



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ**



EDWIN D. HILL
International President
Président international



BILL DANIELS

International Vice President / Vice-président international
First District, CANADA / Premier District, CANADA



SALVATORE (SAM) J. CHILIA
International Secretary/Treasurer
Secrétaire-trésorier international



December 5, 2014

TO ALL IBEW FIRST DISTRICT LOCAL UNIONS

Greetings:

December 6th is the National Day of Remembrance and Action on Violence against Women. This year also marks the 25th anniversary of the murders at the École Polytechnique in 1989 when 14 young women lost their lives. Every year, we take this day to reflect on the prevalence of violence against women in our society, and to commit to taking concrete action in order to end violence against women and girls.

Rates of sexual assault and intimate partner violence have remained persistently high in Canada, with 1.8 million Canadians reporting having experienced one of these forms of violence in the past five years. According to results of a national survey released by the Canadian Labour Congress (CLC) and Western University's Faculty of Education, domestic violence in Canada is widespread and its effects are following people to work. This study is the first-ever nation-wide survey on the impacts of domestic violence on Canadian workplaces, which gathered information from over 8,000 workers across the country.

Key Findings:

- One third of participants indicated they had experienced domestic violence.
- Of those, 82% said the violence negatively affected their work performance.
- Almost 40% said it kept them from getting to work, and for almost 10% it meant losing their job.
- For more than half, that violence continued at or near their workplace in the form of harassing emails, calls and texts, stalking and physical violence.

More information about the survey results and a video to share with your members can be found at: www.domesticviolenceatwork.ca.

In addition the CLC has requested a meeting with Minister Kellie Leitch for a roundtable discussion between employers, unions and government to discuss the survey results. The CLC is also requesting information to develop a list of promising practices on domestic violence in the workplace, so if your Local Union has done anything in regards to this issue including language in your collective bargaining agreements, member education or public awareness, please share that with the First District.

In solidarity,

Bill Daniels
International Vice President

BD/kw

cc: First District Representatives
System Council #11
IBEW CCO