



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Local 1928



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To Members of Local 1928 Employed by Utility Contractors

Local 1928 and Nova Scotia Power reached an impasse in bargaining a renewal of their collective agreement in conciliation on July 18th. The Conciliator will file his report to the Minister of Labour on August 7th, starting a 14 day countdown to a legal strike or lockout on August 22nd, 2019.

The impasse in bargaining is the result of Nova Scotia Power's aggressive demands for concessions in hours of work and overtime pay. If Nova Scotia Power does not withdraw these demands, the members of Local 1928 will be forced to go on strike or be locked out by Nova Scotia Power soon after August 22nd.

If the members of Local 1928 employed by Nova Scotia Power go on strike or are locked out, we expect that Emera Utility Services and the other Utility Contractors will be hired by Nova Scotia Power as strike breakers and they will order you to cross Local 1928 picket lines and perform struck work.

Under Nova Scotia law, you are not required to perform struck work. The *Nova Scotia Trade Union Act* protects employees who refuse to perform struck work. Section 53(3)(c) of the *Trade Union Act* provides, "No employer and no person acting on behalf of an employer shall suspend, discharge or impose any financial or other penalty on an employee or take any disciplinary action against an employee by reason of his refusal to perform all or some of the duties and responsibilities of another employee who is participating in a strike that is not prohibited by the *Act*".

You are entitled to refuse to perform any of the duties of Nova Scotia Power employees who are participating in a legal strike.

If your employer asks you or orders you to do any of the work usually done by Local 1928 members employed by Nova Scotia Power, you have the right to refuse to do so.

Your employer is prohibited from taking any disciplinary action against you if you do refuse.

If no agreement is reached and either a strike or a lockout takes place you should tell your employer that you will not perform any of the duties and responsibilities of the Nova Scotia Power employees who are on a legal strike or locked out. Don't wait until the employer tells you cross an IBEW picket line.

Fraternally,

Jim Sponagle
Business Manager / Financial Secretary
IBEW, Local 1928