



IBEW Local 2067



Holiday Office Hours:

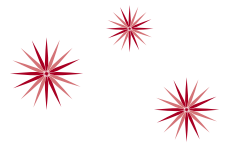
The Business Office will be closed Monday December 24, 2018 and will re-open Monday, January 7, 2019

ABM Bro. McDonald will be available Dec 24, 27, 28, 31 and Jan 2-4

ABM Sis. Kobelka will be available Jan 2-4

ABM Bro. Murray will be available Jan 2-4

ABM Bro. Lizée will be available Jan 3-4



Happy holidays from our family to yours!

I would like to take this opportunity to thank all the members and staff at 2067 for all your help in making our local successful not just during good times but through difficult times. It isn't the name of a Union that makes it great, it's the members of the union that do. May you and your families have a Merry

Christmas and Happy New Year! Be safe in your travels and enjoy the time you have with your loved ones.

In solidarity

Brother Jason Tibbs

IBEW Local 2067 Business Manager/Financial Secretary

2018 Year in Review

With the end of another year coming quickly, we wanted to reach out and give you all an update on the local union. While 2018 wasn't the best year, it certainly wasn't the worst we've seen in the local. We expected 2017-2018 to be tough for the local but for the most part we were able to get some contracts negotiated and ratified. We increased our total membership numbers and our financials are steadily improving. We continue to look for alternate ways to increase resources of our local without raising our dues structure. This is very important as everyone works hard for their money and if we can do a better job of fiscal management that means it is less likely that we have to raise Local Dues.

In 2017 the government imposed a mandate of a -3.5% reduction for all government employees. This round of collective bargaining in the public sector isn't something that has been seen in recent years. Many public sector groups have been without contracts in excess of two years, or like us approaching the 2-year mark.

It wasn't all bad in 2018! We achieved two major arbitration victories: one on a mass termination of employees on long term disability and another in a victory on pension and benefits for members on leave. We also had recent successes on grievances with SaskPower and have worked on cleaning up the backlog. Another success was the realization of the transmission construction crew.

2017 brought lots of challenges to the local that created spill-over into 2018.



Northern Hydro & Renewables Pay Steps



Agreement with SaskPower reached, to resolve a pay step inequity. The resolve is the development of a new unqualified classification developed for each trade in Northern Hydro & Renewables and Athabasca facilities. The issue started when the 5 pay step process was implemented after the 2010 & 2011 agreement. This new structure did not address members bidding into the Dual Role positions when not fully qualified. Members not holding the Hydro Station Operator qualification were slotted into pay steps based on the Dual Role position using the Promotional Language causing pay inequities within the classifications. These inequities were also seen when bidding or substituting into the Power Production In-scope Supervisors from the Dual Trade position. The new unqualified position associated with the Dual Trade position removes the Promotional Language out of the process when bidding from a Power Production trade position. For example, if you are an Electrician bidding from a thermal plant class code

612 to Hydro Station Operator class code 6122. If you do not hold the Hydro Station Operator qualification and are currently in pay step 3 you will be placed in class code 619 at pay step 3 until you obtain the Hydro qualification. Once you obtain the hydro qualification and you are in class code 619, at pay step 4 you will move into the class code 6122 at step 4. If you then bid Athabasca from class code 6122 step 4, you will go to class code 6123 at pay step 4; or if you bid supervisor you maintain your pay step 4 to class code 1211. When bidding from Thermal Plant class code 612 into Athabasca as unqualified, you will be placed in class code 621, again maintaining your current class code step. This new process clarifies the movement within Power Production for Mechanics-Millwrights, and Electricians. We are happy to bring a close to this issue, as it had been a struggle since 2016.

Submitted by Assistant Business Manager;
Brother Alan Murray



The outage December 2018.

Termination, Pension and Benefits Settlement for PRM

Two and a half years ago, Westmoreland stopped making pension contributions for those on long-term disability. This resulted in an immediate grievance and ensuing battle with the employer. Subsequently, many of those same members were terminated which resulted in a loss of health benefits. A second grievance was filed on this issue. The Union fought the employer on both

of these matters, all the way to arbitration. Shortly before the arbitration was to take place, Westmoreland agreed to reinstate the terminated members along with their health benefits, as well as make the affected pensions whole.

Submitted by Assistant Business Manger;
Sister Allison Kobelka

Ten Person Transmission Construction Crew SPC

SaskPower approached IBEW Local 2067 with a need for a committed Transmission Line Construction Crew. 2067 was happy to assist in facilitating composition and creation of terms to ensure this project got off the ground. There were many meetings to ensure the needs of the Employer were met while still providing an atmosphere desired by the employees. The Crew

has completed many jobs, all of the highest quality, and standard of safety. Some hiccups occurred along the way, but nothing that couldn't be resolved quickly and efficiently. The projects of this crew will continue to be reviewed and celebrated.

Submitted by Assistant Business Manager;
Brother Drew McDonald



Poplar River Mine Drageline.

Louis Dreyfus Company New Agreement Reached

Bargaining took place in 2018 between LDC and IBEW Local 2067. A team comprised mostly of LDC employees (IBEW 2067 Members) efficiently and effectively negotiated terms of a new collective agreement with the Employer. The contract saw significant additions to the CBA, with minimal concessions. While the transition into the new language was a little problematic at first, subsequent discussions with the Employer resulted in an overall success in bargaining. Financial terms of the agreement were a 3½ year contract worth 2.25%, 2.5%, 2%.

A special thanks to the Bargaining team; Bro. Patrick Bouchard, Bro. James Patzer, Bro. Kevin Wlock, and Bro. Eric Sweeney for their hard work and commitment to ensuring the best needs of these members were met. This agreement could never have come out as fast or successful without you all.

Submitted by Assistant Business Manager; Brother Curtis Lizée

Local 2067 Financials

In 2016 we changed our accounting, budgeting, and investing practices as the local had been borrowing from its investments in past years. In 2014 cash reserves were as low as \$238,083 with investments of \$1,207,279. The total net assets were \$1,560,907. In 2016 after assuming the role of Financial Secretary for the local and with the assistance of the Executive, we developed new investment policies as well as changed our accounting and budgeting practices. The result was that we achieved an 85% increase in our total assets by 2016, followed by a 24% increase in 2017. For the current fiscal year we have seen continued increases

in net assets of 12%. In early 2016 we moved landholdings as a standalone entity and it is now operated as a corporation paying dividends back to the local. Our current cash reserves are in excess of 1 million dollars with our total investments now exceeding 2.9 million.

As a result of our current investment practices we will begin to move to a model where accrued interest and dividends will alleviate the need for dues increases. It will also allow the local to increase the enhanced dental plan through the trust funds.

Submitted by Business Manager/Financial Secretary Bro. Jason Tibbs



Prince Albert Youth Soccer team heading to Minneapolis..

Organizing Update

2018 was an exceptional year for organizing. With increased membership and market share comes the ability to better serve the members of the local. It is the primary initiative of the International and it's an expectation that all Business Managers will grow their market share.

In 2018 after a successful organizing campaign with Allteck Line Contractors, a secret ballot vote was held by the Saskatchewan Labour Board. The result was an over whelming "YES" to joining Local 2067. We followed that up with

recent campaigns on Peter Ballantyne Company and both Ptarmigan Consulting and Ptarmigan Line Solutions. We are currently in collective bargaining with Allteck and are waiting on the secret ballot vote by the Saskatchewan Labour Board.

Submitted by Business Manager/Financial Secretary Jason Tibbs

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*Your time is LIMITED
don't waste it living
someone else's Life –
Steve Jobs*

We're on the Web!

Visit us at:
<http://www.IBEW2067.com/>

2018 Successes for IBEW Local 2067!

Heroic Life-saving acts by IBEW Members:

George St. Amant - Gas Inspections

- Local, National and International recognition

Ryan SteinHaeusser - Electrical Inspections

- Local, National and International recognition

Alex Scappaticci - Apparatus (Transmission)

Brody Kronberg - System Test

Cody Sastaunik - Apparatus (Transmission)

Kevin Martin - System Test

Kyle Spilchen - Apparatus (Transmission)

Larry Chorney - Apparatus (Transmission)

Significant Safety Milestones:

Significant safety milestones were achieved in 2018, congratulations to all workgroups in making 2018 a safe work year.

Successes:

December 2018 power outage restored safely and quickly;

Allteck Certification;

Westmoreland Ratification;

LDC Ratification;

3rd place 2018 Mission Zero;

Just Transition from Coal Task Force

UFCW Strike Support in Moose Jaw and Saskatoon and surrounding area;

CUPW Strike Support in Brandon, MB;

National Lineworker Appreciation Day Lobby;

Extended Dental Benefits paid out \$115,000 to members (January thru October 2018);

Investments made rather than withdrawn for the first time in 8 years

Significant renovations to 1802/1810 McAra through IBEW Landholdings;

Benevolence payouts of almost \$8,000 made to local 2067 Members in need.

A Little Humor

Today while at the bank Brother McDonald was having some trouble. He asked if I could help check his balance.

So I pushed him over.

