

## MISSION STATEMENT

To promote and maintain the highest standards in professionalism, productivity, safety, and quality of life of our members, through training and accountability.



Our first snowfall is behind us and more coloured lights are springing up every day on homes throughout our towns and cities. As you prepare for the holiday season and enjoy the festivities with your friends and family, please be safe, have fun, may the new year bring you peace and happiness.



**Jon Baker**  
Business Manager

## Contract secured for Corner Brook Long-term Care Centre

In November, IBEW L.U. 2330 signed the contract with G.J. Cahill for electrical work on the new \$120 million Long-term Care Centre in Corner Brook. This work will offer over 50 jobs to our membership during construction. Construction crews have been mobilized to the site and excavation is underway.

The centre is scheduled to open in 2020 and is the first structure to be built as part of the new hospital complex planned for the city. Construction on the hospital itself is scheduled to begin in 2019.



An architect drawing of the new Corner Brook Long-term Care Centre, set to open in 2020. (NL Department of Transportation and Works)

## Our commercial work is growing

IBEW L.U. 2330's successful negotiation of a contract for work on Corner Brook's Long-term Care Centre is an example of our success at growing opportunities in the commercial sector. Mega-projects like Long Harbour, Hebron, and Muskrat Falls provide big employment numbers, but only in the short-term. There are large gaps between such projects that need to be filled with well-paying, reliable work for our members. That's where commercial opportunities come in. Our ability to secure work on mid-size projects such as grocery stores, box-store outlets,



and maintenance contracts is essential for keeping the membership engaged and active in the Newfoundland and Labrador workforce. Securing more commercial work will be an essential part of our strategy for 2018.

## Marijuana legalization - what does the future look like?

The Government of Canada is currently on track to legalize marijuana by July 2018. According to the proposed legislation, once it is legal, each province will be left to decide how to regulate the drug. This is likely to result in each province having different regulations.

Unions and employers are concerned about how lack of alignment on regulations will impact workers on the job. We all agree that there is a need for a common "toolset" for provinces to work with which will ensure workplaces and employees are safe once the legislation is passed and the regulations are being developed.

As an affiliate of Canada's Building Trades Unions (CBTU), IBEW shares CBTU's belief that there is a significant lack of information among union members and within stakeholder groups about the impact of the legislation. Because of this, there has been little dialogue on the issue, despite the fact that there are lots of unanswered questions. We all need to start talking about it now, so that any legislation and regulations passed are satisfactory to our memberships and stakeholders.

To that end, CBTU is engaging in a cross-Canada consultation and review process with its affiliates. Unions like IBEW are being asked to participate in frank and open discussions about concerns and expectations to find common ground. CBTU also intends to have similar discussions with owners and contractors. The aim is to use the information to formulate a national position.

We will be reaching out to our membership as part of this process to hear your views and questions. Your input will help us develop IBEW L.U. 2330's response to CBTU. Keep an eye out for notices about this issue in coming months.

For further information about the government's task force on the legalization and regulation of cannabis in Canada, please visit the Government of Canada webpage titled, "A Framework for the Legalization and Regulation of Cannabis in Canada."

**Keep safety #1... in the workplace... at home... everywhere.**

## National mentorship training program

The IBEW College has been selected to participate in a nationally funded mentorship training project. This project will involve working with our local contractors to develop and implement a customized mentorship training program that will improve the transfer of skills on the job, productivity, and safety. Mentorship is essential to maintain the knowledge and skills within our Local as many of our members reach retirement over the next decade. In addition, mentorship training gives us a competitive advantage by having the ability to rapidly and effectively pass on new work methods as technology rapidly advances.



This training will consist of two courses, one for the Mentor (Journey person) and one for the Mentee (Apprentice). The Mentor will learn how to effectively transfer their skills to the apprentice through demonstration, evaluation, and providing feedback. The Mentee will learn how to gain the most from verbal and practical instruction from the mentor, with whom they are paired, with such skills as clear and collaborative communication and taking the lead in goal setting for their learning.

Early in 2018, the IBEW College will be offering various Mentor and Mentee training sessions across the province. A notice will be posted on the College's Facebook page and website when courses are scheduled. All members are encouraged to participate.

## Interested in becoming an Organizer?

IBEW International Office has advised that each local is required to have an Organizer. An Organizer will have a key role to play in our plans to build up our share of commercial work. If you are outgoing, interested in advocating on behalf of your Union, and willing to work evenings and weekends you may be a candidate for this position.

The IBEW International Eastern Organizing team will be accepting the resumes and managing the selection process. Resumes must be sent electronically by February 16, 2018 to: Bill Martindale at [william\\_martindale@ibew.org](mailto:william_martindale@ibew.org) or Rod McVicar at [rodney\\_mcvicar@ibew.org](mailto:rodney_mcvicar@ibew.org).

## Working hard for you

As 2017 comes to a close, we are hopeful for a busy year in the construction industry in 2018. Working closely with our new business manager, Jon Baker, we are excited about the opportunities in the commercial industry.

We have signed the contract with G.J. Cahill for the new Long-term Care Centre in Corner Brook and members will be starting work in Muskrat Falls early 2018. I am continuing to work hard every day to source work across Canada to see what opportunities are available for anyone who is interested in working on the road.

Please make sure all of your training certificates are up to date so you are job ready. You can schedule your training online by visiting [www.ibewcollege.ca](http://www.ibewcollege.ca).

I would like to take this opportunity to wish each and every member a **Merry Christmas and a Happy New Year!**

Together we will achieve success.

**Ann Geehan**  
President



## Work opportunities expand through new relationship

IBEW L.U. 2330 has entered into the largest collaborative agreement in its history. We have established a relationship with the Innu Nation, opening up new work opportunities for our members. The Innu Nation is the organization that formally represents the Innu of Labrador, approximately 2200 persons, most of whom live in the two Innu communities of Sheshatshiu and Natuashish.

The Innu Nation's agreements with other organizations have a proven record of securing contracts on Labrador mega-projects like Muskrat Falls and the Voisey's Bay project. This relationship puts our members in a position to work on such projects as mentors and trainers of Innu men and women looking to build careers in the electrical trades.

Benefits of this new relationship run deep on both sides. IBEW L.U. 2330 and the IBEW College have made a long-term commitment to help Innu people with job-readiness and employment and to provide mentoring through all levels of apprenticeship. In turn, our members will work on the largest, most important projects in the province.

## Is your safety training up-to-date?

When job opportunities come up, just being available for work isn't enough. All of your safety certificates must be up to date in order to apply for jobs. We recommend all members stay on top of their safety certifications, check expiry dates, and apply for any courses that they need at least three months before your current certificate expires.

Courses are being offered on a continuous basis at the IBEW College as well as other locations across the province. To apply for a course, please complete the online application on the College website at: [ibewcollege.ca](http://ibewcollege.ca).

## Layoff - Notify the hall

You are obligated to immediately notify the Shop Steward and the union hall when you are laid off, quit or terminated. This information is necessary for our records for several reasons, one of which is to protect your best interest.

Please, notify us immediately upon layoff.



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