

THE SENTINEL - STANDING WATCH FOR OUR MEMBERS AND THEIR FAMILIES

INSIDE THIS ISSUE:

Table Talk	2
The Big Picture	2
Belleville Goes to the Polls	2
Front Line Report	3
Shop Talk	4
Wake up Call to Action	4

Mark your calendar:

- October is Breast Cancer Awareness month
- October 16 - World Food day
- October 31 -Halloween
- November 11 - Remembrance Day
- November 13 - World Kindness Day
- November 18 - Mickey Mouse turns 74

If you find mistakes in this publication - please remember that they are there for a reason. We try to publish something for everyone, and some people are always looking for mistakes!

STATE OF THE UNION

The annual 'All Canada progress Meeting' was hosted this year in Quebec. In his keynote address, International President Hill delivered a very sobering message to those in attendance. Echoing a theme that our own Local has embraced, President Hill shared his commitment to getting 'back to basics'. For the Local Unions, this means serving people, welcoming new people into our Brotherhood and doing everything necessary to maintain our membership. Obviously, to succeed in this regard, there will be a high degree of accountability and responsibility for all those working as a Union representatives.

There are opportunities for each of us to improve and we must seek these out - both individually and collectively. Our future begins within our own ranks

and we must look inward for strength and solidarity.

As testimony to his commitment to this philosophy, President Hill has empowered the International Vice Presidents and their respective International Representatives with the authority to uphold and enforce the Constitution - using whatever means necessary to do so.

For years, we have told the world that we are the best and now it is time to live up to this pledge. To this end, each of us is challenged to help our members increase the pride in their work, their pride in our Union and their pride in themselves. As President Hill described it - this is our only hope for survival in a world predicting our extinction by the year 2030.

International Secretary Jerry

O'Connor was equally as powerful in issuing a 'call to arms' for all IBEW members. His focus was the need for political action on the part of our members. Consistent with our thinking, Secretary O'Connor encouraged the delegates to mobilize their respective memberships to ensure that the values of working people once again begin driving the policy decisions in our country. While we didn't make the policies, we have the ability to change the faces of those that do. It's all about making a difference - for our members and for our Union.

Now, more than ever before, workers need to support one another as well as their Union. We must educate, organize, mobilize and bring our members together in solidarity. Are you ready for the challenge?

CODE BLUE SOUNDED FOR OUR HEALTHCARE SYSTEM

In anticipation of the release of 'Romanow Report' which will significantly impact the future of our national public medicare system (expected some time in November), the CLC (together with the Canadian Health Coalition) has developed a five step action plan aimed at raising public awareness on this most critical issue.

As part of this campaign,

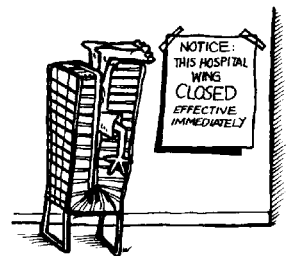
'protest postcards' have been prepared and are available through our Local Union. Members are encouraged to complete and mail them ASAP - without such support, our message will be lost.

There is already movement afoot to privatize healthcare by stealth - at the cost of workers and quality of patient care.

Citizens from all walks of life

must unite to suppress such efforts. Already protest rallies have been scheduled in several communities - join in or organize one of your own.

Let's make sure the Liberals know that we will fight to preserve this invaluable public asset!



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The views and opinions expressed are intended for information and entertainment purposes only.

We welcome your views, comments and (constructive) criticisms. Please let us know what you think - by contacting us via fax (519 - 967 - 9224) or e-mail:

pvlanich@sympatico.ca

For help with your questions on issues such as pension, our group insurance plan or labour legislation - check out these web sites:

OMERS - www.omers.com

Ministry of Labour - www.gov.on.ca

Canada Customs & Revenue - www.ccradrc.gc.ca

Unity Group Insurance - www.unitygrouponline.com

E&USA - www.eusa.on.ca

Canadian Labour Congress - www.clc-ctc.ca



DELTA GROUP - Members of this Unit are very pleased to have their first negotiated agreement. The 22 month deal is highlighted by: wage increases of up to 15% in the first year with an additional 2% increase in the second; a \$300 (annual) lump sum payment for those in 'red circled' classifications; 50/50 split on premiums for healthcare benefits and; significant gains in clarifying working conditions through language. Special thanks to Jeff Street and Conrad DeLaCruz for a job well done!

WOODSTOCK HYDRO - A 2 year agreement has been reached that will provide an ATB wage increase of 3% annu-

TABLE TALK

ally with COLA in the second year. In addition, classification adjustments have been negotiated for: Linemen (\$0.25/hr.-yr 1); Senior Billing Clerk (\$0.26/hr/yr) and; Cashier (\$0.50/hr/yr). Other highlights include survivor benefits for 2 yrs.; increased vision & hearing aid coverage; improvements to boot allowance, standby premiums and meal allowances and; significant language improvements. Congratulations to Jeff, Doug, Rick and Liz for their contributions at the bargaining table.

TOWN OF HUNTSVILLE - With a strike deadline looming, the parties were able to reach an agreement that was acceptable

to the membership. The 3 year agreement offers an annual increase of 3% ATB and addresses the controversial issue of 'on-call'. Many thanks to Doug Oke and Bob Hall for helping to make this agreement possible.

UTILITIES KINGSTON - Members in the Client Services Division have ratified a new 3 year agreement that will see wages increase by 3% ATB in the first year and 2.75% ATB in each year after. There were also improvements in vacation; medical benefits and the introduction of 3 paid days /year for Personal Leave. We salute the hard work and perseverance of Stef Doliszny and Jennifer Holland - way to go!

THE BIG PICTURE - REFLECTIONS FROM THE DESK OF BM/FS J.R. WACHESKI

Since the introduction of the Bill that lead to deregulation of the electricity industry , Local 636 has remained firm in our opposition to such endeavours . Our position has now been validated by the recently issued report of the government's own IMO Market Surveillance Panel which

warns -"There is a serious shortage of generating capacity to meet Ontario's growing demand for electricity. If steps are not taken to address this situation, Ontario could face even more serious reliability problems next summer, leading to the possibility of supply interruptions and continued upward pressure on prices

during periods of peak demand" Howard Hampton continues to urge the government to heed the warning and stop hydro privatization. Our union stands together in solidarity with the NDP in the fight to protect the rights of both consumers and workers. We urge each of you to join us!

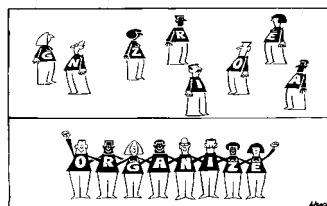
BELLEVILLE GOING TO THE POLLS

Relying on a seldom referred section of the Labour Relations Act, the Employer made an application for recognition of a single bargaining unit in this municipality. In a hearing before the Board, this request was upheld.

As a result, our members at the Belleville Utilities, along with municipal workers - presently represented by CUPE - will be asked to choose their bargain-

ing agent in a representation vote scheduled for October 29th.

Lead by the efforts of Business Representatives Allen Gates



and Barry Brown, Chairperson Steve Garrow and his hard working team of supporters are confident that we can carry the day.

A successful campaign would result in almost 200 new members.

We wish them luck !

FRONT LINE REPORT

CHRISTIE DIGITAL SYSTEMS - Discussions continue in an effort to develop a fair and equitable strategy to deal with the distribution of surplus pension funds from the Electro-home plan. As previously reported, this is a very complicated and time consuming process. However, a proposal has been sent to the Employer and we are hopeful that a resolution is near.

CITY OF STRATFORD-WATER - Although our members had previously been assigned to do locates and inspections, such work was transferred to the municipal staff. A new position has now been posted in the CUPE bargaining unit and we are currently exploring our grievance options as well as seeking clarity on who will be required to perform such duties in emergencies - more to follow.

WINDSOR REGIONAL HOSPITAL - Progress remains slow but steady in the pursuit of maintaining Pay Equity. Thanks to the members for their continued patience.

WINDSOR UTILITIES COMMISSION; ENWIN POWERLINES; ENWIN UTILITIES - As the rest of the electrical industry continue to look at effective ways to deal with the realities of deregulation, these companies have announced their desire to revert back to their previous organizational model. Whether this is possible under current legislation remains uncertain.

More to follow.

ST. THOMAS ENERGY - As we know, in the new world of deregulation, energy companies now have an opportunity to secure work outside of their traditional service areas. An agreement was reached regarding the scheduling of work in London that had been bid on by this Employer. However, this was not enough to win the bid. A review of estimates will be conducted to assist in making this firm more competitive in future bidding.

HAMILTON HYDRO - Fortunately, no one was seriously injured in a 'near miss' electrical contact incident involving



two students this summer. However, this has prompted the company to reorganize their management team in an effort to improve the health & safety of the workplace. The members see this as a very positive step.

MARKHAM HYDRO - The Union was very pleased to hear overtures from the employer that they intend to start hiring Electrical tradespeople and we hope that this will result in the recruitment of apprentices.

OSHAWA P.U.C. NETWORKS - In keeping with an

understanding reached at the last collective bargaining session, new (updated) job descriptions have now been completed for all positions. Using the 'Hay Evaluation System', a committee began assessing the positions in early October - more to follow.

HYDRO OTTAWA - Like most other member units that continue to experience the growing pains of deregulation, frustration levels are running high among the membership. Still, the recent hiring of a Staffing and Labour Relations Specialist leaves us hopeful of better times-more to follow.

DELTA GROUP - On the heels of our first collective agreement, work at this plant has increased resulting in an expansion of the workforce. Anyone who knows of an experienced Transformer Winder - who is looking for a job - is asked to contact our Kitchener Office at 1-800-248-4239.



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" If you don't stand for something, you will fall for anything - so always be sure that you stand for what is right "

Kathy Roberts



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of Electrical Workers
Local Union 636**

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We're on the Web
Visit us at : [http://
ibewlocal636.com](http://ibewlocal636.com)

SHOP TALK - VIEWS FROM AROUND OUR LOCAL

ON THE AIR - Our Local is very proud to be a sponsor of the Canadian Network Broadcasting Kids Help Line. The campaign ran throughout the month of September and not only helped raise awareness of this invaluable community service but also elevated our public profile - definitely a 'win-win' investment.

TRULY A UNION OF HEARTS & MINDS - Bringing the spirit of the IBEW to life, **MEMBERS IN WINDSOR** offered not only their thoughts and prayers but also money and vacation days to a young member to help deal with the sudden loss of her husband. This is what membership is really all about - people helping people!

HELPING HANDS - A tip of the hat goes out to our members at **FESTIVAL HYDRO** who volunteered their time and talent to build a meeting area for the Ontario Volunteer Firefighters Association Convention in their community - way to go!

Members from **ENWIN POWERLINES** were also busy helping in the construction of Windsor's new 'Safety Village' - a

facility that teaches kids about the dangers of fire, electricity and traffic - thanks for the show of community spirit.

IF YOU BUILD IT THEY WILL COME - With help from our members, the **WINDSOR UTILITIES COMMISSION** is proud to have built Ontario's first hands on water training centre. This facility is now open for business and will welcome those requiring certification from around the province. Congratulations to all who contributed to making this dream a reality.



**LARGE ENOUGH TO SERVE AND
SMALL ENOUGH TO CARE**

THANKS FOR YOUR SUPPORT - The dedication and support of **Shawn Dougan, Nicole Baker and Cheryl Thompson** were the driving forces behind a successful organizing campaign at the **BARRIE AND DISTRICT ASSOCIATION FOR PEOPLE WITH SPECIAL NEEDS**. As they now move on to explore new horizons we wish them well and offer our sincere thanks for affording us the privilege of representing them and their co-workers.

MOVING ON - Best wishes go out to **Rick Bell and Ken Dyck (Oshawa P.U.C. Networks)** as they start a new career of leisure and laughter. We hope that their years ahead in retirement are filled with happiness and good health.

A WAKE UP CALL TO ACTION - FROM THE CLC PUBLICATION: SWEATSHOP ALERT (APRIL 2002)

Joe Smith started the day early, having set his alarm clock (made in Japan) for 6 a.m. While his coffee pot (made in China) was perking, he shaved with his electric razor (made in Hong Kong).

Next, he put on a dress shirt (made in Sri Lanka), designer jeans (made in Singapore) and sneakers (made in Korea).

After cooking his breakfast in his new electric frying pan (made in Indonesia), he sat down with his calculator (made in Mexico) to see how much

was left in the budget for him to spend that day.

After setting his watch (made in Taiwan) to the radio (made in Thailand) he got in his car (made in Germany) and continued his daily search for a good paying Canadian job.

At the end of yet another discouraging and fruitless day, Joe decided to relax for a while. So, he put on his sandals (made in Brazil), poured himself a glass of wine (made in Chile) and turned on his TV (made in India). As he sat there he won-

dered again why he could not find a good paying job in Canada.

OUR BAD CONSUMER HABITS ARE KILLING OUR JOBS - LET'S ALL WAKE UP AND SHOP SMARTER!