

**Statement for the
Law Amendments Committee of the Nova Scotia Legislature
Bill 100
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Tim Jones

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Good afternoon, my name is Tim Jones and I am president of T.J.'s Electric Limited in Bedford, Nova Scotia.

I would like to thank the Law Amendments Committee for giving an ordinary citizen like me the chance to speak about a bill – Bill 100 – that could have a serious effect on my small business, the people who work with me and other small businesses like me across the province.

Before I speak to my specific concerns with Bill 100, I hope you will permit me a few minutes to tell you about my company – a good Nova Scotia small business success story here in the Halifax Regional Municipality.

T.J.'s Electric has been in business for 20 years. It all started in 1990 out of my Pinto!

In addition to a copy of my statement, I will share with you a copy of an advertising feature we did on the occasion of T.J.'s 15th anniversary in 2005. It has some additional background information about our company.

Today, our company includes eight and has had as many as 20 construction electricians, specializing in hazardous locations, such as gas stations, pumping stations, along with commercial and some residential.

T.J.'s is proud to support the apprenticeship program in Nova Scotia, with representation on the Program Advisory Committee. We have also employed apprentices, which – at a time of skills shortages in our economy – is an important way for small businesses like ours to invest not only in our future, but in a skilled workforce for everyone.

We are in good standing with the Nova Scotia Workers' Compensation Board and have a safety program with our own safety officer.

Some of our clients have included the Halifax Stanfield International Airport Authority, Boeing, Halifax Regional Municipality, Halifax Water, Sobeys, Irving, Esso, Wilson's, Ultramar, Petro-Canada, Bell Aliant and Nova Scotia Power, just to name a few.

And although our home base is in Bedford, T.J.'s has done work throughout Atlantic Canada, and as far as Alberta.

As a small business owner, I have a few serious concerns with Bill 100 in its current form. I'd like to take a moment to quickly go over them with you.

My first concern involves successor rights.

Bill 100 establishes successor rights for government unions for work that is outsourced by the provincial government.

Essentially, union work must always go to union workers.

No exception. No flexibility. No hope for small businesses like mine.

Considering that over 70% of the private sector is non-unionized, it is easy to see how such a law would completely destabilize the industry.

I am very proud of the work my employees do – they are professional in every sense of the word – and it pains me to think that their skills would be completely dismissed for the lack of a union card.

It's simply not fair.

It's also a strange position for the government to take in light of what its own job creation strategy says.

To quote from page 23 of the JobsHere strategy:

"Government procurement expertise will identify efficiencies and maximize purchasing power in partnership with hospitals, universities, government departments and agencies."

How will government be able to identify and implement these efficiencies if public sector union rights are guaranteed by law?

In Nova Scotia, for many bargaining units, successor rights have traditionally been a part of collective bargaining.

I have yet to hear a compelling reason to change what has worked well for unions, workers and small businesses.

What is the problem that government is trying to fix with this clause?

I mention the fact that more than 70% of the private sector is non-unionized as part of another concern I have with Bill 100.

If Bill 100 becomes law, a proposed Labour Management Review Committee would advise the Minister of Labour and Workforce Development on future changes to labour legislation.

Considering its potential influence over legislation – from the Trade Union Act on down – that would impact all Nova Scotia workers, it is entirely reasonable to expect a wide-range of voices on such a board.

However, the committee does not include a voice for small businesses like mine.

It's a glaring omission that speaks to Bill 100's disregard for the majority of players in our economy.

Finally, again considering the bill's potential impact on the industry, why weren't we consulted?

At no point did the government gather us together to share its plans and hear our thoughts.

The government took the time to release a discussion paper on creating a single labour board.

Why was there no discussion paper on the other parts of Bill 100?

As shown by our appearance today, the private sector is very willing and eager to work with government to give Nova Scotians labour laws that are fair and reasonable.

And yet it doesn't seem like the government shares our enthusiasm to work together.

I have been a small business owner for the past two decades.

Over that time, I have seen many changes.

However, none have had the potential to unbalance our province's labour situation like Bill 100.

Small businesses have often been described as the backbone of our economy.

If that's the case, it's a backbone experiencing a lot of pressure.

Please don't add to that pressure with labour legislation that if passed without changes will have major consequences for small businesses like mine.

I urge the government – starting with this committee – to set politics aside and listen to all Nova Scotians before proceeding with what is currently a misguided piece of legislation.

T.J.'s ELECTRIC 15th Anniversary T.J.'s Electric Limited

ELECTRICAL CONTRACTORS

Special Advertising Feature



The faces of T.J. Electric: Owner Tim Jones says he relies on team effort, not individuality, which is why he surrounds himself with qualified and motivated people.

Home-grown company proudly celebrates 15 years

Serving wide range of clients covering all aspects of petroleum industry

By Laurie Bodley
Special Features Writer

T.J.'s Electric Limited is celebrating its 15th anniversary and president and owner Tim Jones is proud — of his company and staff — for flourishing in an industry that has seen a lot of ups and downs in the past 15 years.

"We're still here and growing," he says. Jones started his company in 1990 with himself and one employee. T.J.'s now has 18 employees — eight journeymen, five apprentices, three (journeymen) managers, a safety officer and an office

manager. T.J.'s is constantly providing prompt quality service by utilizing all of its resources, including three service trucks, five full-size vans, one 40-foot bucket truck, and a wide range of specialized tools, equipment and meters as required.

The estimating department is fully computerized to ensure it stays competitive in this ever-growing industry and to make sure it stays in line with the constantly changing technology in their industry today.

T.J.'s serves a wide range of clients that include all aspects of the petroleum

industry, large and small commercial retail businesses, residential work and repair, and instrumentation and electrical layouts. They also do infrastructure work such as water treatment plants, sewage pumping stations, and standby generator systems.

T.J.'s employees have many years of experience in the following areas:

- hazardous locations;
- structured wiring;
- motor control;
- fire investigation services;
- process and control;
- computer-based electrical.

One of T.J.'s areas of expertise is working with insurance companies to fulfill commercial and residential insur-

ance claims requiring replacement and repair.

"We've been involved with the repair of a great deal of insurance related claims due to fire, floods, oil spills and yes even hurricanes," explains Jones.

The company also offers expert energy management solutions in conjunction with Nova Power Systems, located in Grand Lake. T.J.'s offers its clients energy-saving products for motors, lighting, and AC units.

Jones encourages his team to upgrade their skills through training courses involving a number of manufacturers, technical institutions and associations. Employee certifications include:

- Supervisory Training;
- Electrical Construction Certification;
- Structural Wiring Certification;

• Construction Management;
• Public Relations.

With safety being a concern in today's work force, T.J.'s offers extensive safety programs for employees. T.J.'s is a member of the Nova Scotia Construction Safety Association (NSCSA) and is in good standing with the Workman's Compensation Board. The company is also fully insured.

In looking back over the past 15 years, Jones feels proud of his employees and the work they've done as a team. He feels grateful to all the clients, contractors and all of those who have been instrumental in being the reason T.J.'s has become, and continues to be, successful in a very complex and competitive market place. Jones looks forward to continuing these working relationships for future projects.

Company grows thanks to qualified, motivated people

By Laurie Bodley
Special Features Writer

Tim Jones, president and owner of T.J.'s Electric, became an electrician because "I enjoyed taking things apart and putting them back together again," he explains.

Jones started his career from the back of his Pinto and worked up from there. He now has a thriving business, with an office and warehouse facility in Belfast, and all the latest tools and equipment required to service a wide range of clients.

Born in New Brunswick, Jones spent most of his life in Nova Scotia and attended school in Bridgetown. After two years at Middleton Vocational School, he moved out west for a year. He then returned to Bridgetown and finished his apprenticeship at an electrical, plumbing and heating company.

As a journeyman electrician, Jones moved to Dartmouth and worked in the electrical trade for a number of companies before deciding to go out on his own.

He established T.J.'s Electric Limited in 1990 and hasn't looked back.

The key to Jones' success is his outlook on team effort — not individuality — that is accomplished by surrounding himself with qualified and motivated people. T.J.'s Electric is a highly skilled organization that continually looks forward to the day-to-day challenges of the ever-changing electrical industry.

Jones and his team meet these challenges with enthusiasm, never failing to provide quality products and service. The company looks for the most cost-effective solutions while ensuring all regulations and future considerations have been met.

That's how it achieved its status as one of the leading electrical contractors in today's competitive market.

When Jones looks back over the past 15 years, remembering all opportunities and the interesting people that he's met, he is excited about the future, anticipating new challenges and knowing that T.J.'s has a lot to offer. These are the things that make T.J.'s Electric a successful enterprise.



Tim Jones, president and owner of T.J.'s Electric, started his career from the back of his Pinto. Today he has a thriving business.

JUST THE FACTS

T.J.'s Electric provides 24-hour, seven-days-a-week emergency service for established clientele.

Business Hours
Monday to Friday, 7:30 a.m. to 4:30 p.m.

How to Reach Us
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