12 employees (it is 2:1). So Hudak is wrong in stating that all ratios are 3:1. This accommodation was made by industry experts to take into account the needs of small employers and geography. About 85% of construction contractors have between 7-12 employees.

The province of Ontario has established a College of Trades, with a mandate, in part, to make decisions on issues like ratios. The College will make its decisions based on facts and input from industry and not on cheap political rhetoric like Hudak espouses. Colleges and universities

may be "experts" in training but are far from knowledgeable in specific market trends or labour needs. That designation is solely the stakeholders of the electrical industry and not an entity who is paid to fill classrooms by the province. Of course a college would like to have a much larger pool of apprentices because it simply is good business for them so I am not surprised they would agree with the leader of the opposition.

Managing the human resource supply in the construction and maintenance industry is a challenging exercise that requires a delicate balance between attracting new entrants (apprentices), providing work opportunities to allow the apprentice to complete their apprenticeship and providing enough work for the graduated apprentice (journeyman) to stay in a particular trade. An imbalance in any of these factors will have a significant impact on the supply chain.

The primary goal of apprenticeship policy is to help young workers enter occupations that will provide them with meaningful careers. The aim is surely not to create apprenticeships that a young worker has little prospect of completing. Changing a ratio does not increase the amount of work available.

An apprenticeship is the best way

to train the future work force in the construction and maintenance industry. Unfortunately, Tim Hudak does not want to talk about the real issues facing the apprenticeship system such as low completion rates and enforcing current trade standards.

This will be an ongoing story from the provincial conservatives, as it seems that they have an agenda hell bent on destroying the skilled trades. Apparently, apprenticeship ratios are the biggest pressing topic in the conservative gallery. **While people who are elected to lead make decisions, invariably opposition parties play Monday morning quarterback, telling us what they would have done. Hindsight is always 20/20 for those not tasked at deciding anything but what to oppose after a decision is made.**

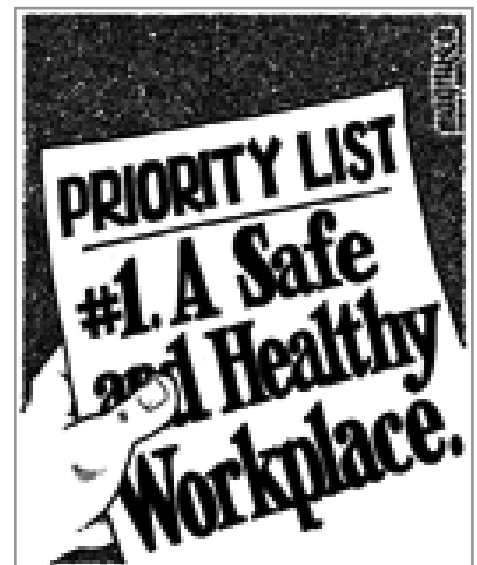
The Ontario Construction Secretariat's report for December states, "From Jan-Sept, the level of industrial intentions issued in the GTA was not especially strong, though still above the recent 2009 trough. This reflects the fact that recent work commissioned by the Toronto Transit Commission has fallen out of the permits data but will continue to provide construction work until 2015. With increases in the 2nd and 3rd quarters, commercial building intentions were only modestly

lower than their decent 2010 level. Back-to-back quarterly increases in commercial construction intentions are consistent with declining vacancy rates in the region. Institutional intentions have steadily unwound their massive first quarter gain as the year has progressed. Still a huge first quarter indicates that institutional activity is on track for a good year in 2011. Institutional investment has been boosted by large projects as the Aga Khan Islamic Centre and the Forensic Services and Coroner's Complex." From every indicator we can find our work picture remains to be strong and the projection for the GTA will flourish.

Fraternally,

Steven Martin

Business Manager/
Financial Secretary





by Les Carbonaro

Local 353 Proudly Unveils New Scholarships

The idea to offer a scholarship first emerged during an executive board discussion about 18 months ago. The board came to quick consensus on the scholarship, realizing it was something the local had overlooked and it was far overdue. Much debate ensued over the following months attempting to establish the many variables involved. In fairly quick order an amount was set and recommended to the Business Manager/Financial Secretary Steven Martin, who also agreed and assured us that it could be worked into the next budget.

So, it was finally time to take the proposal for the \$6000 in Scholarships to the floor, at our monthly union meeting. As anticipated there was little discussion and the members unanimously approved. Now, you'd think that would be the end of it, just print an article in the newsletter and, were off to the races. Oh, if things

could only be that easy. On further examination we realized there was still much to ascertain, the logistics would need careful scrutiny. A small committee of three officers was tasked to fine tune the process, report back to the board, and hopefully see the idea come to fruition. A few more executive board meetings past and finally we resolved that it was time to move forward. Off to the presses and in this age the internet too.

Now I realize that no one really needed this long winded explanation of how an idea turns into something tangible within the union. I just thought it would be a great opportunity to shed some light on how things go from being just an idea to something material. Now, on with the details!

There will be 3 scholarships up for grabs with 12 awards.

- I. The Officers Scholarship will award 10 scholarships of \$300 each. These will be open to Members and their immediate family.
- II. Next, the President's Scholarship will award \$1000 to the successful

applicant. This scholarship is open to members only.

- III. Last but not least is the Business Manager's Scholarship which is open to members only and will award \$2000 towards a degree in a more defined area of study.

My apologies for not printing all the terms and conditions along with an application form in the newsletter but, in the interest of saving a little money and paper, details may be obtained by visiting our website at www.ibew353.org

Of course you can always contact the hall if the internet is not your style.

Cheerfully,

Les Carbonaro

IBEW 353

Human Rights Committee

President & Chairman's Report



by Robert White

I invited Kate Walsh as a special guest speaker to address the members at our January regular monthly Union meeting, I also asked her to write an article, which can be found below. She was recently hired by the IBEW International Office to be the strategic coordinator for the NextGen Initiative. This is the first time in history that we have had four generations of workers on a jobsite at one time. We have the Traditionalists, the Baby Boomers, Generation X and Generation Y. We all have our own ways to accomplish tasks as our generations grew up under different conditions using different learning tools. I'm at the tail end of the Baby Boomer's and when I was in grade six the teaching of the slide rule was discontinued as calculators had just become affordable and were the way of the future and a new tool we would all have to master and when I finished high school computers were not yet common. Needless to say the younger generations have had a different learning experience than the previous older generations. Some of today's youth prefer everything to come to their smart phones and

don't want a printed newsletter. Some may only wish to participate at a Union meeting through a pod cast. Our International office has commissioned studies and feels we need to engage, communicate, and interact, with our younger members using the tools or technology they grew up with and are comfortable using. We will have to show them the benefits of joining our Union because they have grown up with a different perception of Unions than older generations did. It will be difficult to pass on our beliefs if they don't read printed newsletters or come to our meetings in person. The International's concern is they will be involved with the groups or social networks that do use these methods to communicate with them and the younger members may not keep in contact with us down the road.

I had recently started an apprentice committee to engage the younger members; it currently has six members and is still looking to grow. I feel we would better serve the membership by turning the apprentice committee into a young members committee so as not to have as large a turnover in committee members when they write their 309A's. We will still deal with apprentice issues as they arise and the recent journey persons on the committee will be able to tell the newer apprentices how they dealt

with similar problems. Everyone under the age of 35 is welcome to step forward and join this new committee. If you are interested please contact me through my e-mail or phone number located below. The following is Kate Walsh's article.

The NextGen Initiative: Reaching Out to Energize the Next Generation of Electrical Workers

The IBEW's newest program, the NextGen Initiative, is gaining momentum, as local unions get active to engage younger members and grow our union. A project started by the First District's International Vice President, Phil Flemming, NextGen is responding to the need to face a growing generation gap in leadership, and more young electrical workers going nonunion than ever before.

The First District hired a generational research specialist to conduct surveys, one-on-one interviews and group discussions to gauge the attitudes and opinions of all four generations of IBEW members; feedback which is helping to shape and move the NextGen Initiative forward.

Brought on in July 2011 as the Strategic Coordinator of NextGen, my task is to utilize the research and work with local unions to help move the initiative forward. In the last six months, the NextGen Initiative

is progressing well as we make space for younger members at our conferences and in our local unions. At the 2011 All Canada Progress Meeting (ACPM), a NextGen Caucus was held where members shared thoughts on what they wanted to see come out of the initiative, and strategies they were already utilizing. There are plans to hold a NextGen Caucus at this year's ACPM with hopes of increased participation from local unions across all sectors of the IBEW.

For the first time ever, our 38th International Convention made a space for young, non-elected delegates to attend. RENEW (Reach Out and Energize NextGen Electrical Workers) was designed to give younger members the chance to experience the Convention as an elected delegate would, seeing firsthand the democratic basis by which our union is run. IBEW members were sent from each province and state including Local 353 member, Brother Jeff Hussey.

Currently, we are working to develop NextGen committees in each local union across the First District to help create a space for IBEW members under the age of 35 to get involved and have a place where they can discuss issues relevant to them in their workplace and their community and learn more about the structures and culture of the IBEW. NextGen committees can also provide leaders with a direct link to a huge portion of their membership so they can ensure that the needs and interests

of younger members are properly understood and represented.

Local unions are picking up the torch when it comes to getting younger members involved by including younger workers when hosting meetings, training opportunities or attending conferences and gathering input and feedback to demonstrate to members that their involvement is important.

NextGen Committees are being formed in local unions across Canada, activities of these committees include: redesigning New Member Orientation; contributing to the local union newsletter; hosting monthly social events to increase a shared sense of brotherhood; showing IBEW support at a political rally; organizing and training targeted at younger workers; working with local union leadership to develop a survey to solicit new member feedback to identify and target specific needs, concerns and interests of new members; teaming up with a local youth charity to increase local union visibility in the community and give back.

Recently, the Conference Board of Canada invited the IBEW to address the Council of Industrial Relations Executives to present our work on the NextGen Initiative. The focus of their meeting was dealing with generational differences in the workplace, which is an issue employers and unions alike are facing. Here, the IBEW was positioned as a leader amongst major Canadian companies, on how to address and positively engage the younger workforce.

While the NextGen Initiative is making progress, there remains unlimited opportunity for member involvement and engagement. Your union dues are like a gym membership – you only get out of it what you put into it. The IBEW is your union and your participation is key to our success. If you're interested in the NextGen Initiative, contact kate_walsh@ibew.org, or your local Union President, Robert White at robertw@ibew353.org.

This month I would also like to touch on mentoring apprentices. I was watching a home renovation show on TV and the host asked his apprentice renovator why the host was doing a task a certain way, sort of to ensure the apprentice knew why they didn't cut corners and the importance of doing the task properly as he had been taught. It reminded me of an excellent journeyman I had worked with back when I was first learning the trade. He would ask me why we did tasks the way we were and what could happen to the installation if we cut corners. Another way he would keep me engaged was to ask what I thought we would be doing next and what we would need to get the job done. It may seem basic but I had worked with other journey persons who would simply tell me what to do without explaining the importance of why it should be done that way, perhaps they hadn't been told either. Even though the jobs are fast paced, take the time to explain and teach the apprentices what they need to

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Committee on Political Education



by Jeff Irons
Chair, COPE Committee

The shock and awe aspects of the 2012 City of Toronto's budget should be over, for better or worse by the time this newsletter is in your hands. Perhaps slash and burn is a more appropriate way to describe Mayor Rob Ford's approach to preparing a balanced budget for Canada's largest and arguably best city.

The ongoing contract negotiations with the various city unions have been slow and unmoving at best due to the rumoured excessive concession demands of the employer, the City of Toronto. Conciliation talks with the Canadian Union of Public Employees, (CUPE), Local 416 and the City commenced on January 9 with the recently appointed Conciliation Officer. The parties met again on January 10 and 11th. Conciliation with two sides has not worked so far and the parties are at an impasse; that being the union trying to maintain at best a status quo and the City demanding over 70 concessions.

In order to put a sharper focus on the City's interest in obtaining a negotiated agreement, the City has taken the next legal step available in its ongoing efforts to negotiate an agreement and has requested a "No Board report" from the Ontario Labour Relations Board. The union would prefer to negotiate a fair and equitable contract at the table.

When the City of Toronto and Local 416 are notified of a "No Board", the Union will be in a legal strike position and the City in a legal lockout position approximately 17 days from that date. The notification will provide a specific date from which any actions may be taken. The CUPE locals are on record as stating going on strike is not in their plans. Meanwhile, the city managers are rumoured to being given training to replace locked out staff. The other CUPE locals continue to bargain at time of writing this article.

James St. John, Business Manager of the Central Ontario Building Trades, (COBT), and John Cartwright, President of the Toronto and York Region Labour Council (TYRLC), are hoping to meet together with the leadership of the city's public unions. This meeting prior to any lockout will be to work out an arrangement to allow our Building Trades' workers the ability to cross any possible

picket/information lines without strife, while maintaining Solidarity and Respect. We have a legal commitment through our collective agreements to continue our jobs.

Soon we will start hearing more regarding the Provincial Budget to be delivered by Dwight Duncan, the Provincial Minister of Finance on March 25/12. The Provincial Liberal Government announced in last year's budget, a commission headed by Don Drummond to help the McGuinty government to rein in spending and reduce the deficit quicker. While the commission was tasked with protecting public Education and Health Care, they have been performing "core" service reviews and have been examining long term fundamental changes to the way governments work. There was not much if any public consultation in preparing his report.

I hope to expand more about the Drummond Commission in the coming months, but suffice it to say, slashing services or privatizing services while selling off public assets, will become the provincial mantra very soon.

The best way to increase the public coffers is to reduce the deficit and better all our standard of living; by increasing union density. Good paying jobs with benefits would

encourage more spending, where taxes will be collected and increased sales will create the need for more manufacturing, all of which should stimulate the economy.

The middle class is slowly fading away as too many unionized jobs are leaving our city, province and country. The recent practice of laying off full time workers and hiring them back as part time workers with reduced wages and no benefits, will not stimulate the economy. Corporate tax cuts, sweet heart corporate deals and changing jobs from full time to part time will only allow the rich to get richer off the backs of the workers and doesn't stimulate the economy in my humble opinion.

On Monday, February 27th Canada's largest school board is having a by-election to replace two public school board trustees. The two school board wards are W17 Don Valley East; comprised of municipal wards 33 & 34 and W20 Scarborough Agincourt; comprised of municipal wards 39 & 40.

At the time of writing this article, I have no recommendations to give regarding whom to vote for. I am awaiting the endorsements from the TYRLC and the Campaign for Public Education (CPE). I will be posting the endorsements when they become available on our local 353 website, www.ibew353.org.

The CPE is composed of parents, ethno-racial communities, students, adult learners, teachers, education workers, school trustees, city councilors, early childhood educators,

social planners and academic researchers. Their goal is to ensure our school system remains public, accessible to all and is properly financed through the tax base. This is truly an uphill battle since the gutting of public education financing in the Harris years. Primarily the trustee interviews are performed by the public teachers' unions.

Michael Coteau (Don Valley East, and our local's MPP) and Soo Wong (Scarborough Agincourt) were recently elected for the Liberals to Queen's Park in the past provincial election. As a local, we haven't traditionally been too involved with the election of trustees. I hope to change this because becoming elected as a school board trustee is a good starting point for future political careers, where allies are remembered. Michael is quickly becoming a good friend to our local, having met already with Business Manager Steven Martin and myself. We met in early November to discuss what local 353's concerns are and how he can help. Michael has participated in our 2011 Remembrance Day ceremony, and used our hall for his 2012 New Year's Levee.

Unfortunately, voter turnout for these by-elections is usually very low. I strongly encourage all members and their families to consider our recommendations and get out casting your vote on Feb. 27th.

Since the middle of September, I have been receiving numerous

mailings and e-mails regarding the Federal New Democratic Party's leadership campaign and who is running. There are eight strong candidates vying to replace Nycole Turmel as party leader. Nycole was appointed as Interim Leader after the passing of Jack Layton. The NDP Federal Convention and vote takes place in Toronto at the Allstream Centre the weekend of March 23/24. If you are interested in voting for the party leader, you must be a party member (\$25 yearly or join a monthly donation plan) and pay a delegate registration fee of \$349 (early bird of \$299 by Jan 31st). The cutoff date for eligible new party members is February 18/12. For more information please visit www.leadership2012.ca. Naturally your local will be represented by me and many others.

There have been a few actions called for in the month of January, some without a lot of prior notice. I will always endeavor to post flyers in the East and West halls, get notices up on our homepage and even rely on word of mouth through our Business Reps, shop stewards and our activists. I hope to report back on some of these actions and maybe bump into some of you out there. The fight continues... ..

In Solidarity,

Jeff Irons

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Union Meeting Highlights



by George Smith
Your Recording Secretary

Our Union Meeting opened on time at 7pm with a good compliment of officers and Business Reps present. The significance of this is, these are the times when the members have the opportunity to speak to the Sisters and Brothers who represent them and learn more of what's happening in the Local. This month's meeting was a great meeting to find out first hand where we are in terms of The Youth Initiative, the merger, member per diem change, along with many other items of interest.

As usual the previous minutes were read and approved, the bills were passed and then it was on to the Business Manager/Financial Secretary's Report.

Brother Steven Martin started his report with the request for six more members to be approved for pensions, and then he gave us the heads up on our financial report and man/hours worked.

Then Brother Martin reported on how the report is out on the merger of LU 894 and 1739 into LU 353. The first thing Brother Martin stated

was how International office did have just cause for the merger. The members remained very silent as Brother Martin further stated how the Chair of the Labour Board – David McGee – gave directions on how we will have to come up with a plan to make the merger happen. Brother Martin further stated how our mission in the IBEW is to go out there and organize the unorganized.

Brother Martin further expressed his concern on how Toronto Hydro was denied their increase resulting in laying off over 1,000 workers. A lot of these workers were IBEW 353 members working for our line contractors. Brother Martin also reported on how the Chubb Edwards ratification vote was held on January 11, 2012 and the members stood together and rejected the proposal. We will be back at the bargaining table or calling for binding arbitration to allow this to move on.

Brother Martin also stated negotiations for Troy Life & Fire Safety will start the third week of January and this vote brings a strong message. Brother Steven Martin also stated to the members not to get fooled by the media. Organized labour is being attacked in all areas and all unions have to stand together to oppose the tearing apart of our contracts. Brother Martin further reported on our west end training centre and how it is starting to get busy. Ken Nicholl and the staff are

doing a great job. Along the line of the merger, Brother Martin informed the members that the two additional union halls in the other areas may have to be expanded as there may not be enough space to handle our future training needs. Should this merger finalize soon, we need to welcome the 894 and 1739 brothers and sisters and work together on the transition.

Brother White called for a motion to defer the regular order of business to hear from Kate Walsh from International Office. Kate introduced herself and explained she is taking forward the Next Generation Initiative which hopes to engage all levels of working members in the IBEW. Kate further explained how we have four generations of workers out there and we need to hear from everyone. We were able to have younger members from all locals attend the 35th Convention in Vancouver. We now have Next Generation committees and we hope each Local will participate. Another initiative we are doing is new member surveys and more political interaction as well as educating others on who the IBEW is and how we are the union of choice.

Brother Robert White called for the committee reports and first up was Toronto and York Region Labour Council given by Brother Jeff Irons. Brother Irons reported on the Rally for Toronto on January 17 and 18 and how we will have a rally at

5:30pm on the 17th and try to fill council chambers with as many union members on the 18th. We need to give Mayor Ford and his supporters a view that union workers are one of the strengths of this city. Brother Irons continued on with the COPE Committee report highlighting the Day of Action in London, Ontario – against Caterpillar who has record profits yet want to cut wages in half at their London, Ontario assembly plant. Local 353 have organized a bus for January 21, 2012 and we will be sending out as many members as possible. Call John Smith at the union hall as he is organizing the bus trip.

Next up was the Education and Training report by Brother George Smith who reported how our new registration method is working well. We had over 300 applications for courses in the first week. The members can now register online, by fax, by mail or in person. No payment cheques are required.

George Smith reported for the Joint Apprenticeship Council and said how all of our apprentices will be issued the new code book coming out in February 2012. If any apprentices need code books to attend school now, please go to the union hall and Local 353 will issue one. The apprentices now receive funding for their trade school courses; they have a library to get their textbooks, and will be given a \$500 bursary upon successful completion of each level of trade school. WOW – that's progress.

Brother Terry Fischer reported for the Social Committee – and informed the members that the Sweethearts Dance will be on February 11 at the Delta Meadowvale in Mississauga and it's going to be another great evening. Terry also reported on the Kids Christmas Party and what a great day it was for the members and their children.

Retirees Report was given by Brother Robert Rynyk who wished everyone a happy new year and expressed how they were planning another busy year. The pin presentation breakfast will be one of the first events held in April.

Built Buy 353 report was given by Brother Nick Hirt who explained to the members how they are now reading labels as the committee is getting emails from Brothers and Sisters reporting back how they are supporting union-made and made in Canada products.

Sports Committee report was our final report given by Brother Bill Acorn. Brother Acorn was happy to announce that Local 353 will be hosting the mid-west ball tournament in Brampton on July 13, 14 and 15. This is the first time that the tournament will be held in Canada and we need as many volunteers as we can get. Sign up at the union hall as we are going to show these brothers and sisters what a great city Local 353 has. Brother Acorn further reported on the golf tournament on June 9, 2012 at the Lakeridge Links Golf Club in Brooklin. This year the cost will be \$100 per

person. Brother Acorn finished his report with the announcement of the Annual IBEW Bike Ride July 21, 2012 in Pennsylvania. All you bikers that are interested please sign up at the union hall.

Brother White called for the members to stand for a moments silence in respect for our members that passed away. He also encouraged the members to visit the sick and injured.

The 50/50 draw of \$198 was won by one of our sisters; the \$50 gas cards were won by two of our members as well as a jacket was won by one of our members.

We finally got to the point of the motion to change our by-law from paying our members \$25 per diem to \$40 per diem. This was a very interesting part of our meeting as we had many respectful speakers on the pros and cons and as Brother Robert White called for a vote, the result was a strong yes. Our members are now entitled to \$40 per diem.

Motion #2 regarding members that are tragically killed on the job, Brother White encouraged the members to deal with this as a policy motion as International office may object to this as a by-law. The members present stood strong on dealing with it as a by-law motion. After healthy debate, and an amendment, the motion passed. Brother Robert White stated to the members how he would speak to International office and if they want any changes he will



bring it back with those changes next month.

Good of the Union

What a great time that was spent on Good of the Union where our members talked about the merger and how it affects our stab and market recovery fund in which Brother Martin explained to the members how some jobs require more funding as there is more non-union and other jobs less funding. The average was surprising at \$7 per hour. The members realized that we are capable of dealing with just about any situation.

Other items of discussion were our pension plan, our special-called meeting on April 22, 2012, and education. One point that got all the members attention was the fact that when we send our members on the road to other locals, they need to realize they are a guest in another jurisdiction. One member stated how we should have a heads up meeting before these members go out to work.

A couple of our members have gone on the road and created a disaster in other locals resulting in Local 353 being blacklisted from any more calls.

Other points of discussion were the maximum hours our members can work as well as time between shifts.

The meeting ended with comments on the solar panels and how the brackets that are holding the solar panels are being done by others – i.e.: changed out by others. We are challenging this at the OLRB.

Our meeting ended at 10:00pm.

Non Profit Yearly Meeting

This meeting opened up at 10:00pm as it is required once per year to have this meeting and report to the membership.

Brother Steven Martin opened the meeting and read our past minutes along with giving a report on our current status, as well as our mortgage and how the members

are paying \$5 per month to cover the mortgage. The mortgage should be paid off by 2014. The members discussed the need to have more information available to them as it is hard to absorb everything in a short period of time. Brother Martin agreed to sit down with the Directors and do something different for next year's meeting. He stated the challenge is putting out too much information that will end up on rogue websites and used against us.

The meeting ended on a good note as we continue to fill our training centres and meet the mandate of training our members.

Meeting adjourned at 10:30pm.

Thanks – come on out and be part of our ever changing Local and participate because only YOU can affect change. Let's go forward together!

George Smith

Your Recording Secretary

continued from page 7

know so they can teach someone else the proper methods in the future. I have noticed that some of the major projects in the downtown core are now putting very little conduit in the slab and have returned to doing a lot more surface conduit. Frequently there are no ceilings and our work is on display for everyone to see. It can be disturbing when on one wall there will be a fabulous display of matching couplings and concentric bends and when you look across the room there will be a less than

professional display on the other wall. It is obvious to the crew and foreman which person knows what they are doing. For any member who has not been taught the proper way to bend and install small or large conduit, please consider taking the conduit bending courses. There is a large amount of work in this field and it will go to those who do it properly the first time. If you were taught by someone who felt it didn't matter what it looked like because it was behind a ceiling, they did not do you any favour. None of us took a course

on how to teach the trade to someone else and some of us are better at it than others, so put your pride behind you and learn the proper way at our night school courses. It will save time on the job and will keep the scrap pile smaller, which should help keep you **employed**.

In Solidarity and all the best for the New Year.

Robert White

(416) 985-7215 or robertw@ibew353.org



by **Bill Acorn**
High Rise Business
Representative & Organizer

View from the Penthouse

Within minutes from downtown via TTC and instant access to the GTA, shopping etc., Gramercy Park in Toronto redefines life at the centre. An Oasis of green community space greets residents from this condominium complex at the corner of Wilson Heights and Wilson road which has been under major construction since

March 2011. Rob Price (Foreman) and his crew from Nortown Electric expect this complex of 3 buildings consisting of 6, 9 and 12 stories to be completed in early 2013. The first 512 suites of these two phases are sold out and the second is well on its way and will start construction in early 2013.

This job has a 27.6 KV incoming service stepping down to 600V which feeds one main electrical room and three sub electrical rooms spread throughout two large levels of underground parking. A two-storey amenities area is linked to all three buildings and a 400 KW

generator will feed all emergency systems.

Remember to email me at bill@lu353.org if you would like to see your project profiled.

Bill Acorn

High Rise Business
Representative & Organizer



*Kneeling Left To Right: Andrew Hanlon,
Marko Jandricic and Tom Hardy*

*First Row Left To Right: Cyprian Craigwell, Tom Price,
Donny Chiaromonte, Pino Spagnuolo and Darko Kukec*

*Middle Row Left To Right: Jason Williams, Ramesh
Balkissoon, Vadim Rahmanov, Jeremy Melhish, Colin Fraser,
Adam Bernacchia, Aleksandr Dzygar and Ben Haptas*

*Back Row Left To Right: Milenko Tomic, Rob Price,
Frank Defranco, Lirim Beli and Hodari Johnson*

URBAN ELECTRIC

To keep the new year going in the right direction we have URBAN ELECTRIC doing a school conversion to a recreation centre on Panarama Ct in Etobicoke. They are doing all the power adjustments to suit the application for the area and the emergency power back-up along with the lighting and controls to LEED standards. The project also includes the communications and security and fire alarm.

Greg Cullen

Business Representative



*Mesfin Abate (Foreman) Daniel Brkan,
Mike Piemontese, Brandon Brown, John Rudd,
Ryan Hill, Kevin Stillman , Mike Akinrinsa,
Sergei Belnossov (not present) and George Filtros (Leviton Rep)*

Education, Apprenticeship & Labour Studies

Our Future Begins in the Classroom



by Lee Caprio
Director of Education

In recent months we've been lobbying the Ministry of Training, Colleges and Universities (MTCU) to accept our application to be a Training Delivery Agency (TDA). We've been fighting a good cause and unfortunately, the political pressure from the colleges and universities have hindered our efforts. We arranged for a meeting to explain our position on why our training centres should be recognized for the excellence in training that we do.

The MTCU isn't really interested in giving our organization a TDA status at this time or any time. This begs the question, WHY? You'd think that it would be our sub-standard training methods, outdated curriculum, and a lack of resources, poor quality instructors, antiquated equipment, or dismal track record of producing quality apprentices for our contractors. All of these are very good reasons for not awarding a TDA status to the IBEW Local 353. Unfortunately for MTCU your local union provides the best quality training available anywhere. We have the best instructor staff available in the industry. Each of our instructors

is a skilled and seasoned veteran of the trade. Our facilities boast the best equipment and plenty of room for training. Technologically our centres are far superior to most colleges providing electrical training, and certainly better than most pre-apprenticeship schools. The model we use for training is unsurpassed in the industry. The Joint Apprenticeship Council (JAC) and its staff ensure the success of our apprentices through supplementary training and a great understanding of the needs of our members and contractors.

Completion Rates

Completion rates are the number of apprentices that actually complete their apprenticeship training and program and graduate to becoming a journeyman. In the industry the colleges have a completion rate of less than 40%. Here at the IBEW Local 353 our completion rates are above 90%. Our training methods, along with member support, and attention to the needs of the contractors are far more successful in producing quality journeymen. I don't think that any of us that went through the JAC system liked all those Saturday morning supplementary training sessions we were obligated to go to, but certainly the payoff came when we attended trade school.

In a recent letter to the Drummond Commission, which looks at the inefficiencies of government, we

stressed how important completion rates are and ought to be for the Ministry. Completion rates are the ONLY direct measure of how successful an apprenticeship is. Let's face it; if you don't complete your apprenticeship or don't remain in the trade then the investment made by YOUR TAX DOLLARS was a complete waste.

This is absurd in the business model, why would you ignore this measure? If you had to invest in a firm based on success rates, which would you choose; the one with 40% success or the one with 90% success? Clearly you'd select to place your money on the one with the much higher rate of return.

So why punish our organization which ensures success to such a high degree and clearly supports financially with YOUR TAX DOLLARS a system that is at best mediocre? That's a great question. In a world where every penny counts according to politicians, accountability and fiscal responsibility are all valued, this makes absolutely no sense.

We will be mounting an awareness campaign and will be asking YOU the member to hold the government to a higher standard and demand that the system be fair. The arguments that the colleges are using to prevent the IBEW Local 353 from becoming a TDA are incredibly short sighted and unfounded. I suppose that if we look deep into the

board of directors for these colleges and universities we'll find a long list of "friends in high places" which all work together to ensure that funding goes to certain schools.

Unfair Process

We followed the rules during the application process we had to contact, in writing, every college and university that provides electrical apprenticeship training and inform them of our application to become a TDA. The letter had to follow a certain template and wording which the MTCU dictated. In that letter the entities were asked that any comments to our application whether negative or positive be forwarded to us and we had to report those comments back to the MTCU. Those objections would have to be discussed openly and solutions would have to be provided before we could proceed. Out of 21 total entities contacted only 1 wrote a letter of objection. The entity was from the London, Ontario region and isn't part of our catchment area so we felt this wouldn't be an issue.

In a discussion later with MTCU we found out that several local colleges all objected directly to the MTCU. The MTCU never provided those letters of objection and dismissed the need for us to see them. In our opinion this contravened the application process. Certainly we followed the rules and they did not. In government it is important to be completely transparent when dealing with the public's tax dollars. This breach of process ought to have resulted in a rejection of those objections and a stern warning that the process is not

to be circumvented. What does this show us the tax payer that the MTCU is in the pockets of the colleges and universities? Hardly a fair game.

Fighting For Workers' Rights

Our local has fought hard over the years and has fought all the tyranny and bullying tactics of governments trying to dismantle the working rights of all Canadians. These governments are being lobbied by large conglomerates and organizations that demand corporate tax cuts and lessen restrictions on how they do business, while overtaxing the average worker.

YOUR local invested \$240,000 in the Working Families program which was set up to defeat the PC's efforts to have Hudak elected in the last Provincial election. Our local ran a great campaign and the Liberals were the victors in this past election. Without your help the Liberals would have been in a tight spot and looking for new homes had we not come together to defeat the PC's determined efforts.

Had Hudak won, we would be looking at an even more severe situation where the colleges and universities would benefit even further. Hudak's campaign includes reducing the ratio of journeyman to apprentice to 1:1 from the current Ministry's standard of 3:1.

This would be a cash windfall for the colleges and universities, as they would ramp up to provide even more apprentices while journeymen become jobless. Combine that with their appalling 40% success rate and you have an even greater loss for

YOUR TAX DOLLARS.

This all in a time where the current Mayor is taking jobs away from skilled trades and selling them to the lowest bidder who no longer provides good wages, benefits and pensions. The future is grim if we continue to accept these political views and we must stand together to fight for the rights and safety of all Canadian workers.

Instead of cutting jobs and budgets why not give the IBEW Local 353 the opportunity to be recognized and train apprentices leading to a return on investment of 90% instead of continually funding a 60% loss in the current system?

Things that make you go HMMMMMMMM...

Fraternally yours,
Lee Caprio

For more information on the Drummond Commission and their efforts to help reduce government spending please visit:

<http://www.fin.gov.on.ca/en/reformcommission/>

OR scan the following:



Education, Apprenticeship & Labour Studies

Our Future Begins in the Classroom

by Bradley T. Watt, RCDD
Education Coordinator

Spring 2012 Semester

At the time of writing this newsletter article registration for the Spring 2012 semester had begun.

I am very pleased to report that the online registration is a success. This first step of introducing the online registration was to ensure that it would work and that the membership would use it. As we received our first 150+ online registrations on the first day, both of those questions were answered with a resounding YES!

For all of the members that took advantage of the online registration I would like to thank you for making it a success. As we move forward we will be modifying and adapting the online registration so that it forms a solid part of the registration process for classes as we move into the future.

As registration proceeds there are still questions about the elimination of \$75.00 deposit cheque. The cheque was eliminated to make the registration process easier for the membership. It does not negate the member's responsibility for meeting the requirements of the course. Members are still required to achieve a passing grade for the class or have an 80% attendance record. If not your file will be tagged with a \$75.00 administrative charge

and this charge is required to be paid when dues are paid.

Certified Fire Alarm Electrician (CFAE)

For members that have obtained or that are currently working towards obtaining their CFAE certifications please note that it is the holder's responsibility to ensure that their certificates are current. The CFAE certificate expires five years after the completion of the program. Therefore, members are required to take the Fire Alarm Renewal course to keep their certificates up to date and valid.

The Fire Alarm Renewal course should be taken before the expiration of the certificate not after it expires. If the Fire Alarm Renewal Course cannot be successfully completed prior to the expiration of the CFAE certificate for reasons beyond the control of the member an extension can be granted. Extensions do not automatically happen, members must make an application for an extension.

To make application for an extension members must contact the ECAO office not the Education and Training Department as the CFAE program is administered through ECAO. Extensions are granted on a case-by-case basis.

One-Night Seminar

The Education & Training Department is pleased to offer a one-night seminar with Milwaukee Tools.

Come out and join us for a night out and learn about Milwaukee Tools as they host this one-night seminar.

The seminar will be held at our Mississauga Training Centre on Thursday March 15, 2012 running from 6:30pm till 9:30pm

Topics will include but are not limited to the following:

- Why Milwaukee, learn about their heritage and focus of the brand.
- Learn the differences between their cordless platforms.
- See what they have to offer in the test and measurement side of things.
- Be introduced to the line of hand tools that Milwaukee has to offer.
- Enjoy an opportunity to try some of the tools in our shop and see first hand how they perform.

Register early, as space is limited to 20 members.

To register for the Milwaukee one night seminar kindly fill out the registration form contained in this newsletter and return it to the Education and Training Department.

Fraternally yours,

Bradley T. Watt, RCDD
Education Coordinator



by Gord Nye
Organizer

As promised: we now move from Feldt to Fencor and the Quorum connection. Again, some of the information comes from firsthand experiences, firsthand sources and some comes unconfirmed from secondhand sources.

It has been said that two basic forces motivate all of us: the desire for gain and the fear of loss. It has also been observed that at the root of it is a desire to feel a certain way. For most, job well done brings a feeling of satisfaction, for those who enjoy a ride at an amusement park comes a feeling of exhilaration, for the gossip, the feeling of excitement knowing something hidden.

Saturday, November 13, 1999 a certification was filed on Quadracon and addressed to owner Leonard Feldt (see January's Newsletter). His partners were Alex Burdan, P.Eng and Edward Izikson. In 1999, there was only vote based certification and so 50% plus one was never the safe zone for filing...an organizer would want to have 60-70% to even think of it. The idea was to file when the numbers were favorable for the

Union and so with twelve at work on Saturday the numbers were good and the app was filed.

The response from the employer listed 56 (FIFTY SIX!!!) employees at work on the Saturday and so the battle of proving enough of them off the voters list to win the vote was on. The down side was that during the entire time of the legal debate the owners and their key foremen had the ability to spin their own dark version of "The Fear of Loss and Desire for Gain".

In a vote based certification, the longer the case gets tied up the greater the likelihood that the owner will erode support faster than the Union can reinforce it. After all he had ten to twelve working hours a day to get the desired effect. The fear of losing "the devil you know" becomes very persuasive. As a worker you know what you have from week to week. In general workers aren't afraid that the IBEW won't change their lives, they're afraid we won't change it enough to make a significant difference.

In the end it became impossible for the Union to prove enough of the 56 off of the voters list and the application was lost. What followed was a clever scheme designed to protect two of the owners (Alex Burdan and Edward Izikson) and their desires for personal gain.

Unfortunately, by all appearances this would require that they throw Feldt under the proverbial bus: Cut

your losses and move on. And so the pattern begins.

Quadracon closes and Quorum Group opens. Alex and Edward at the helm and all the same connections with Generals and suppliers. From the outside it looks like business as usual, but internally the hull of this ship has been redesigned and clever protocol developed to protect the ship. Yes, much like an ocean faring vessel Alex and Edward create the big ship Quadracon and under that flag have each of the foremen create a company. Each project would be let to those companies. Each company then hires the same demographics as before, all of the electricians and apprentices supposedly to have their own companies.

If one cell fails, close it down, cut it loose and open another ... thus the big ship stays afloat.

And guess what? It works! Organizer Dean Sinnott had the good fortune of having a Quorum job in the Kingston area. On first appearances it looks as though it's a Quorum job, everyone says they work for Quorum, the General calls it a Quorum job, but as the cards get signed it becomes obvious that all electricians are actually working under the direction of the foreman who pays them under a company called Farmcor.

Enough cards are signed for an automatic certification, the application is filed and after defeating the challenges the IBEW wins the



cert app. The problem in part is that we won the Farmcor bargaining rights and not the Quorum bargain rights. That job is completed and the company shuts down... Hmmm they were supposed to have another job in the Kingston area after that.

Low and behold, Farmcor closes its business and the general awards the job to a new contractor... Fencor... that's original. Limited access to the job site and limited information, we are set back to starting over.

I know what's going on here, you know what's going on here, but in a clever legal maneuver, Quorum identifies

a hull breach, closes down the cell, cuts its losses, passengers and all and moves on.

Some of you reading this know the owners and talk to them still and so I invite the owners of Quorum to sit with us and talk about how we can work together for the betterment of our industry.

So we inherit a few new members and keep pressing on. Why do we bother? Why not just stick with gathering only the ground fruit, the low-lying fruit, the easy stuff? The answer is a few angles, Quorum is doing work that our members and contractors do

and do well. It's electrical work and the IBEW wants to represent all electrical workers in the construction industry. And so we will keep trying to educate all who work at our trade that the IBEW is progressive, evolving and focused on building a strong, healthy and sustainable construction industry.

Have a question or topic that you would like addressed. Drop us a line, we appreciate your feedback each month.

Gord Nye

Text: 416-346-1601

Email: gordn@ibew353.org

Health & Safety

PICTURE THIS:

Using visual symbols to identify MSD hazards

Construction & Electrical Industry Need to Move on Pictograms

One look at the skull-and-crossbones on a container and most people know they are in the presence of poison. This speaks to the power of visual symbols to effectively and quickly convey hazard information to workers.

In 2011, Ministry of Labour Health & Safety Inspectors approached the IBEW requesting more copies of our LU 353 Electrician Ergonomic Research Study to be used as a field

resource when inspectors police workplaces for violations. The message we received was the MoL inspectors have been told to broaden their traditional scope of workplace safety compliance, to include work activities that are outside the safe ergonomic working zone.

The project is being led by Safe Workplace Promotion Services Ontario (SWPSO), one of four newly amalgamated health and safety associations.

The project's aim is to broaden the use of visual symbols – called pictograms – within the health and safety context. First up, pictograms to convey musculoskeletal injury hazards in the restaurant sector, and that's just the beginning.

Guidelines will help others create pictograms

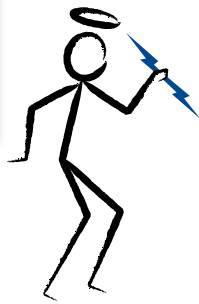
Much more is coming from this research project which presents an opportunity for the leadership of IBEW LU 353, our health & safety activists, and members to contribute their ideas on pictograms relevant to the electrical industry e.g., cable pulling, awkward postures on ladders, prolonged overhead work, repetitive and forceful use of hands and wrists (including manual and power tools), working in confined positions, and kneeling/squatting. The list is endless, so let's start the creative process and take the lead in developing MSD hazard pictograms for our industry.

workplace safety & Insurance

Economic Justice for Injured Workers



WSIB Report
by Gary Majesky
WSIB Consultant



Why has there been an increase in compensation claims of long duration in Ontario?

This question was recently raised by the Ontario Legislature's Standing Committee on Public Accounts. This Committee on Public Accounts, comprised of eight members of the legislature, has a mandate to review the provincial Auditor General's annual report on public expenditures. A chapter in the 2010 Auditor General's report examined the status of the current unfunded liability with the accounts of the Ontario Workplace Safety and Insurance Board (WSIB). Long-duration compensation claims have potential implications for the WSIB's requirement for future compensation obligations.

For several years, members of the scientific staff of the Institute for

Work & Health (IWH), who are working with Local 353 on our Electrician Injured Worker Co-worker Support research study, have provided technical assistance to the Workplace Safety and Insurance Board and examining potential explanations for the increase in long-duration claims. This trend appeared to begin following legislative change in 1998 (Harris' Bill 99 an Act to amend workers compensation in Ontario).

"When we started to see the long-term claim costs go to the legislative lock-in point in higher numbers than had been the case in the previous legislation, we brought in the IWH to assist us in a study of those long-term cases to understand what the drivers were."

At a standing committee in 2010, WSIB's Chief Operations Officer, John Slinger, made references to this study when a committee member asked about the issue of claims duration at the WSIB.

"When we started to see the long-term claims go to the legislative lock-in point in higher numbers than

had been the case in the previous legislation, we brought in the IWH to assist us in a study of those long-term cases to understand what the drivers were," said Slinger to the committee.

The WSIB study team has focused on three factors that appear to be related to the increase in long duration compensation claims:

- Changes in the case management of claims and labour market re-entry program (retraining);
- The increase in prescriptions of narcotic medicines; and
- Aspects of the incentive system in place for employers in cases of a recurring work injury after a return to work.

The full text of the committee session is available through the Official Report of Debates (Hansard) at the Legislative Assembly of Ontario's website www.ontla.on.ca

Gary Majesky
WSIB Consultant



Annual Local 353 Health & Safety Recognition Award

The purpose of this award is to acknowledge a member who has taken an approach to the workplace health and safety. The overall objective is to promote a healthier and safer workplace for all. It does not matter if the nominee is an Apprentice, Journeyman or Foreman.

Your Local 353 Health & Safety Committee will select a recipient from all eligible candidates nominated by members. Nominations will be open from February 2012 to the end of April 2012. Nominations are for the preceding year and are open to all active members.

Nomination Information:

Member Nominated: _____

Card # _____ Job Location: _____

Description of act or acts which has improved workplace health and safety:

Nominated by: _____ Card# _____

Nominators Phone #: _____ Email Address: _____

Please mail or fax form to:

Local Union 353

Attention: Health & Safety Committee
1377 Lawrence Ave. East
Toronto, Ontario M3A 3P8
Fax# 416-510-3531

Milwaukee Tools

~ ONE NIGHT SEMINAR ~



Join us for an informative one-night information seminar hosted by Milwaukee Tools

Seminar Date: Thursday March 15, 2012

Seminar Time: 6:30pm – 9:30pm

Location: Mississauga Training Centre – 3185 Orlando Drive, Mississauga

****Please note: There is a limit of 20 participants for this seminar.****

Computers – Level II

~ FOR RETIREES & UNEMPLOYED MEMBERS ~

Prerequisite – Introduction to Computers

Join us and expand the skills you learned in the introductory course to operate a personal computer.

This program runs during the day for a comfortable, easy going class that is designed for you to have fun as you learn.

If you are interested in attending, please complete the form below and return it to the Education and Training Centre.

There is no charge for this class and the program runs Mondays and Wednesday from 10:00am to 1:00pm.

Seminar Date: Monday March 5

Seminar Time: 10:00am – 1:00pm

Location: Toronto Training Centre – 1377 Lawrence Ave. E., Toronto

Room: 149



Please complete the registration form and mail, fax or drop off to:

IBEW Local 353

Milwaukee Tools - Thursday March 15th

1377 Lawrence Ave. E.

Toronto, ON M3A 3P8

Computers – Level II

3185 Orlando Drive.

Mississauga, ON L4V 1C5

Or fax it to: (416) 510-5285 **Or email to:** learning@ibew353.org

NAME: _____

ADDRESS: _____

CITY: _____ POSTAL CODE: _____

PHONE NUMBER: _____ CARD NUMBER: _____

EMAIL ADDRESS: _____

RECLASSIFICATION EXAMS FOR RESIDENTIAL MEMBERS

**MONDAY, FEBRUARY 6TH, 2012 AT 6:00 P.M.
1377 LAWRENCE AVE. EAST**

HIGH RISE TO ICI:

The Examining Board will be holding a Reclassification Exam for the High-Rise Residential Journeyperson who wishes to reclassify their classification to ICI as is outlined in Article XII of the Local Union Bylaws.

LOW RISE TO HIGH RISE:

The Examining Board will be holding a Reclassification Exam for the Low Rise Residential Journeyperson who wishes to reclassify their classification to High Rise Residential as is outlined in Article XII of the Local Union Bylaws.

For members interested in writing the exam, please complete the following:

1. Application

Next Step In Process

2. Test
3. Interview

We will contact you to confirm the time and place of the exam.

Please return these items to:

IBEW 353 – Examining Board
1377 Lawrence Ave. E.
Toronto, Ontario M3A 3P8
Fax# 416-510-3531 or apply on-line at www.ibew353.org

Registration Form

High Rise to ICI Low Rise to High Rise

Exam Date: Monday, February 6th, 2012 at 6:00 p.m.

Location: 1377 Lawrence Ave. East

NAME: _____

ADRESSS: _____

CITY: _____ POSTAL CODE: _____

PHONE NUMBER: _____ CARD NUMBER: _____

EMAIL ADDRESS: _____

Upcoming Social Events

VOLUNTEERS NEEDED

Please contact **Bill Acorn, Sports Committee Chairman, Cell# 416-795-3895**

IBEW 41ST MID-WEST BASEBALL TOURNAMENT

IBEW 353 is hosting the 41st Mid-West Baseball tournament on July 13-15, 2012 at the Sesqui-Centennial Park, (Bramalea & Countryside) Brampton, Ontario



49TH ANNUAL O.P.C. HOCKEY TOURNAMENT

IBEW Local 115 is hosting the 49th Annual O.P.C. Hockey Tournament April 13-14, 2012 at the Invista Centre in Kingston, Ontario. Players interested in tryouts, please call reception at the union hall.

IBEW Local 353 Toronto
2012 Sweetheart Dinner/Dance
SATURDAY, FEBRUARY 11, 2012

Delta Meadowvale Hotel
 6750 Mississauga Rd., Mississauga
 (North of Eglinton Ave. W. & South of Hwy#401)

♥ Cocktails 6:00 pm ♥ Dinner at 7:00 pm
 ♥ Prizes and Live Band ♥ Cash Bar
 \$37.50 single • \$75.00 per couple

IBEW 353 ANNUAL GOLF TOURNAMENT

SATURDAY, JUNE 9, 2012

First Come First Serve

Spots are available after February 9, 2012 at the Union Hall or West End locations.

Lakeridge Links Golf Club

1355 Brawley Road, Brooklin, Ontario, P.O. Box 609, L1M 1B5
 Shotgun 1:00 p.m. SHARP!
 Lunch 12:00 p.m.

\$100.00 per person includes Jacket, 50/50 Draw, lunch, dinner and cart.



IBEW 353 ANNUAL GOLF TOURNAMENT JUNE 9, 2012

Member's Name: _____

Card#: _____

Tel:# _____

Jacket Size (Please circle): Small Medium Large XL XXL XXXL

In Memorial

It is with deepest regret that we report the death of the following members:

CALIXTO RIBAU

Joined the union on March 21, 1989 and passed away on October 31, 2010. He was 80 years old.

The last reported company Brother Ribau worked for was Concept System.

EARL BISHKO

Joined the union on July 1, 1964 and passed away on September 2, 2011. He was 69 years old.

The last reported company Brother Bisko worked for was Guild Electric.

GIUSEPPE NORDIO

Joined the union on December 1, 1969 and passed away on September 4, 2011. He was 82 years old.

The last reported company Brother Nordio worked for was Ainsworth Electric.

WILLIAM GODWIN

Joined the union on September 1, 1948 and passed away on October 3, 2011. He was 84 years of age.

The last reported company Brother Godwin worked for was State Electric.

PATRICK KENNAH

Joined the union on August 1, 1965 and passed away on October 26, 2011. He was 73 years of age.

The last reported company Brother Kennah worked for was Ainsworth Electric.

LEONARD GALLOWAY

Joined the union on August 1, 1962 and passed away on October 27, 2011. He was 81 years of age.

The last reported company Brother Galloway worked for was Ainsworth Electric.

FRANK LATTER

Joined the union on September 1, 1970 and passed away on November 8, 2011. He was 64 years of age.

The last reported company Brother Latter worked for was Ampere Electric.

GORDON CAMP

Joined the union on February 1, 1990 and passed away on December 12, 2011. He was 72 years of age.

The last reported company Brother Camp worked for was Dunmurray Electric.

CHRISTOPHER SMITHERS

Joined the union on December 17, 1947 and passed away on December 20, 2011. He was 89 years of age.

The last reported company Brother Smithers worked for was Toronto School Board.

ALEXANDER BONDAREWSKI

Joined the union on August 1, 1965 and passed away on December 21, 2011. He was 79 years of age.

The last reported company Brother Bondarewski worked for was Municipal Electric.

ALFRED SPENCE

Joined the union on February 1, 1950 and passed away on December 22, 2011. He was 86 years of age.

The last reported company Brother Spence worked for was Comstock Canada.

IUJU ROZNER

Joined the union on June 1, 1978 and passed away in December, 2011. He was 79 years of age.

The last reported company Brother Rozner worked for was Campbell & Kennedy Electric.

new members

APPRENTICES

Kevin Jeffs, Matthew Tomulka

JOURNEYMAN HOUSEWIREMAN

Frank Tersigni





JOURNEYMAN

Virgiliu Frecea



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 trees PRESERVED	 water (L) SAVED	 air emissions (kg) PREVENTED	 solid waste (kg) ELIMINATED
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Pension Gifts

The following pensioners are invited to the Thursday, February 9, 2012 Local Union Meeting at 7:00 p.m., to receive their Pension Gifts:

Yiannis Agathocli, Jacques Bernard, Antonio Dimanno, Harald Grieger, Kenneth Holden, Robert Penfold

Local Union Meeting

The next regular monthly meeting will be held on **THURSDAY, FEBRUARY 9, 2012 AT 7:00 P.M.**, At the O.F.L. Building, 15 Gervais Drive, Don Mills, ON.

109 Years of Service

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