

# Robert R Blakely

## Les métiers de la construction du Canada



# View From the North

Mouse that sleeps with  
an elephant – exciting but  
worry about the elephant  
rolling over in the night

Thanks – for the invitation  
and the assistance.

MEBCO is a few well  
meaning do-gooder  
volunteers with a day job,  
not like the  
NCCMP's.....



# Similarities – With .....

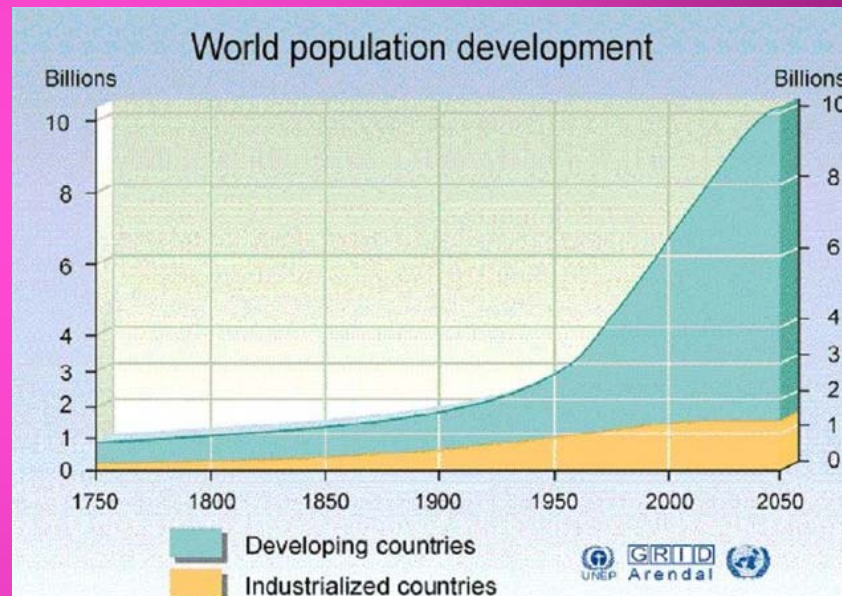


- Ask a European – Americans with Health Care, Gun Control and the European Trade Union Mentality
- Ask us, we define ourselves as what we are not!!
- We all have had the Baby Boom!! That means we are getting grey (bald) together!!

# Baby Boom

Africa and Asia didn't have the Baby Boom  
They've just kept on procreating!!

The Baby Boom phenomena has coloured much of our thinking and planning



# Young People – Will they Be There to Backfill???



- How do we get them??
  - There is the little problem of unemployment!
- The strategies of yesterday are so yesterday
- We need them to support our Plans
- If you don't want to get the congenital idiots have a plan

# They Don't Remember the 60's & 70's



- How We Do 'Benefits'
- How Do We Communicate About Benefits
- We Had the Beatles, the Guess Who, the Eagles and they get .....Boy George and Eminem

# Commonalities

Cultural

Ethically, and in terms of  
'social justice'

Same General Sort of  
Governmental Structures

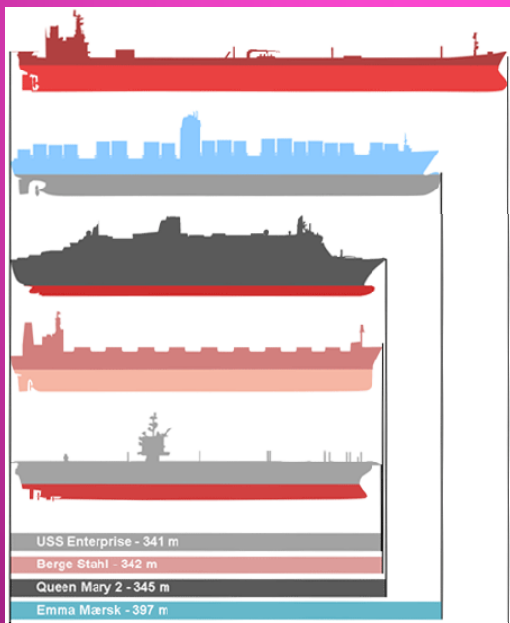
Demographics

Have punted our  
manufacturing industry in  
favour of 'cheap' imports

So, we're in the same  
Financial Boat



# Investors Aren't Patriots



- Emma Maersk
- Commissioned by Wal-Mart (1 of 3)
- 91% of Wal-Mart goods come from.....??
- Cross the Pacific in 5 days (cruise at 31 kts – crew 13)
- 15,000 containers
- When the Containers Go Back, What is in Them....???

# Integrated Economy

What Happens to you

Happens to Us

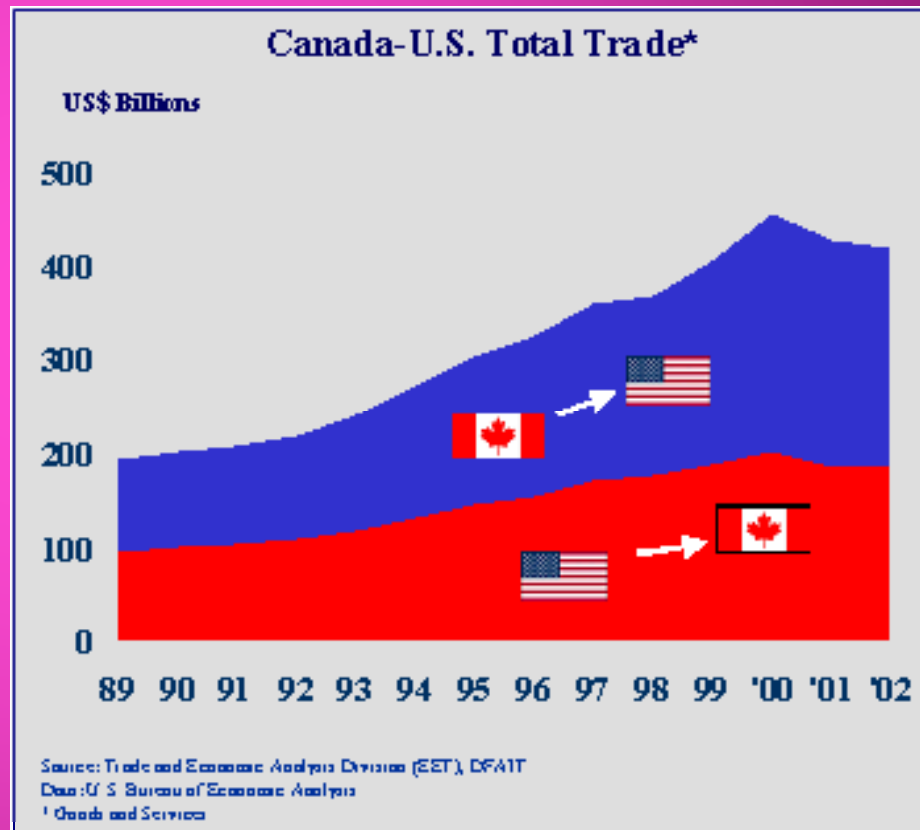
Trade –

Oil

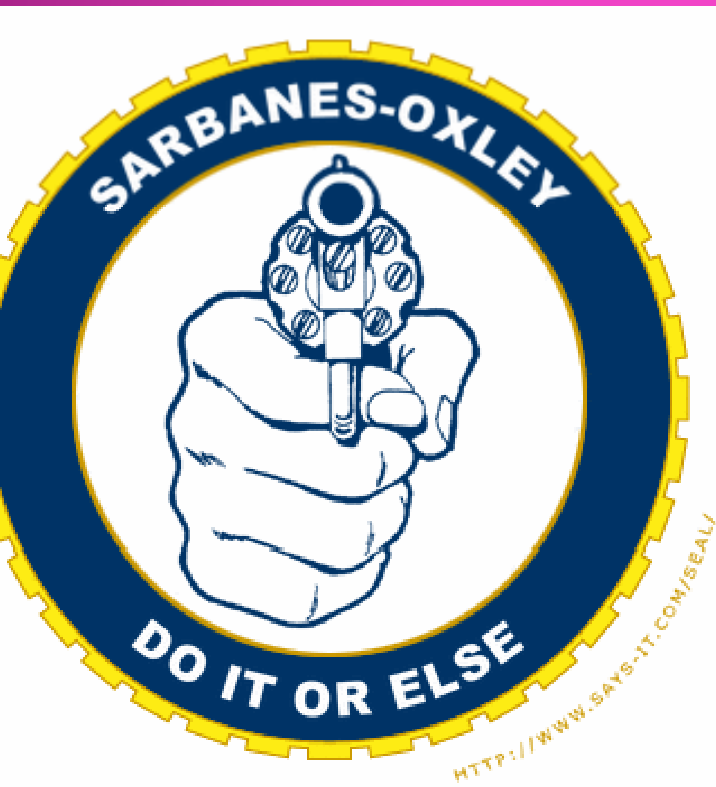
This is in much more

than mere economic

terms



# Sarbanes - Oxley



- We got it even though Enron was a few 1000 miles away
- The Knob from FASB
  - This impacts us too, even where.....
  - There is no risk under our plans, but.... Investors??
  - ***Accounting Revenue Enhancement Plan***

# So, What does This All Mean to Us??

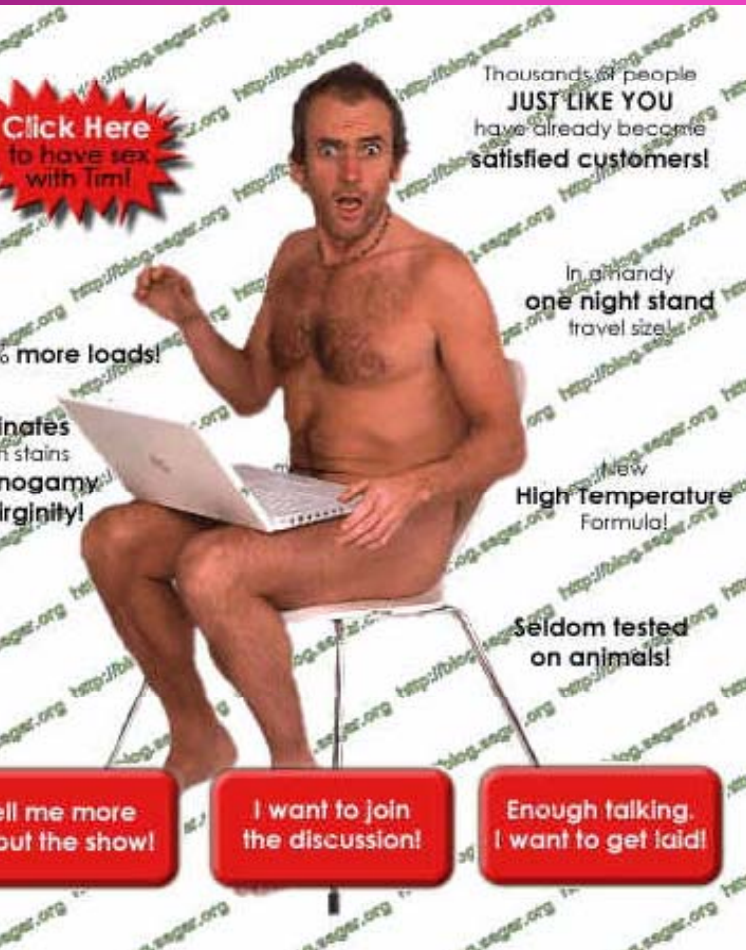
Someone is saying to us  
*'We have to compete in a  
Global World Economy'*

That is Code for →

This is the Context  
we live and work  
in!!



# So, The Same Sort of Government, OMG !!



- Similar so, the Rise of the Right Wing Loonies
  - Danes, Dutch, Tea Party, Tories, France
- Responses to situations are .....of course similar
  - Risk shifting and down loading
  - Beating Up on Groups Like Ours

# There is a Search for the Guilty

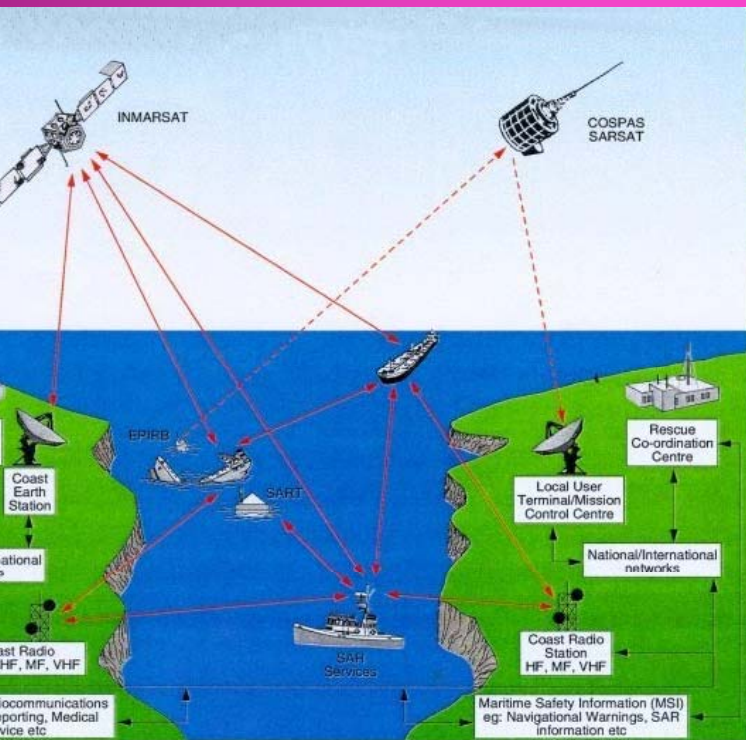
Inevitably .....we will  
be the Guilty

G8/G20/Gwhatever

- All talk and so should we
- All Share Ideas/Trial  
Balloons and so should we
- All discover new ways  
to tax our plans – we  
should have a common  
plan



# Communications Links



- We Need Them.....
- We need Each Other
- Hats off to the NCCMP
- The 2<sup>nd</sup> Socialist International (1912)  
“All Workers are Brothers (and Sisters)”

**the End of the Day.....We're All We've Got!!**

# The Common Wisdom is Seldom Wise

## Mania for Governance

- Growth of 'Experts & Consultants'
- Legislative 'fixes'

Common Wisdom – if you talk about long enough, loud enough and stridently enough – it becomes the 'truth'



# Common 'Wisdom'



- The Lady on the Clip on Monday – ‘Don’t Confuse Me With Facts....’ – End Government Back Stops, in Europe.....
- Call it a Cadillac and People Cheer When You Tax It
- If It is Taxed in Canada or Europe, it is only a matter of time.....

# Common Issues

Drug Costs (okay, we get a bit better deal)

Alternate Medicine

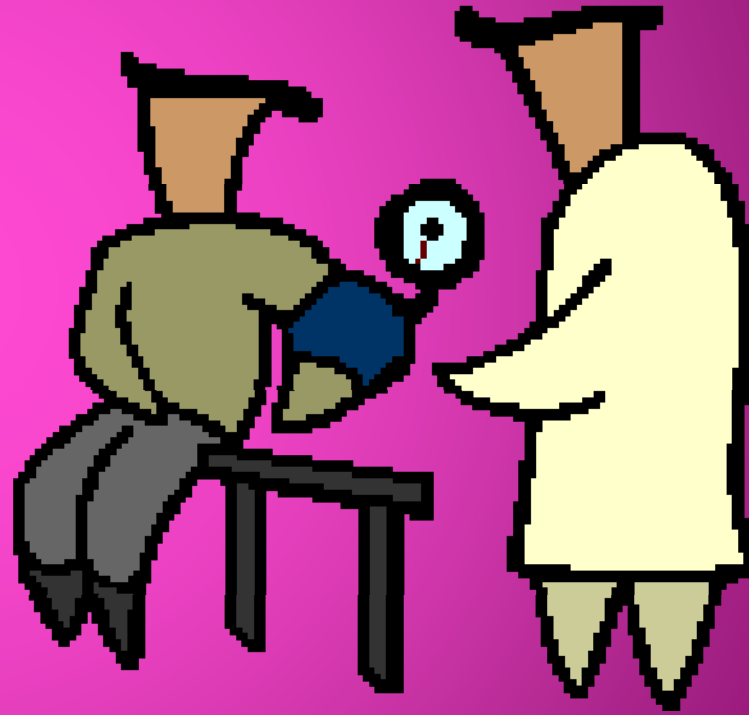
High Cost 'Miracle' Cures

'Best Doctors'

Health Literacy (Internet Medicine)

Promotion of Healthy Living

Making Health Care Work For You



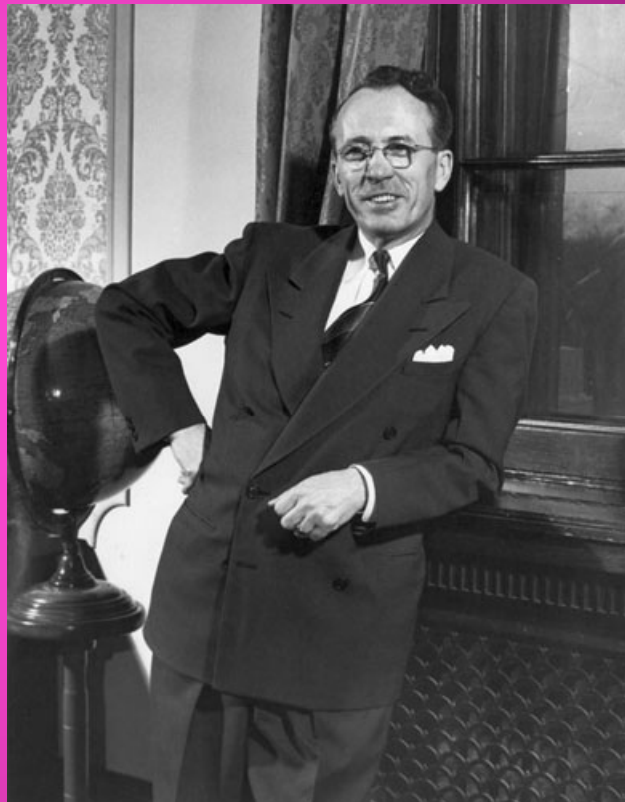
# Anticipating What Comes Next



- For a Canuck – that means seeing what they are doing to you and bracing for the delayed implementation!
- On the Benefit side only the Degree is different.
- On the Healthcare Side I'm dumbfounded by some of things I heard while I was in the audience

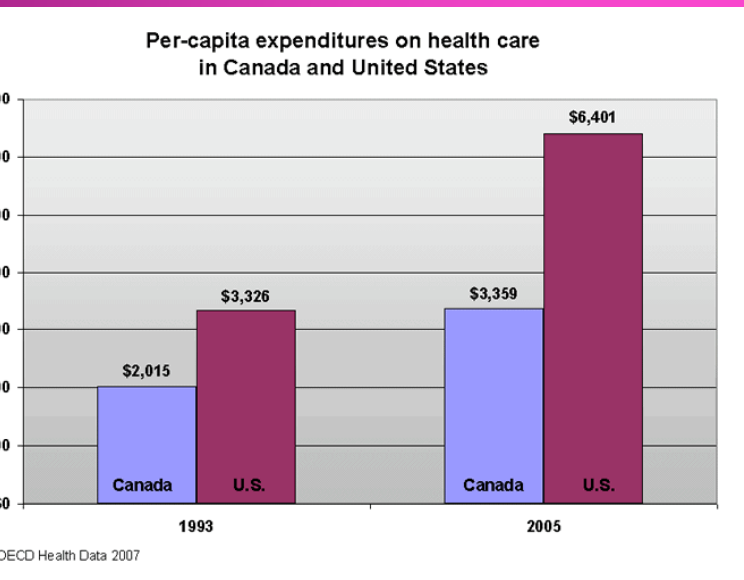
# Health Care Reform

Well Done to Those  
Who Fought the Fight!  
I was 12 years old.....  
Kindly old retired Doc  
My Tonsils at age 4  
How Can a Working  
Person Care for his/her  
Family???



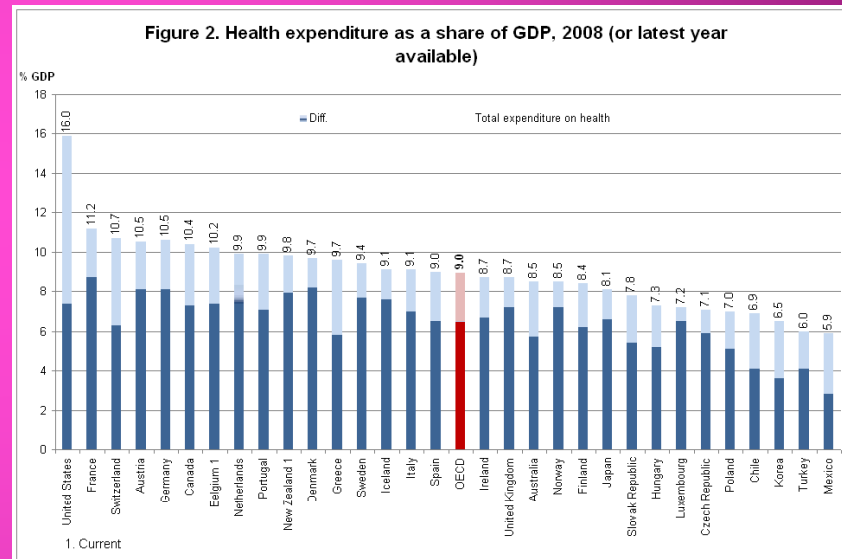
# Costs For Care

- I Pay More Tax Than You Do
- Our System is Funded From Public Revenues
- Some Costs (Stimulus, Disaster Relief, War) Come and Go But the Cost of Health Care Goes On --- No Matter What (and so do Bush Style Tax Cuts for the Rich)

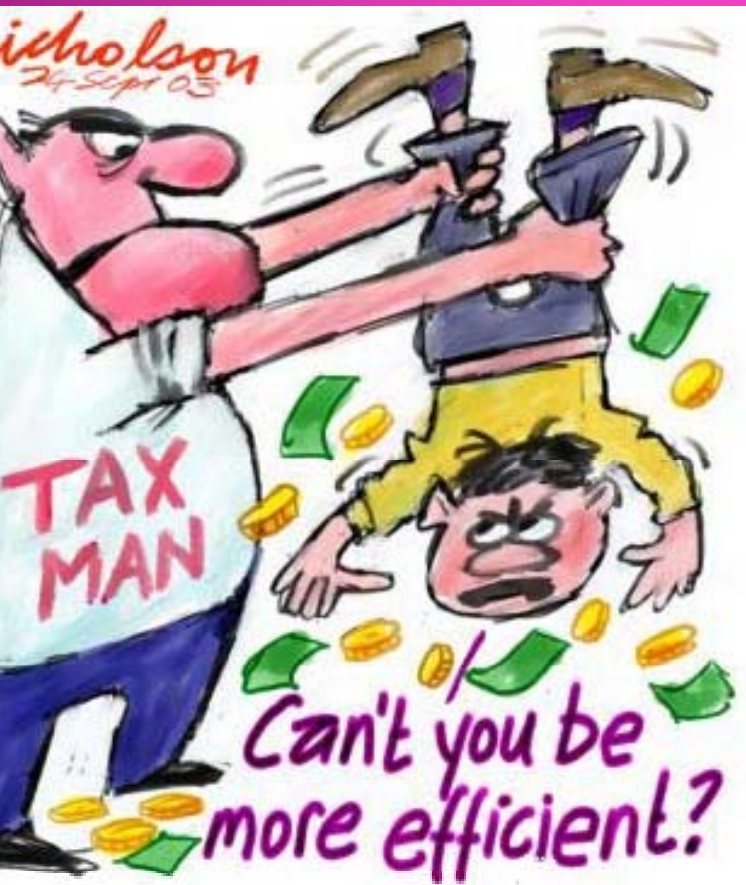


# In Regards to the World

There have to be some things that you can learn from us --- Just Like WE Learn from You!!



# Taxes on Plans



- EHLT – Tax the Cadillacs (But Poor Old MEPs are mere Chevettes!)
- Regulators Every Where Aren't Well Informed on MEP Issues
- Victory
  - Recognizing we're different
  - Reacting to That in a Thoughtful Way

# Confidence – Will My Pension Be There??

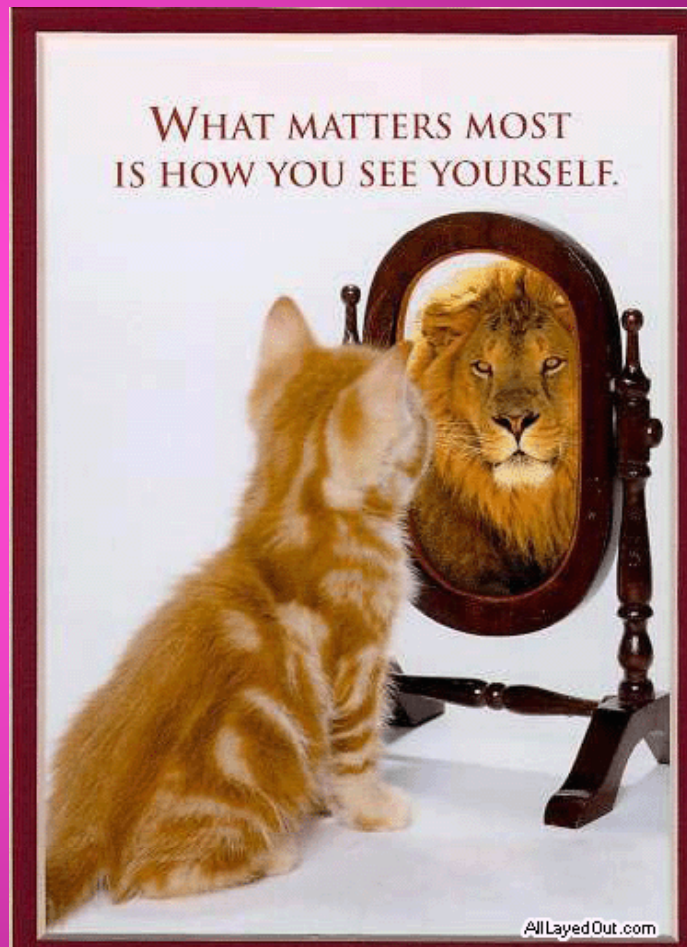
Common Wisdom.....

Risk

Shift/Abandonment of  
Support by Government  
in a Number of Ways

DB = Cadillac = Bail Us  
Out

Shift to DC – or Some  
Other Employer  
Friendly System



# Broad Issues on the Shift



- Opportunity to Bang on the Evil Unions
- Joint Control/Governance
- Structures to Fit Industry Needs Could Disappear
- Dead Beats are Winners

# Don't Miss This One

EU Green Paper on  
'Adequate, Sustainable &  
Safe Pension Systems'

This is Code for 'Safer for  
Government, Less Cost to  
Employers and Centralize  
Decision Making Away  
From Joint Boards'

The Consultation Will Be  
Very Important on Both  
Sides of the Pond



# We Haven't Had as Rough a Ride in the Meltdowns, But.....

Still Victims of the 'Common Wisdom'

Similar Attack, Just a Bit More Politely Done

The CLC (Our AFL-CIO) program of doubling the CPP (not broke and a key investor in the Capital Markets)

A Subtle Admission of....



# This Has Led to..... Ding-Dong the DB's Dead!!



- Might be a bit premature!
- So, What's the Answer– if DB is Dead and Buried So is Retirement Security – DCs and RRSP (Our IRAs) Will Fuel a Frenzy of Charlatan Salesmen – this Form of Security Doesn't Work for a Mobile Workforce!!

# There is a Tide in the Affairs of Men...

Which When Taken at  
the Flood Leads to  
Fortune...(Shakespeare  
– Julius Caesar)

We NEED to be there  
NOW

Muster up what we can  
and Ready to Forcefully  
Put Our Agenda Out  
There (It is not enough  
to merely react)

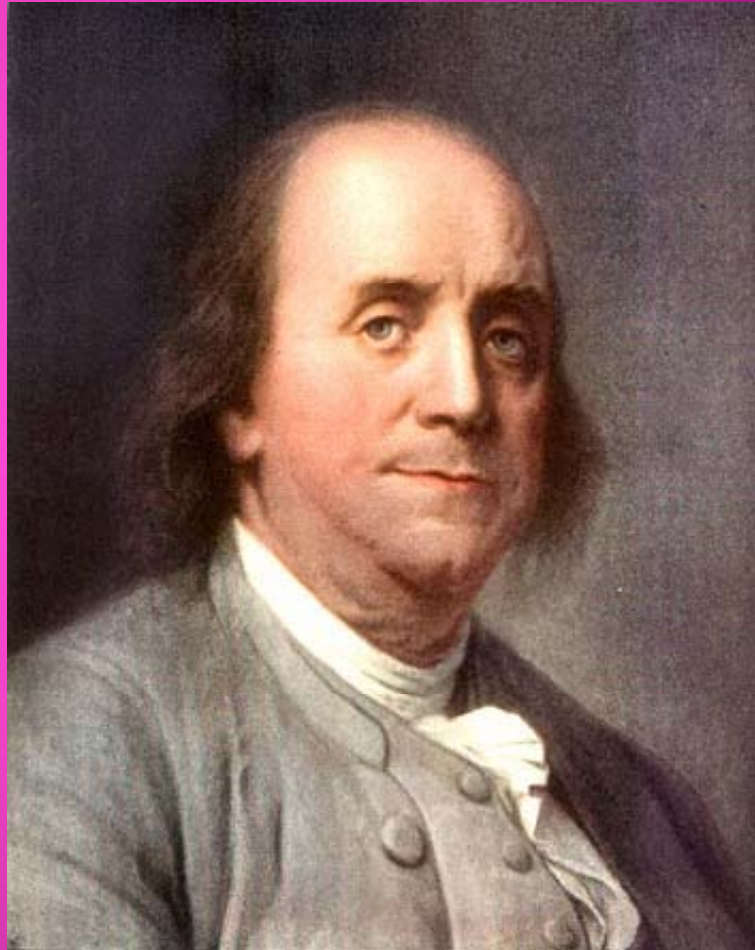


# Benjamin Franklin.....

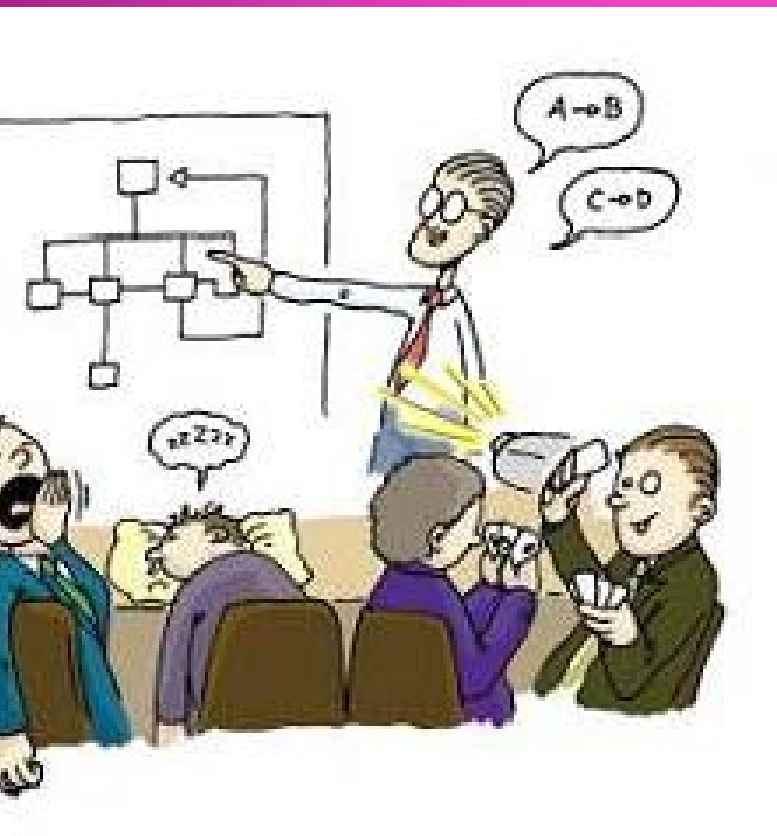
Fathers of the USA

Diplomat, Tradesman,  
Writer, Philosopher, Wit,  
Sex Machine Even When  
'Older' Ambassador to  
France

Smart Guy – One We All  
Could Emulate, He Said “If  
We Don't Hang Together,  
We Will Assuredly Hang  
Separately”

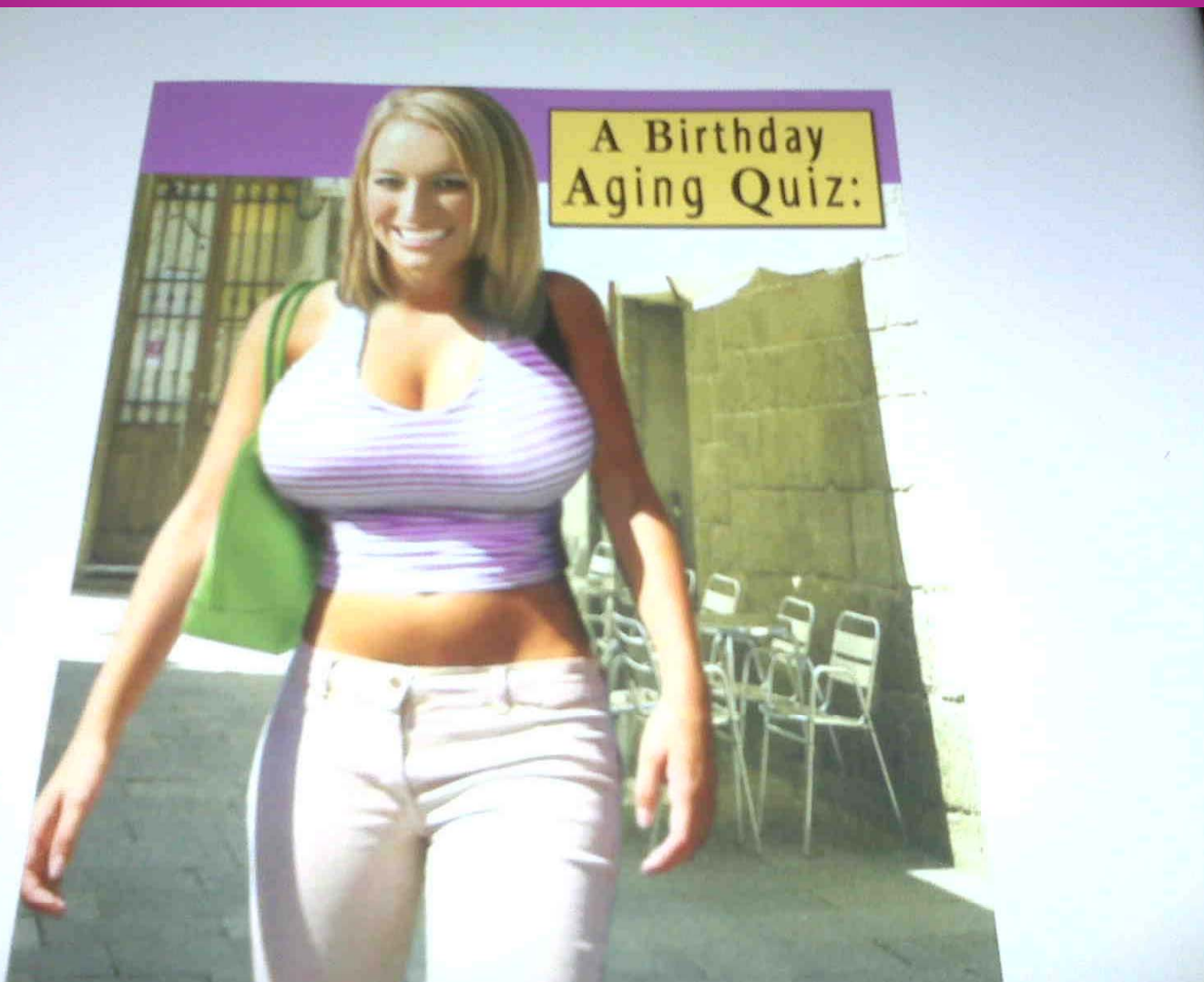


# If You Are Making Presentations



- Men are Visually Stimulated
- Women are Moved By Deeper and More Concrete Stimuli
- Women are Better at Detail and Perception
- If The Three Stooges....

So, Here is a Visual Cue



# If You Said.....

You Are a Man!!

If You Are a Woman –  
Sorry About That!!



# Glimmers of Hope

- *So what is the light??*
- Pressure from a Number of Sources
- Building Momentum and Serving as Examples (Good or Bad)
- From All Reports there is Some Intelligence in Some Spots, so Celebrate Small Successes and Who Knows.....





*Merci beaucoup  
questions?*