



BC Federation of Labour's 60th Convention



BC Federation of Labour President Laird Cronk presents his report to Convention

Late last November, staff members, North Island Construction ABM Shane Scott, Marine Representative Kale Anguish, Organizer Rob Mangat who served as Sergeant of Arms, and Shop Stewards Al Sotkowy, and Jeremy Switzer joined me at the BC Federation of Labour's 60th Convention. This was the first in person Convention in four years. Twelve hundred delegates from all unions across British Columbia convened at Canada Place. We received several reports from working groups on labour relations rights, human rights, workers' rights, community rights and social action, climate change, Occupational Health and Safety, Political Action, Indigenous and Gender Rights, and more. Many of these subject matter reports came conjoined with 83 resolutions in total that we could discuss, debate, and decide upon.

Speakers addressing the Convention were:

Monday - Federal NDP Leader Jagmeet Singh

Tuesday - Premier David Eby, Canadian Labour Congress President Bea Bruske, Elaine Alec, Author of "Calling My Spirit Back".

Wednesday - April Sims, the first black woman as President of the Washington State Labor Council spoke of her Council within a pro-union state, and her personal journey that brought her to where she is today.

Grand Chief Stewart Phillip, Union of BC Indian Chiefs, And BC's Labour Minister Harry Bains.

Thursday - John Horgan joined us to talk about his 5 years as leader and Premier, and our joint accomplishments, for all British Columbian's working class.

Elections. Our own Local 230 member and BC Fed President Laird Cronk submitted his resignation as he has reached retirement age, and wants to spend time as a husband, father, and grand-father, and watching Laird's journey over the last almost 40 years he has earned every day of that dream at the end of every worker's career.

BCGEU member, and Secretary/ Treasurer of the BC Federation of Labour, Sussanne Skidmore put her name forward as the new President and ran uncontested. Which left the Secretary/ Treasurer Office open. Longshoreman Hermen Kailley also ran uncontested. Local 993 Members Chris Sherman was elected on to the Executive Council, as was Mike Van hellemond from the Kootenay Labour Council, and it is my distinct honour to serve as one of the 13 Vice-Presidents for BC for the third time over the last twenty years.



Local 993 Brothers (L) Mike Van hellemond, (C) Chris Sherman, join Local 230 Business Manager Phil Venoit for a quick picture.

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Member's Dues Auto-Deposit

To send dues payment via e-Transfer, email dues@ibew230.org

Remember to include your name and IBEW *card number in the e-Transfer "message" section

*Note: your card number is printed on your yellow dues receipt

News and Notes

We are pleased to announce our office doors are open to the public. Thank you all for your patience during the last three years.

Unit Meetings are held in-person.

Please check our Facebook page for updates!

Business Hours

Main Office: 8:00am - 5:00pm
21-21 Dallas Road | 250-388-7374

Training Centre: 8:00am - 5:00pm
859 Viewfield Road | 250-388-7374, ext. 3 & 6

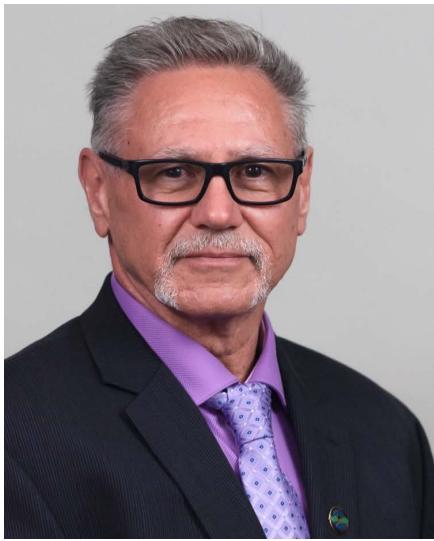
Upcoming Training

Mar. 3-5 Fiber	Victoria
Mar. 18 Code Update 2021	Online
Apr. 1-2 Residential Wiring	Nanaimo
May 5-7 Fiber Optic Splicing	Nanaimo

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Business Manager's Report



Phil Venoit, Business Manager

I Chaired my last Maritime Sector Advisory Group Meeting for the Industry Training Authority overseeing all of BC's marine apprenticeship, as the SkilledTradesBC is re-organizing in an old and familiar format.

I agreed to participate on this Provincial Government Board back in 2015 with 3 stated purposes to BC Liberal Jobs Minister Shirley Bond.

1. To Bring back Compulsory Certification for electricians, and to bring about a better level of respect for those who ply our craft.
2. To Bring about an educational program for all construction and shipyard trades for the safe remediation and awareness of asbestos to make our jobs safer.
3. To Bring back BC ferry construction to British Columbia, to create the same opportunities I had coming out of high school. To find work in a good paying trade and industry, here at home. (Still working on it).

We continued our discussions with WorksafeBC as the Asbestos legislative working group, assisting with the development of regulatory changes, as there are several outstanding issues that we will continue to fight for. I learned a long time ago the devil's playground is in the details, and even the friendliest of governments have many minions that have never worked construction or shipbuilding and the dangers of working around asbestos doesn't have the same in your face impact. What

they often fail to understand is this is our livelihoods and our lives, and we have too much at stake not to get this right.

I was asked by the new Premier David Eby's Office to attend the new Provincial Cabinet shuffle and Swearing in Ceremony at Government House.

Premier Eby's new cabinet includes notable changes such as Katrina Conroy becoming Finance Minister, with Selina Robinson moving to the Ministry of Post-Secondary Education. Andrew Mercier is the new Minister of State for Workforce Development while maintaining oversight over the transition from the Industry Training Authority to SkilledTradesBC.

Harry Bains and Rob Fleming retain their portfolios in Labour and Transportation, respectively. While Lana Popham has moved to Tourism, all of whom over the years we have built great relationships with.

Our BC Labour Relations Board matter concerning Mazzei Electric came back with a Decision stating the Union was within our rights to communicate with Mazzei Electric employees via text during working hours, as it didn't result in disrupting the workplace.

This is a big win for Local 230 and a precedent setting case as the use of social media in the realm of organizing has not evolved anywhere near with the pace of the medium itself. They have since filed a further complaint against us, and we have responded with a legal "pound sand" today and into the future.

It's been seven months since we began Provincial Construction Negotiations, and the Union Bargaining Council has pared down our proposals that were not overly important to us. That left us with 14 items remaining on the table plus wages, and ten items that we had already agreed to.

This was all done with the knowledge that after seven months of bargaining under the BC Labour Board's 9-page Protocol Agreement and as we approached the Board Ordered Mediation process on February 1st, we had to pare down our proposals to what was most important to us to achieve on behalf of our collective memberships this round. We have just under three months left in bargaining and this was the turning point both sides understood that it was time to fish or cut bait.

Our current collective agreement does not reach the open period until May 1st, 2023. So, we started well in advance, and I remain very positive with the coming results due primarily to our current work picture, hasn't looked this good in several decades if ever, and our focus on that upcoming work is very close to recession proof.

Unfortunately, this set of construction negotiations has taken up about two weeks every month, that means time away from the office, union meetings, and job-site visits to get out and spend time with the members. At the end of the day this is all in the interest of getting our construction members the best deal you deserve.

In Memory of

With sadness and fond memories, we said goodbye to six members in 2020 and 2021.

They will be deeply missed and forever in our thoughts.



2021

Christopher Brajkovic	3-year member
Dennis Guven	22 -year member
Cole Jacob	1-year member
Timothy Duplessis	15-year member

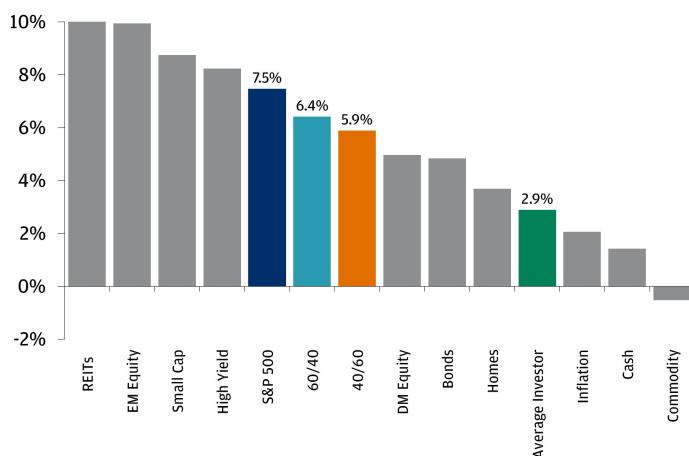
2022

Tom Boyes	26-year member
Gregory Rowden	22-year member
Horace Rumsby	57-year member

'The Market' is like a Weather Forecast

DIVERSIFICATION AND THE AVERAGE INVESTOR

20-year annualized return by asset class (2001 - 2020)



Source: DALBAR Inc., MSCI, NAREIT, Russell, J.P. Morgan Asset Management. Data as of December 31, 2020.

The average investor reacts to the markets instead of sticking to their plan. Their returns suffer.

It's been a rough year for investments in an uncertain world. There's a good chance that your retirement accounts and other investments are down in value over the previous 12 months.

Sometimes it can be helpful to remember what "the markets" are when looking at our investments. This can help us

understand why our investments go up and down in value. At its most basic, any market is simply a place where people buy and sell things.

In the case of the "stock market" or the "bond market", it's a place where buyers and sellers argue all day long about the current value of their investments. Then some people buy, and some people sell.

RETIREES OF 2021 & 2022

The IBEW would like to thank you for your commitment and dedication to the trade and your Union. We would not exist if it weren't for hard working members like you. You're a valued member in the Union and you will be sorely missed on the job sites. Congratulations on your retirement and we wish you all the best in your future endeavors!

2021

Kenneth Armour	8-year member
Albert Bachand	20-year member
Peter Brown	43-year member
David S Brown	47-year member
Keith Caza	16- year member
David Cummings	41-year member
Robert Dawes	31-year member
Len Dziama	11-year member
Robert Ferguson	40-year member
Sean Gallagher	20-year member
Stephen Gillatly	17-year member
Robert Holland	41-year member
W A Keddy	48-year member
Gordon McKinney	32-year member
Greg McNamee	7-year member
William Oulton	16-year member
Brad Owen	25-year member
Roy Redford	40-year member
Leonard Rousseau	46-year member
Ronald Smith	41-year member
Gordon Webster	43-year member

2022

Timothy Bragg	50-year member
Lionel Courtenay	25-year member
Kenneth Fiege	33-year member
Leo Halliday	36-year member
Mike Laursen	45-year member
Michael F Logan	45-year member
Ian Logan	36-year member
Glen McBride	44-year member
Frank Mikkens	38-year member
Mark Peters	40-year member
David Peterson	31-year member
John Pierce	41-year member
Richard Rock	22-year member
Christopher Searle	43-year member
Paul A Smith	43-year member
Kenneth Vallee	44-year member
William Vincent	43-year member

If there are more buyers than sellers, the price of the investment tends to go up and the higher price is reported as an increase in value for everyone.

If there are more sellers than buyers at that moment, the price of the investment goes down. That new, lower price is then reported as a decrease in value for everyone.

To look at it another way, "the market" is like a weather forecast. If investors are optimistic and want to buy, the price goes up. If investors are pessimistic and want to sell, the price goes down.

Those prices are then recorded for all to see, and investors make decisions accordingly. None of this is complicated. The speed and number of transactions that occur are one of the miracles of modern technology, but the root of it all is simple supply and demand.

Uncertainty, war, interest rates, corruption, fear, and greed all play into how people feel about their investments. And that's how your investments in your investments in your retirement account go up and down in value over time.

Now the world is facing a lot of uncertainty. Despite a recent rebound, the trend is that investors want to sell more than they want to buy.

Uncertainty fades and optimism will return. Our collective memories in the financial world are short and we will move on to bluer-sky markets over time.

Don't let the short-term news cycle scare you away from focusing on your long-term goals. Staying invested in a professionally managed account with an appropriate asset mix is one of the best ways to do this.

Stick to the plan and let the world sort itself out.

Take care,

Co-Founder & Financial Planner

Congratulations to our new Red Seal Electricians!



Top-left: Craig H., Elijah P.

Middle-left: Liam W-T., Tyler M.

Bottom-left: Dallas J., Nathan S.