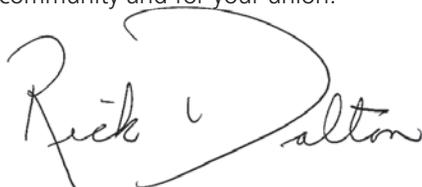


## MISSION STATEMENT

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

### A word from Rick

I am proud to be your Business Manager. As one of the hardworking men and women of IBEW L.U. 2330, you deserve the best that your union can offer. And I am working hard to ensure that happens. Together, over the past decade, we've faced some of the biggest changes ever in the electrical industry. In the face of all those changes, you stayed ahead of the technology wave and embraced the opportunity to become better. Today, as a member of IBEW L.U. 2330, you are recognized internationally for your skills, your ability and your pride in personal development. Now let's use this momentum to continuously improve and to shape the future that you want for your family, for your community and for your union.



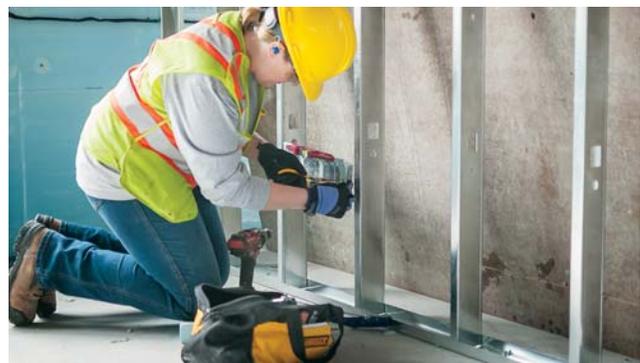
Rick Dalton

### Inwards and upwards

Work continues ahead of schedule at the IBEW College with no incidents reported as work shifts to the interior of the building and the roof.

As of April 13, 2016, work continued on final structural steel connections, window frames and other openings were nearing completion and hoarding was installed. With connections exposed, the under slab plumbing was extended above ground.

Other odds & sods included the installation of a temporary well and pump as well as the delivery of materials to the site for completing the roof.



### Tool up and avoid down time

We're reaching out to all the hard working professionals of IBEW L.U. 2330 who do so much to maintain our reputation as the best qualified electrical tradespeople in the industry. We are professionally trained and we are professional on tools. Because we know that hard work means more than showing up with a good attitude and

the right training. We need to shape our own destiny in the industry, so let's make sure that for the scheduled number of work hours, we give exactly that. Eg: If it's a ten hour day, we are giving ten hours of safe and productive tool time. It is our responsibility as a member to adhere to the hours of work and break/lunch times in the CA.

## Nominate a member you admire

We all know at least one member with the confidence and the abilities to be a leader without having to take the credit. No fuss and a good attitude. They just get the job done and they do it right, the first time. Our IBEW L.U. 2330 is fortunate to have more than our fair share of these kind of people, mentors, role models who deserve credit. And with your help we will introduce the Awesome Member Profile (AMP) section in this newsletter.

You can help by nominating someone for recognition who has done something great on the job, someone on site who went out of his or her way to help you or who simply went above and beyond the call of duty to make something right.



It's easy to do. We need the name of the person you are nominating and a few details about why you are making the nomination. Then just email us your nomination and we will take it from there. We are proud of our local and we are proud of the people who represent us well, sometimes in very challenging conditions. Let's show each other and the world that this work is important and that it is noticed.

## Strive for a perfect attendance

Your 100% attendance at work is what is expected of you under the Terms of your Collective Agreement. Subsequently, your 100% attendance, in-part, is what makes you a union member. On occasion, attendance may become relaxed, at the end of a project for example, or to extend regular schedule days off as another example. Absenteeism is wrong and weakens chances of securing future work for you. Please, avoid absenteeism from work!

## The importance of ongoing training

IBEW L.U. 2330 is recognized in a positive way because of our training and our excellence in the workplace. We understand that it is in the interest of our members to remain the safest, the most skilled and most competitive workforce in the province with the highest productivity amongst our competitors. And there is no time like the present for you to upgrade your training.

Through advanced and continuous classroom and hands-on instruction, IBEW L.U. 2330 helps you stay first class with safety and industry-related training. We continue to develop new programs and invest in equipment, tools, and instructor education to provide state-of-the-art training.



We're working hard to ensure that every IBEW L.U. 2330 member, stays the most competitive electrical expert in the electrical industry. To learn more about the location and timing of safety and training courses in your area please visit [www.ibewcollege.ca](http://www.ibewcollege.ca)

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

## Member and family assistance program

Your Member and Family Assistance Program (MFAP) is offered to meet the physical and mental health needs of you and your families. Under this program, as a member of IBEW L.U. 2330, you and your family members covered under the program, are entitled to confidential and professional support services for any concern.

MFAP is a confidential and voluntary support, to assist members and their families who may be experiencing personal problems at home or on the job. For example, there is a help line 1-866-448-9444 you can call to get advice or counselling on acute issues. The goal is to

enhance your health and to ensure that you are safe and productive on the job and that your home life is as fulfilling as possible.

One of the most important elements of MFAP is the confidentiality of the service. Information cannot be released without your informed consent or, where required, by provincial or federal legislation.

The MFAP offers assistance in a variety of areas including:

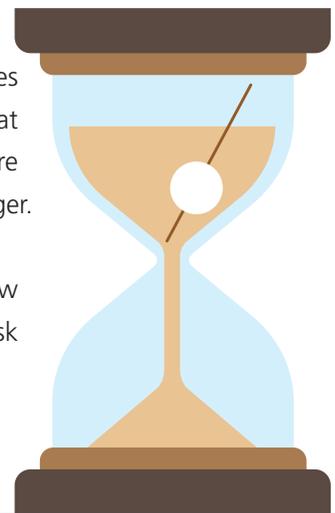
- Addictions Counselling
- Improve Nutrition
- Financial Guidance
- Focus on your Health
- Get legal advice
- Anger Management
- Bereavement and Grief Coping skills
- Critical life Incident Management
- Illness Issues
- Marital, Relationship or Family Problems
- Mental Health Issues
- Parenting Challenges
- Work/Life Balance
- Job Site Challenges
- Wills



## Think before drinking or ingesting a substance(s) that may impair your judgement

Whether you choose to have a drink, or not, or ingest some other substance in your down time is your business. On the job, the level of alcohol and other substances in your body that may impair your good judgement is everyone's business. For that reason, keep blood alcohol at zero by abstaining from drinking at least 24 hours before you are scheduled to show up on the job. Other substances may take weeks and longer.

Remember there is zero tolerance. No matter how well trained you are, no matter how good your work record, a positive test means your job is history. So think about it. Ask yourself: "If something drops on the shop floor tomorrow will I pass the tests?"



## Ya gotta like it



We promised it and now it is ready for you. Our new website is on the Web. And, also as promised, it includes a Facebook page.



Now we need your help to make this work better for you.

We are asking you as a member to log into the Website and click through to your IBEW Local Facebook page and **Like Us**. Once you do that, then you can receive timely notifications on upcoming training sessions—when they are scheduled or if, for weather or other related reasons, they are cancelled or postponed.

We are committed to actively using the Facebook Page to post important notices and interesting facts that will keep you, and all our members, in the loop as on all things IBEW.

## 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.

## Easier than ever to apply for jobs online

With the launch of our new IBEW L.U. 2330 website, there is a new feature to make your job hunt easier. We have upgraded the time-consuming call-in Job Line to an online automated feature on the website.

### Here's how it works.

To search for and apply for any jobs available just go to the new IBEW L.U. 2330 website [www.ibew.nf.ca](http://www.ibew.nf.ca). Log in as a Member and then click the Job Line in the side bar to view active jobs.

To apply for any position you are interested in on the list, click on the "Apply for this Job" button at the bottom of the posting. You will get a message confirming that your name has been successfully submitted. Members without an email address will still be able to phone the Job Line at 1-709-895-3764 ext. 9.

## To contact Rick

### Your call is important to me

If you can't reach me at 895-3764 please call 725-5599 and leave a message.

### Your call will be returned.

**Rick Dalton**, Business Manager



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