

Foreperson: Good morning, everyone. Following our recent talk about how the wage package and base rates are set, I want to spend five minutes discussing why your presence at Local Union meetings is so vital for a healthy industry.

1. THE "STEADY" VOICE MATTERS

- **Representing the Whole Membership:** While every member has an equal vote, it is important that the union leadership hears from a diverse cross-section of the membership.
- **Balance of Perspectives:** To have a balanced discussion, it is essential that "steady" employees—those working day-in and day-out on our sites—share their unique perspectives and current workplace concerns.

2. BEYOND THE VOTE: SHARING CONCERNS

- **Active Participation:** Getting involved isn't just about the big contract votes; it's about regular attendance to stay informed and provide input on how your benefits and funds are managed.
- **Building Your Future:** Your Local Union decides the split between your Base Rate and your Pension or Benefits. Being present ensures your personal priorities for your family and your retirement are part of that conversation.

3. GET INVOLVED

- **The Bottom Line:** As we discussed before, you determine your paycheck. However, that influence only works if you show up.
- **Taking Action:** If you want your voice heard on your weekly take-home pay or how your health and welfare funds are allocated or hours of work, you need to be at the meeting to cast your vote and speak your mind.
- **Watch and Learn:** We've shared a video called "Get Involved" that highlights why this matters. I encourage you to check it out to see how your participation impacts our trade.

THE BOTTOM LINE: A strong union requires the input of all its members. Your experience on this job site is valuable—make sure your Local Union hears it.

Note to Forepersons: *This talk is intended to encourage democratic participation within the IBEW. In accordance with the Ontario Labour Relations Act, ensure this remains a neutral encouragement for members to engage with their own organization and does not interfere with the internal administration of the union.*