

The Sentinel

Standing watch for our members and their families.

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SOLIDARITY SHINES AT HORIZON UTILITIES

In the early morning hours of July 4th a tentative agreement was reached which our negotiators hope will mark the dawn of a new day for our members at Horizon.

Energized by words of encouragement throughout the night from their 'Facebook friends' our bargaining team was able to fend off fatigue during a marathon session and focus on finding a way to end their labour dispute that began almost three weeks earlier.

The picket lines came down as the phone lines lit up with news that a settlement had been reached. The membership offered their support of the agreement and their negotiating team with 73% voting in favour of acceptance.

What began as a stand for justice ended with members standing proud of what they had achieved; satisfied that their sacrifices were not made in vain.

Perhaps more important than the wage, benefit and language improvements that have been made, members walk away from the line in solidarity as friends and allies who have shown us all that: **"United we bargain. Divided we beg."**

To these members and Representatives Murdaca and O'Meara, your brothers and

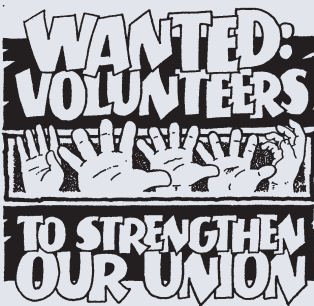


TAKIN' IT TO THE STREETS- Members from Horizon Utilities take a stand for workplace justice and respect

sisters say thanks!

Theirs will now join the names of other labour activists who are remembered not only for their conviction but also for their courage. No doubt they will need to draw on these strengths as they face the many new challenges that lie ahead.

This experience serves as a reminder to us all that if we don't stand together, we don't stand a chance.



If you find mistakes in this publication – please remember that they are there for a reason. We try to publish something for everyone, and some people are always looking for mistakes!

Food for Thought

Did you know?

- ...that the All-China Federation of Trade Unions (ACTU) is the largest trade union in the world - with 134 million members or;
- ...that 66% of the almost 52,000 foreign-funded firms in China now have unions or;
- ...that 77 of Wal-Mart's 84 outlets in China are unionized or;
- ...that Chinese workers are still gluing sport shoes for less than \$2/day and stitching footballs for \$0.50 each or;
- ...that Companies who have shifted production to China have seen profits soar by hundreds of millions - even billions of dollars or;
- ...that violating workers rights is still the industry norm in China or;
- ...that Chinese workers continue to face extreme pressure to meet production quotas; excessive undocumented and unpaid overtime; verbal abuse; threats to health & safety and have none of the health or insurance programs required by law.



SHOP TALK

NEWS AND VIEWS FROM ACROSS LOCAL 636

APPD - Penny St.Louis has passed the torch after leading her Unit for 6 years. Always an active supporter of the IBEW, her keen wit and passionate spirit will be fondly remembered. We say thanks for her service and wish Penny all the best.

HYDRO ONE BRAMPTON - After several years of dedicated service, we say goodbye to Chairperson Helen Clewer and Vice Chair Silvana Geraci. We thank them for their sacrifices and salute their tenacity in defending the rights of their colleagues. These leaders have made a difference. We wish them well in their future endeavours.

CHATHAM-KENT HYDRO - The time has come to bid farewell to one of our most ardent supporters - Brother Bill Dodman. With more than 35 years seniority as a Lineman and a remarkable 20 year term as Unit Chair, Bill has decided to hang up the spurs. He has represented our Union and his co-workers with great honour and always put service above self-interest. He will be missed but Bill will not be forgotten. We thank him for all that he has done and wish him good health and great happiness for many years ahead.

CHUBB TECHNICIANS - In anticipation of his upcoming retirement, Brother Wally Hnatiw has decided to pass the torch to the next generation of labour leaders. We thank him for his many years of service and support and wish him all the best in the years ahead. We also welcome Wun Yu to the Chair and hope he finds his new role satisfying.

E.L.K. ENERGY - For almost a decade, the Towns of Essex, Kingsville and Lakeshore have shared ownership and control of this electrical utility. When two of the partners decided that they wanted to divest themselves of this asset, interested bidders were not hard to find. Although an offer from Chatham-Kent Energy was accepted, the Town of Essex exercised its' option to buy. Pending OEB approval will seal the deal but many question whether ELK will be on the market again in the not too distant future.

ENERSOURCE HYDRO MISSISSAUGA - Members and citizens alike remain anxious about the future of this utility. In the spring, a Councillor planted the seeds of a proposal to sell

this invaluable public asset that was met with resounding rejection by the community and interested stakeholders - including Local 636. Despite such outcry, the 'exploratory' talks and market assessments moved forward and a decision was expected by July. As rumours regarding mergers, acquisitions and takeovers continue to swirl around the industry, no clear direction for this enterprise has yet been charted.



OLE - Brian Frosch prepares for a United Way fundraising Chili cook-off at Cambridge and North Dumphries Hydro

ENWIN UTILITIES - Late last year, the employer filed charges with the Ontario Labour Relations Board alleging that members had engaged in illegal strike activity - with the Union and its' representatives also named. The employer based their action upon 3 separate incidents where emergency calls were made and they claimed that no one responded. Rather than engage in long and no doubt contentious proceedings the parties agreed to a terms of settlement to resolve this dispute - without any decision or admission of guilt. As a result, the OLRB will remain seized in this case for a period of 3 years - from December 2007. During this time should there be a recurrence of events similar to those that prompted the original charges, the OLRB may be asked to reconvene and the hearings would begin where they left off. In addition, Local 636 agreed to make a \$1000 donation to the "Dragon Boat Races for a Cure" - an event used as a fundraiser in the fight against cancer. The employer refused to match this donation.



GUELPH HYDRO - The Board of Directors has voted to support a business plan that would see this utility merge with Horizon Utilities. Apart from the obvious travel nightmares this will create for some employees, this proposal raises serious concerns regarding the integration of two very unique cultures. At a public meeting on this issue, Local 636 raised our voice in a chorus of others opposed to the business plan. A decision was deferred until September and we have continued our lobby efforts in the hope that Council will recognize the importance of preserving this essential public service.



Faces of the future - Apprentices at Enersource Hydro Mississauga - the power is in their hands

TOWN OF LAKESHORE - Growth in the community also means growth in our membership as the employer has advised that 2 new Water Operators will be hired for the expanded water treatment plant and a Parks Maintenance position will be added to the bargaining unit. Good news indeed for a Region where far too many jobs are evaporating.

SEE More...SHOP TALK (page 7)



Vote for Justice. Get out and cast your ballot on October 14th for labour-friendly candidates who support Canadian workers and still believe in Unions!



ON THE ROAD TO A CURE! Few of us would consider hopping on our bikes and peddling our way from Toronto to Niagara Falls. But that is just what Sister Kim Carmichael (Enersource Hydro Mississauga) did to support the Princess Margaret Hospital. She joined others in the 200 km trek dubbed “the Ride to Conquer Cancer”. We salute her spirit and are proud of her commitment to this worthy cause. Hopefully, fundraising efforts such as this will lead to a cure for this disease that affects the lives of so many.



IBEW... the *right* choice



PROJECTING A POSITIVE IMAGE

Politics aside, there would likely be little dispute that the hosts of the Beijing Olympics put on one hell of a show. Few who enjoyed the opening and closing ceremonies may realize however that Christie Digital projectors were chosen to bring the spectacle to life on the world stage. It was an ambitious challenge but the performance was flawless on both the world's longest screen and the giant globe that served as the centerpiece.

Digital projectors made by our members in Kitchener were also selected for use by Mile High Stadium where they splashed the image of Barack Obama on giant screens during the Democratic National Convention.

This same equipment has been used at the Academy Awards and is exported to theatres around the globe.

Pretty impressive accomplishments for a Company that could easily have faced the same fate as so many other manufacturing facilities who have fallen victim to foreign competition.

This factory once housed Electrohome (a firm established more than a century ago) - and produced small electric motors, televisions and other consumer appliances. Over the past 8 years, it has been transformed into a state-of- the-art facility that looks more like a surgical unit than a production facility. Here a small but talented and well-educated group of skilled workers build sophisticated, high-end products on the cutting edge of technology. It is a formula for success that has allowed this firm not only to survive, but thrive.

All of this is good news for the 400 employees - including those represented by our Local. At a time when dark heavy clouds hang over the Ontario economy, the Christie Digital story offers a ray of sunshine and hope. We believe that there would have been a very different ending without the support of the front-line staff. We salute our sisters and brothers for embracing change, adapting to new realities and working in partnership with an employer who understands that workers are still a company's most valuable asset. These members have shown us that through innovation, cooperation, education and a mutually respectful labour/management relationship, success and security are possible in any climate.



TOP 10 OUT OF OFFICE AUTOMATIC E-MAIL REPLIES

1. I am currently out of the office at a job interview and will reply to you if I fail to get the position. Please be prepared for my mood.
2. You are receiving this automatic notification because I am out of the office. If I was in, chances are you wouldn't have received anything at all.
3. Sorry to have missed you, but I'm at the doctor's having my brain and heart removed so I can be promoted to our management team.
4. I will be unable to delete all the e-mails you send me until I return from vacation. Please be patient, and your mail will be deleted in the order it was received.

5. Thank you for your e-mail. Your credit card has been charged \$5.99 for the first 10 words and \$1.99 for each additional word in your message.



6. The e-mail server is unable to verify your server connection. Your message has not been delivered. Please restart your computer and try sending again. (The beauty of this is that when you return, you can see who did this over and over and over....)
7. Thank you for your message, which has been added to a queuing system. You are currently in 352nd place, and can expect to receive a reply in approximately 19 weeks.
8. Hi, I'm thinking about what you've just sent me. Please wait by your PC for my response.
9. I've run away to join a different circus.
10. I will be out of the office for the next two weeks for medical reasons. When I return, please refer to me as Lucille instead of Steve.

IN MEMORIAM

It is with great sadness that we report the untimely passing of: Brothers James Brennan (Enersource); Jerry Smith (Horizon); Hank Barker (OWLP - retired) Stephen Ritchie (Collus Power); Gil Nesbit (Veridian); Jim McNeil (Enersource); Bob Gaines (Past President/WUC-Retired); Sisters Jill Poisson (Windsor Regional Hospital) and; Kathy Thomson (Enersource Hydro Mississauga).

Each of these members will be greatly missed by all who knew them. We ask that you keep them and all of our departed Brothers and Sisters in your thoughts and prayers as we offer our deepest sympathies to their families.



Thanks to the tireless efforts of Tournament Chair Erin Edwards and a team of wonderful volunteers, the 5th annual IBEW/C-K Energy Golf Tournament was a huge success. This year, the adopted charity for this event was the Chatham - Kent MRI campaign. The generosity of the duffers and sponsors helped the organizers make a donation of more than \$8700.00 to this drive -wow! Celebrating the day's success are (l-r): Eleni L'Ecuyer (Vice Chair C-K Utilities); Business Representatives Brian Manninger & Domenic Murdaca; Bill Dodman (C-K Hydro); Erin Edwards (Chair, C-K Utilities); Education Officer Paddy Vlanich and; (retired) Business Representative Harold Vance.

TABLE TALK

WORKS IN PROGRESS - At the time of publication, we are leading contract talks at these workplaces: ADT Hamilton; Chubb (part-time employees) City of Orillia (Public Works) City of Stratford (Parallel Transit); City of Statford (Transit); City of Startford (Water) Wasaga Beach Hydro; Windsor Regional Hospital and Windsor Utilities. Thanks to all of our members for your continued patience and ongoing support during these most challenging times.

ESSEX POWER - The signs were ready and the countdown clock was ticking to a strike deadline when a 3 year deal was reached. Thanks to the hard work of Tim Moir, Rob Sprague, Paula Ruggaber and Christie Armstrong, a labour dispute was avoided at the 11th hour. Members will enjoy annual ATB increases of 3% ; hold on to their STD Plan (and will now pay the full premium) but will not suffer the sting of deep benefit cuts proposed by the employer. Thanks for a job well done!

FESTIVAL HYDRO - With a unanimous show of support for strike action the members were pleased to learn that such action would not be necessary. Perseverance during difficult negotiations allowed Len Schoonderwoerd, Denis Medd and Matt Lindner to deliver a 3 year agreement that was very well-received. All classifications will receive annual wage increases of 3% In the first year, the Fleet Mechanic also received a \$1.00/hr. with Linemen and Meter Techs awarded additional adjustments of \$0.18;\$0.10 & \$0.10 prior to the ATB increase in each year. There were numerous other improvements including:increases in meal,travel & boot allowances ; improved standby pay ;benefit enhancements - vision coverage now \$375; eye exams \$100; increase in LTD max. & updated ODA fee schedules; the addition of Family Day to the schedule of Paid Holidays and; significant improvements to the (Protera) FR clothing provided through MWG. Great work!

HORIZON UTILITIES - The battle is over but the war rages on. Standing firm in their convictions and in solidarity members were able to right the wrongs that led to rejection of the initial offers of the employer. Special Kudos go out to the negotiating team of Ian Morris,Peter Gould, Norm Botts, Dawn Manning Terrilea Pitton

and Steve Ambromovich for their leadership and determination - both at the table and on the picket line. Thanks to their efforts, all members will enjoy ATB wage increases of 3.35%; 3.35% and 3%. A degree of wage harmonization was also achieved for those in the CSR classification but only time will tell if further work is necessary. In addition to significant language improvements,Family Day will now be recognized as a Paid Holiday; Bereavement leave for parents will increase to 5 days; On-call pay will be increased \$5/yr (presently \$250/week); safety boot allowance will increase \$5/yr (presently \$175); shift premiums will now be paid at a rate of 5% of the normal hourly rate; professional & license fees will be paid and employees relocated to other work sites will receive a travel allowance of \$0.47/km. As impressive as these achievements were, even more noteworthy is the fact that a Drug Card has been provided to all employees; LTD coverage will be extended to all employees (with the

option to use sick leave credits) and; retirees benefits will be maintained for former employees of St. Catharines in keeping with their CBA prior to the merger. Proof positive in the power of Solidarity. Way to go!

CITY OF KITCHENER - It was down to the wire but with the assistance of a Conciliation Officer, an agreement was reached that earned solid support from the membership. The 3 year deal

includes annual ATB wage increases of 3% in addition to classification adjustments that range from \$0.10 - \$0.75/hr. The agreement offers language improvements; introduction of banked overtime for PT Dispatchers; vacation enhancements; increases in standby pay, shift premiums and meal allowance in addition to benefit upgrades that include: increased dispensing cap to \$10 yr.2; improved vision coverage- \$375/\$400/\$425; orthodontics rise to \$1750 in yr. 2 and \$2000 in yr.3 and; implementation of massage/physiotherapy/ chiropractic and acupuncture services to a max of \$500 each. Special thanks to Walt Potter, Mike Snyder and Jeff Tvrdon for their efforts at the bargaining table.

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For help with your questions on issues such as pension, our group insurance plan or labour issues - check out these web sites:

OMERS – www.omers.com

Ministry of Labour – www.gov.on.ca

Canada Customs & Revenue – www.ccr-aadrc.gc.ca

HUB Insurance – www.hubinternational.com/hubontario

E&USA – www.eusa.on.ca

Union Savings - www.unionsavings.ca

VICTORY LANE

...good news from our grievance files

JUSTICE SERVED - A workplace injury almost a decade ago, left an employee (who at the time was represented by the Power Workers Union) permanently disabled. Given the severity of her injuries, the employee was offered lifetime health benefits in lieu of WSIB top-up which had been negotiated by the Union. Following the merger of her former employer with one represented by our Local, these benefits ceased. The PWU refused to assist their former member in correcting this injustice; forcing her to seek legal counsel - who advised her to contact the IBEW. Although the PWU would not talk to this lawyer, the IBEW did - and a grievance was filed immediately. However, preparing for the case proved difficult since there was no record of the agreement anywhere. Although this dispute was referred to arbitration, we are pleased to report that a settlement was reached to the satisfaction of the Union and the grievor. Justice: the IBEW expects nothing more and will accept nothing less.



WAGE GRID (LOCK) - Ready to celebrate reaching the top of the salary scale, a member was disappointed to learn that progression would be delayed when the employer decided not to recognize vacation time and sick time as 'hours worked'. Such a decision was contrary to past practice and we were successful in persuading the employer to change their position. As a result, this member received an immediate wage adjustment and a 'retro' cheque to cover the earnings lost between March and July.

PAID HOLIDAYS - Differing interpretations regarding payment for part-time employees prompted the Union to challenge the decision of the employer to 'pro-rate' this entitlement. The matter was resolved with the employer agreeing that part-time members are indeed eligible for pay for all recognized holidays in the CBA.

UNJUST TERMINATION - Almost a year has passed since 3 members were dismissed for allegedly submitting false meal receipts. We are very pleased to report that an arbitrator has ruled in favour of the Union and directed reinstatement. Unfortunately, the grievors remain off work as the employer refuses to abide by the terms of this award and has indicated their intent to appeal the decision. More to follow.

USE OF COMPANY VEHICLE - Reprimands were issued to 2 members who allegedly were not

following directions on the appropriate use of company vehicles - following a discussion with the employer, the discipline was rescinded.

EQUAL OPPORTUNITY - Members were pleased to learn that their grievance had been upheld and that the employer had agreed to post an overtime list in the workplace to ensure that all members were afforded a fair opportunity to 'share the wealth'.

DEJA VU ALL OVER AGAIN - Back in 2003, our Local learned that some employees (at the time of hiring) had been awarded more vacation entitlement than provided by the CBA. After a request to provide all members with a similar benefit was denied by the employer, a grievance was filed. The Union was successful and adjustments were made to ensure that the terms of the agreement were honoured. However it came to our attention that the employer failed to disclose the names of all those with whom individual bargaining had occurred. Accordingly, the employer was put on notice that corrections must be made to ensure that all members of the bargaining unit were treated equally.

PAST PRACTICE NOW PRESENT - For as long as can be remembered, an employer had called upon employees in the Stores Department to work as Labourers during overtime call-outs. Not surprisingly, when this practice was unilaterally halted, a grievance was filed. An agreement was reached at arbitration that will ensure that the practice continues. However, those who agree to work will be paid at the (lower) rate of the Labourer as opposed to that of a Stores employee.

BACK TO THE FUTURE - As part of a municipal merger almost a decade ago, the employer indicated that work in the Customer Service group would be transferred from CUPE to the IBEW. The OLRB ruled on this issue in 1999 with all parties present. Nevertheless, earlier this year, CUPE launched a challenge to this decision. The IBEW was successful in retaining the work.



From left - Karen Morrison (WRH), Linda Georgiu (E.Bd. Region 7); Erin Edwards (E.Bd. Region 5); Andy Rotschenk; Bonnie Rotschenk; John Rotschenk (Chatham Hydro - retired) and Jimmy Georgiu enjoy some time on the links in Chatham-Kent.



The leadership team from the Town of Kingsville (l-r) Dave Levy, Cindy Mills and Wayne (Gator) Bailey - take a moment to smile for the camera at our annual Chairpersons Seminar in Mississauga.

...MORE TABLE TALK (from page 4)

HYDRO ONE BRAMPTON - It was a fitting farewell for Helen Clewer and Silvana Geraci who stood strong and led the negotiating team to success at the table. The membership showed their support with overwhelming endorsement of the 3 year agreement that will see annual ATB wage increases of 3% and includes a \$200 signing bonus. Additionally, a COLA clause will be added in the 2nd and 3rd years and there will be benefits improvements in the areas of paramedical, dental and vision services. Many thanks to the team that worked so hard to put this package together.

TOWN OF KINGSVILLE - It took the help of a Conciliation Officer and some creative thinking but our bargaining committee was able to get the job done. Notable highlights in the 4 year collective agreement include: wage increases averaging 3%/year; benefit improvements; recognition of Family Day as a Paid Holiday; introduction of vacation carry-over and; language that allows employees to take Union Leave. Way to go!

NIAGARA PENINSULA ENERGY- A merger that united Niagara Falls Hydro and Pen West left members wondering how this would affect their terms and conditions of employment. Any fears or trepidation were quickly put to rest when the new collective agreement was presented. The 3 year deal begins with the upward harmonization of rates for former Pen West employees and then provides annual ATB wage increases of 3% plus a COLA in each of the 2nd and 3rd years. Other notable achievements include: recognition of Family Day as a Paid Holiday; Rest time period to cover hours worked from 11pm to 8am; vacation entitlement - now 4 weeks after 9 years and Group Benefit enhancements in virtually all areas too numerous to list. The team of: Ron Campaigne; Stephen Ward; Laura MacCarl; Sharon North; Jeff Palmer; Stewart Wiggins and Rene Plouffe really pulled together to make this happen and we give them two thumbs up for their excellent work - way to go!

VERIDIAN - Low morale and high distrust of management presented unique challenges for the bargaining committee but Tim Pitts, Chris Brown, Jeff O'Neil, Lyn Promfret and Anne Henry spent many late nights at the table to reach an agreement that would earn the confidence of their colleagues. Their efforts were rewarded with a 3 year agreement that includes annual ATB wage increases of 3.5%; 3% & 3%. as well as an exhaustive list of improvements in: shift premiums for Operators (days 2%; nights 5%; all shifts 0.5%); On -call (\$5/yr. - presently \$170/week)vacation; benefits - including 50% coverage for laser

eye surgery w/ a \$500 max/family member; clothing; boot allowance(\$5/yr. - presently \$160); meal allowance (\$1/yr. - presently \$11) and the addition of Family Day. Bravo for job well done!

WELLAND HYDRO - The bargaining committee rolled up their sleeves, got down to work and delivered a deal that earned the support of the members. The 3 year agreement provides annual ATB wage increases of 3% along with benefit improvements that include: vision coverage increases (to \$375-yr.1/ \$400-yr.2); eye exams \$85; dispensing fee cap of \$9; Physiotherapy coverage of \$1500/yr.; massage therapy -\$500/yr. and; eligibility date for retiree benefit coverage moves from 2003 to 2006. In addition, Family Day will be recognized as a Paid Holiday; and there will be enhancement to vacation, meal allowance, boot allowance standby pay (\$55/stat. + a day in-lieu if called out) and; increase in banked overtime to 56 hours. Special thanks goes out to Eric Lucci, Kathi Brown, and Horst Baumguertel for their diligence and patience during this challenging bargaining session.

WINDSOR UTILITIES COMMISSION - With the highest unemployment rates in Canada and an economy in shambles, the negotiating team believed that a 1 year contract extension that offered a 2% ATB wage increase along with a \$700 incentive payment would be a good way to navigate through these troubled waters. To their disappointment, the membership did not agree and soundly rejected this offer. The parties will head back to the



Helping hand -Shown here suiting up for duty are Brothers John Rothwell (left) and Jamie Shanks - members of the Confined Space Rescue Team at Utilities Kingston. The team has completed comprehensive training and a member must be on-site anytime that anyone enters a confined space where an emergency may arise requiring their services.



STORMTROOPERS IN ACTION - when the fury of nature strikes (regardless of the season), Local 636 members are always quick to respond. At left, crews from Essex Power pick up the pieces following a summer smackdown and on the right the Waterloo North Hydro team floods the zone to restore power following an ice storm.

...**MORE SHOP TALK** (continued from page 2)

NEXANS - It's the end of an era as Brother Don Boyd resigns from his office as Unit Chair. Don will continue to be there to share his knowledge with incoming Chair Al Fitzpatrick and remain active with the Local as our Treasurer. We thank Don for his work at this Unit and look forward to his ongoing support at the Executive Board level.

HYDRO OTTAWA - During a recent audit by the Canada Revenue Agency, it was determined that employees who took Company vehicles home while on standby had received a taxable benefit. Consequently, the affected employees had their 2005 and 2006 tax returns amended to reflect these amounts. Fortunately, the employer has agreed to reimburse the amounts assessed against the employees.

POWERSTREAM - Although merger talks with Enersource have ended, serious discussions are underway with Barrie Hydro. With the transfer tax holiday set to expire in October, a decision is expected rather quickly. Should an amalgamation of these operations move forward, a representation will likely be directed by the Ontario Labour Relations Board to determine whether our Local or CUPE 1000 (a.k.a. the Power Workers Union) will be the recognized bargaining agent.

ST. THOMAS ENERGY - As one of the pioneers in the ZeroQuest initiative launched by EUSA, this workplace made a commitment to head down the 'Paths to Zero'. In celebration of their most recent milestone (receiving the Bronze Award) members were treated to a barbeque hosted by the employer. Congratulations to all - remember to always keep your promise!

VERIDIAN CORPORATION - Recently, the WSIB launched an initiative that put Ontario on "the Road to Zero" but for our members this journey started back in 2001. There have been no lost time injuries at this workplace since November of that year. Working more than 2 million hours without a lost time accident is truly a milestone achievement that these members can be proud of. We commend everyone for putting safety first!

WINDSOR REGIONAL HOSPITAL - After a lifetime of service to the labour movement and the cause of social justice, Sister Karen Morrison has decided to slow the pace a bit by stepping down as Unit Chair. No doubt Karen will continue to advocate on behalf of workers and those who need help most. She is a champion of activism and has always been ready to donate her time and many talents to the pursuit of dignity, respect, fairness and equity. Her dedication and wisdom will be missed but her contributions will remain as a legacy always remembered. We say thanks and wish her great happiness in all future pursuits.



Champions on Ice - Pictured above is the IBEW Local 636 team from Enersource - winners in the D Division at the 2008 Ontario Electric Utilities Hockey Tournament. **CONGRATULATIONS!**

"Our greatest glory is not in never falling, but in getting up every time we do."

Confucius



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We're on the Web!
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<http://ibewlocal636.com>



Brother Ian Morris (left) is welcomed to the Local 636 Executive Board by International Representative Peter Routliff. Ian represents the Units in Region 8 and works at Horizon Utilities where he also serves as the Unit Chair.

PADDLING WITH A PURPOSE

In what has become an annual tradition in communities around the globe, hometown heroes from all walks of life gather on rivers, lakes, ponds and streams to raise money for and awareness of many worthy charities. This year, employees from Cambridge and North Dumphries Hydro joined 26 other teams vying for bragging rights in the Dragon Boat Races supporting the local Autism Society.

Cheering on this band of weekend warriors were friends and family who helped power the paddlers in their race for the finish line. Special thanks goes out to Brother Paul Maximimo - truck driver by day, team captain by night - for all of his hard work in making the day both fun and rewarding.

We are unsure where the 'Live Wires' placed in the standings - but it was not first or last. What we do know is that they raised the 4th highest donations among all teams - an achievement for which they can stand proud. Their fundraising efforts were rewarded with a 'Spa Day' Gift Certificate. As a testament to their commitment to helping others, the team decided to raffle their prize and donate the money raised back to Cambridge Autism - now that's the spirit of giving!

To them and all those whose sacrifices and contributions make a difference everyday, we say thanks and keep on paddling!



Pictured above, members of the Cambridge & North Dumphries Hydro "Live Wires" Dragon Boat team celebrate with a Canadian classic.

