



## EMPLOYER'S GUIDE TO IBEW 2228

*Strength in Numbers • Timing • Philosophy • Leadership • Efficiency*

### Strength in Numbers: About IBEW

The International Brotherhood of Electrical Workers (IBEW) has its roots in the electrification of North America starting in 1891. It was formed at a time when one out of every two electrical workers was dying on the job.

Today, headquartered in Washington, DC, IBEW represents approximately 901,000 active members and retirees in a wide variety of industries across North America, including utilities, construction, telecommunications, broadcasting, manufacturing, railroads and government.

### Right Here, Right Now: About Local 2228

Local 2228 of the IBEW represents approximately 1,700 members across Canada. The vast majority are electronics technologists working for the federal government and NAV CANADA. However, we also have members in telecommunications, broadcasting, power generation and sales.

### Practical Principles: Our Labour Relations Philosophy

Our members are practical and professional in their work. They continuously look for the best way of doing things over the long term. Not surprisingly, our approach to labour relations is no different. For example, it's not uncommon for us to settle grievances prior to arbitration or use alternative dispute resolution processes. However, we also believe all members are entitled to the benefits specified in their collective agreement, and when these benefits are being undermined, we will work hard to defend them. In short, our approach to labour relations is both practical and principled.

### Elected Leadership: How We Govern Ourselves

Local 2228 is structured much like a corporation to allow for effective decision-making and clear lines of authority. The main difference is that the Local 2228 Business Manager (or CEO) is elected by its members rather than appointed by the Executive Board (or Board of Directors).

A Typical Corporation (ABC Inc.)	Local 2228
Shareholders	Members

A Typical Corporation (ABC Inc.)	Local 2228
President & Chief Executive Officer (Appointed by a Board)	Business Manager (Elected by the members)
Directors & Managers	Assistant Business Manager, Business Representatives & Shop Stewards — Labour Relations
Chairman of the Board	President
Board of Directors	Executive Board
Vice-Presidents (Legal, HR, Finance, Operations, etc.)	Table Officers: Treasurer, Recording Secretary, Vice-President (Administrative functions)

Note: the Business Manager level together with the Assistant Business Manager, Business Representatives & Shop Stewards level make up Local 2228's labour relations function.

*“The business manager shall be the principal officer of the Local Union and shall be held responsible to the Local Union and the International President for ... establishing friendly relations with employers ...”*

Article 17, Section 8 – IBEW Constitution

## Providing Clarity: Why the Guide

A little understanding goes a long way. We think it's important for you to understand how we operate, who to contact in matters of labour relations, and what authority our representatives and stewards have. A clear understanding of our operations will help us all work together to solve labour relations problems effectively and efficiently — which is something we can always agree on.

## Three Key Activities

The Local Union's activities can be broken down into three parts: labour relations, administrative, and general governance.

## Democracy in Action: General Governance

Local 2228 is a democratic organization whose members are represented by a seven-member Executive Board: six regionally elected members and the President.

The Executive Board and Table Officers meet regularly twice per year, with ad-hoc meetings as required. The Executive Board is authorized to make decisions on behalf of the members between meetings.

### Members

- **Labour Relations — Business Manager / Financial Secretary**
  - Assistant Business Manager (Business Office)
  - Business Representatives (Business Office)
  - Shop Stewards (Workplace-based)
- **Administrative — President**
  - Table Officers & Administrative Assistants

– Executive Board

## **On the Job: Assistant Business Managers, Business Representatives and Shop Stewards**

The IBEW Constitution authorizes the Business Manager to appoint assistants, representatives and shop stewards to work under the direction of the Business Manager. This ensures a single and consistent voice on matters of labour relations.

All Shop Stewards, Assistant Business Managers and Business Representatives have the authority to launch grievances on behalf of members or Local 2228 itself. Business Representatives and Assistant Business Managers have the added authority to settle these grievances and speak on behalf of the Business Manager when attending consultation meetings and other joint union-management initiatives. However, absolutely no one has the authority to change the terms of the collective agreement — even with the consent of the employer. Such modifications may be negotiated but must be ratified by the members.

We encourage you to contact the Business Office if you are ever unsure of who to contact in your workplace. The website contains the list of stewards authorized to speak on behalf of the Local.

## **Our Central Purpose: Labour Relations**

Labour relations are led by the Business Manager, the only full-time elected officer of Local 2228.

The Business Manager, as “principal officer” of the Local Union, is responsible for all labour relations activities and the day-to-day operations of the Business Office. As a general rule, only the Business Manager, full-time representatives and shop stewards are authorized to handle labour relations matters. The Table Officers and Executive Board may be involved from time to time, but always under the direction of the Business Manager.

## **Keeping House: Local Union Administration**

Administrative functions such as the collection of dues, record-keeping and other activities are performed by Business Office staff in collaboration with other elected officers such as the Treasurer, Recording Secretary and Vice-President. They operate under the supervision of the Financial Secretary and President.

## **Common Ground: A Final Note**

Unions and their employers will always have competing interests at times. This is normal, expected and healthy for the workplace. However, both sides also have a mutual interest in maintaining a harmonious labour relations environment. We believe that disagreement does not have to lead to conflict. We hope this guide helps provide you with a better understanding of our Union and how we can work together.

 Visit us at: [www.ibew-fioe2228.ca](http://www.ibew-fioe2228.ca)