

Talkin' About My Generation

Due to medical advancements and all around better way of life the human race is living longer than we ever thought we could. Ask yourself what other species on the planet has grand-parents and great grand-parents? At no other time in history have we had four generations in the workplace under the same roof at the same time. Each generation of workers hold specific values, characteristics, and skills based on their experiences of life-defining events. When a group experiences are common, they create collective identities and similar points of view the group shares

about life, work, family, politics, and society in general. Understanding the differences is important to representing our members' interests. With that in mind the First District Office contracted n-gen, a generational research company to look at the IBEW in Canada to help us prepare for the future. The International also contacted 5 local unions across the country to participate in the study, Local 230 being one of

those study groups. I would like to thank President Chris Baker, Nanaimo Unit Chair Shane Scott, Marine Unit Recording Secretary Anne Marie Vis, Ryder Bateman, Peter Huang, Morgan Ferguson, Clint Hobbs, Reg Lech and Dispatcher Len Rousseau for making the study last Spring possible.

Media has covered the generational groups widely and on page 3 of this Newsletter are some of their; life-defining events; attitudes, values and expectations; and Key Characteristics provided by n-gen. There are some us in the Local who grew up listening to our parents say, "you are to

be seen and not heard", another age group whose parents may have said something like, "What are you special? Unique? Somehow, different from everybody else?" and another age group whose parents may have said, "You are special, you are unique, you are different from everybody else!" Because of the different generational parenting styles, we've grown up under different conditions, and that has shaped us into different people as well. My wife like many other parents her age (GenX), asks our kids (GenY's) to share their opinion



Adwoa Buahene from n-gen addresses the IBEW.

on what they would like for dinner, when I was a kid we had no discussion around choices for dinner other than the typical "this isn't a restaurant, you don't get to choose what's on the menu." We were told to get up to the table and we ate what was served. My parents, products of the 30's (Traditionalists) were likely lucky to get dinner. So, when you're on the job and your apprentice wants to "share their opinion" with the seasoned Journeyman how to do something on the job, realize they come by it honestly.

Today our kids can't fail school, the U.S. has a program where, No Child

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Inside This Quarterly

www.ibew230.org

Page 1:

- Talkin' About My Generation

Page 2:

- Business Manager's Report

Page 3:

- Business Manager's Report (cont.)
- Talkin' About My Generation (cont.)

Page 4:

- Another Wet Coast Adventure
- Christmas Meetings Notice

News/Notes:

- **Victoria Unit Change to November 9th as the regular meeting would have fallen on Remembrance Day.**

Christmas Office Closure

- **The Office will be closed from noon Friday Dec. 24th to Monday Jan. 3rd 2011**

Consider signing the Only Rail petition at www.norailnocoal.ca to support our railway members.

Business Manager's Report



Philip M. Venoit
Business Manager/Financial Secretary

Our presentation to the BC Federation of Students at their AGM was on, “What role do we need the federal and provincial governments to play to adequately support trades and apprenticeship training in B.C.”

Our five primary points were; Census outcomes along with proposed major works to project upcoming specific trade demands as opposed to today's rhetoric of looming

trades shortages, through the census program we can inform the public and more importantly the Canadian youth to understand what are the most promising apprenticeship and career opportunities are available to them. We need a **stronger** Red Seal Program expanding into other trades that are currently provincially ran apprenticeship like Aircraft Technicians and Automotive Technicians. Cars and planes don't change when you move them across provincial borders. We need a standard approach to the educational component in the Canadian Colleges during the three, four and five school years in apprenticeship across the country. An Apprentice finishing off her second year of Plumbing should be the same equivalent and curriculum in Nova Scotia as Ontario or British Columbia. Even from a consumer protection point of view all trades and apprenticeship should be compulsory, and certified Red Seal, this is the first step in ensuring a quality product.

Lastly, our governments at all levels, our crown corporations, and institutions should all be required to enforce mandatory tender rules, that all trades on all public works be Red Sealed Journeymen, and a mandatory apprentice ratio of registered apprentices, with penalties if not adhered to, this would be one further important step to helping to achieve the highest level of standards for the Canadian Apprenticeship system.

Along with Campbell River Unit Chairman, Dan Gordon and Youth worker Colin Parker (both currently working in Saskatoon), I attended the IBEW All Canada Progress Meeting in Saskatoon. International President Ed Hill spoke to us about the importance of organizing our market share, the predatory nature of the Carpenters Union, and the 2011 Convention. International Secretary Treasurer Lindell Lee praised the First District in the strongest growth for

a District over the past five years by increasing our membership in Canada by 11% to 63,140 as of July 1, this year. International Vice-President Phil Flemming spoke to us about the national construction workers monument being sculpted in Ottawa, the need to continue to provide any further information to our growing Jurisdictional Assignment Library, the success of Vubiz with 35,000 courses finished by our membership in Canada, and the IBEW Youth worker strategy.

President of the Canadian Labour Congress Ken Georgetti spoke to us about **the importance of shoring up the Canadian Pension Plan** with 1.6 million retired Canadians living in poverty, and half a trillion dollars of unused RRSP contribution room on the books, as typically only 25-30% of Canadians contribute.

In the Construction caucus we had great discussions around the CCDA and their review of the Red Seal Program, Temporary Foreign Workers, the proposed European Union/Canadian – Free Trade Agreement, F.R clothing, opportunities in green energy, and a myriad of other topics such as politics and P.L.A.'s.

I would like to welcome new IBEW High Voltage Test

Employer Prime Engineering who signed a letter of Voluntary Recognition honouring our construction Collective Agreement.

For those who remember a couple Newsletters ago we reported on the Front page the Federal Government had Konecranes erecting a new Crane in Esquimalt with the use of Temporary Foreign workers, I'm happy to report Houle Electric has 10 members working 5-10's cleaning up the problems that were not up to CSA and/or CEC standards, and we have been discussing a Project Labour Agreement with Konecranes to supply members directly to them for the next crane, which should begin mid to late November.

We met with the Minister of Labour, Murray Coell to discuss the bad idea of consolidating the BC

Employment Standards (ESA) with the Labour Relations Board (LRB), and the BC Human Rights Tribunal.

This concept has been proposed to the Provincial Government by Lawyer Peter Gall, who typically represents the likes of the Christian Labour Association of Canada (CLAC). The ESA and LRB expertise has been decimated over the last 8 years as the BC Liberals have down-sized and laid-off people who understood the differences in distinct workplaces, and each of these areas of the Law are highly specialized. So we went with the agreement that we could talk about how each of these areas could be improved upon. Not made more dysfunctional for workers who are looking for a little justice in their workplace.

On September 1st, Mayor Lois Jackson (Delta), Greg Moore



Brother Dan Stevens stands in front of the Cranes High Voltage Transformers.

Business Manager's Report (CONTINUED)



Brother Jurjen Ratsma climbs up inside the crane

(Port Coquitlam) and Joe Trasolini (Port Moody) traveled to Victoria to hand over the 5000 page waste plan. Greg Moore told the Waste Committee that the three mayors pushed for a commitment from the Minister to have it in this calendar year. Ministry staff is working through Metro's Liquid Waste Management Plan first and that then they'll deal with the Solid Waste Management Plan afterwards. Environment Minister, Barry Penner wrote to Waste Management Board's CAO, Carline in October 2009, cautioning that Metro should not "underestimate" the air quality hazards of waste to energy. Penner points out in the letter that the province has approved the Environmental Assessment for Cache Creek and Gold River waste incineration co-generating project.

This will be our last Newsletter this year, from my family to yours, have a safe and wonderful Christmas Holiday!

Fraternally, Phil Venoit

Talkin' About My Generation (CONTINUED)

(gets) Left Behind. In Canada we have what the teachers call, delayed success? If our kids don't get their homework assignments done this week they have until the end of the school year to hand them in. We've allowed our own society to condition our children that being late is perfectly okay. Well imagine what kind of cold shower our apprentices take when they catch shit for walking on the job 3 minutes late with a coffee in their hand. For the last couple of decades every kid gets a "participation" badge, everyone's a winner in all sporting events. Our Society has not conditioned GenY's (our apprentices) working for or with Baby Boomers or traditionalists.

Of course, no one is right or wrong in this, every generation has criticized the generations before and after them for their obvious differences, and that is the point in this story. We are a Brotherhood and we need to recognize our differences, that social conditioning has made us different, and respect each other in the discussion around each of our expectations.

This respect is what will make us stronger, not understanding will serve to fracture us, and then we all lose.

Traditionalists

Events

The Great Depression
World War II
Korean War
Golden Age of Radio
Rise of Silver Screen

1922-1945

Attitudes, Values, Expectations

Loyalty & Dedication
Respect for Authority
Sacrifice & Conformity
Honour & Stability
Privacy & Frugality

Characteristics

Compliant
Detail Oriented
Hardworking
Trustworthy
Dedicated

Baby Boomers

Events

Civil & Women's Rights
Vietnam War
Cuban Missile Crisis
Trudeau era
Multiculturalism
Cold War
Woodstock
Television & Moon Landing

1946-1964

Attitudes, Values, Expectations

Optimistic
Team-oriented
Personal Growth
Youthfulness
Equality
Career Focused
Involved
Personal Gratification

Characteristics

Driven to Succeed
Team Players
Relationship Focused
Eager to add Value
Politically savvy
Competitive

Gen X'ers

Events

Music Videos (MTV)
Personal Computers
AIDS
The Challenger Disaster
Mass Corporate Downsizing
Fall of the Berlin Wall
Regan/Mulroney Conservatism

1965-1980

Attitudes, Values, Expectations

Independence
Self-reliant
Pragmatism
Skepticism
Informality
Balance

Characteristics

Techno Literate
Flexible & Adaptable
Creative
Entrepreneurial
Multi-tasker
Results Driven
Individualistic

Gen Y's

Events

Oklahoma City Bombing
Death of Princess Diana
School Violence
Digital Age
Reality TV
9/11 & Y2K
U.S. War on Terror

1981-2000

Attitudes, Values, Expectations

Confident
Diversity
Civic Duty
Optimism
Immediate Access to Information and Services
Innovative

Characteristics

Techno-savvy
Collective Action
Expressive/Tolerant of Differences
Eager to Accept Challenges
Creative

Another Wet Coast Adventure

A state of emergency was in effect as heavy rain continued to pound northern Vancouver Island on September 25th. Roads washed out, homes flooded, bridges breached and in Kingcome Inlet about one hundred people in the community that were so un-ceremoniously displaced by mother-nature flexing her muscle. Three Hundred millimeters of rainfall, a 15 foot high tide and a small but significant landslide made for quite the adventure for IBEW brothers Harris Turner, Martin Blum and Scott Lindstrom. The day started with four inches of water flooding at 8AM. The work day was called off quickly at 9:30AM as the water gained eight more inches. By noon everyone evacuated their homes and went to higher ground at the school. At 2:30PM the call was

made to begin airlifting the community to safety. The first helicopter arrived at 5pm. We had 12 choppers in and out before sun down, taking children and elders first, leaving approximately 25 people to weather the continuing storm and flood overnight. Throughout it all our members were pivotal in organizing and evacuating the village. At 11AM the following day, once the storm began to subside our men were air lifted to Port McNeil, where two more of our members, Rodney Sloat, and Anchor Cove Electric Owner, Harvey Rasmussen picked up and returned the weathered and weary men home to their families. Our Brothers at Anchor Cove Electric are heading back in to Kingcome at the end of October to continue their work.



Brother Scott Lindstrom measures the High Water line.



Brother Pat Stothard receives his 55 year IBEW Service Pin presented to him by Brother Drew Garcia.

Please join us at the following Christmas Meetings to receive your service pins and for some socializing and sandwiches after the Meeting.

- Unit #1 – Victoria**
Thursday Dec. 9, 2010 – 7:00 PM
Pro-Pat Legion, 411 Gorge Road East
- Unit #2 – Nanaimo**
Wednesday Dec. 15, 2010 – 7:00 PM
Dorchester Hotel, 70 Church Street
- Unit #3- Campbell River/Courtenay**
Thursday Dec. 16, 2010 – 7:00 PM
Halbe Hall, 8369 Island Highway

- Unit #4 – Marine**
Wednesday Dec. 8, 2010 – 5:00 PM
Esquimalt Legion, 622 Admirals Road
- Port Alberni – Information Meeting**
Tuesday Dec. 14, 2010 – 8:00 PM
Tye Motel, 4151 Redford Street



On behalf of the Officers, Staff & Membership of IBEW, Local 230 Vancouver Island

We Salute Our Veterans and the sacrifices they made in securing the freedoms that all Canadians enjoy today.

Phillip Venoit
Business Manager/Financial Secretary

