

Broken Promises:

The Fight to Fix Our Union's Training Programs

Dear Brothers and Sisters,

The state of our union's training programs is nothing short of a disgrace. These programs, meant to prepare and protect our members, have been reduced to mediocrity by a leadership that has failed to prioritize the needs of its members. The current board and training administrator have presided over decisions that have undermined the safety, skills, and trust of our membership.

This isn't just a matter of inefficiency—it's a complete abdication of responsibility.

Systemic Mismanagement at the Top

The board and the training administrator have overseen a training system riddled with outsourcing, poor-quality materials, and a lack of transparency. Members have every right to question:

- Why has the leadership failed to develop in-house training programs that leverage the expertise of our tradespeople?
- Why are we relying on third-party organizations to design and deliver training that lacks the depth and practicality our members need?
- Why has there been no accountability for the resources wasted and the opportunities squandered?

These failures are not accidental—they are the result of deliberate choices that prioritize convenience and cost-cutting over quality and member empowerment.

The Cost of Outsourcing and Neglect

Outsourcing has been a cornerstone of this leadership's approach to training, and the results speak for themselves:

- **Substandard Training:** Course materials designed by individuals with no field experience fail to prepare members for real-world challenges.
- **Unqualified Instructors:** Members are being taught by people who lack the hands-on expertise needed to provide meaningful guidance.
- **Data Privacy Concerns:** Members' personal information is being shared with external organizations without clear consent, raising serious ethical and privacy issues.

This is more than just mismanagement—it is a betrayal of the trust members have placed in their leadership.

Time for Accountability and Member-Led Leadership

The Voice of the Members Slate is committed to ending this cycle of neglect and restoring the integrity of our training programs. Our vision is clear:

- **Training for Tradespeople, by Tradespeople:** Every course will be developed and delivered by members who understand the tools, equipment, and challenges of the job.
- **Competent Leadership:** Those responsible for overseeing training must have the experience and qualifications to deliver results—not excuses.
- **Member-Centered Policies:** Data privacy will be non-negotiable, and every dollar spent on training will directly benefit members.
- **Transparency and Accountability:** We will ensure every decision made about training is communicated clearly to the membership.

A Union That Works for You, Not Against You

The current board and training administrator have failed to deliver on the most basic promises of leadership. They have wasted resources, jeopardized member safety, and eroded trust in one of our union's most critical functions. This pattern of failure cannot continue.

The Voice of the Members Slate is here to bring the change members deserve. We will rebuild our training programs into a source of pride and safety. We will hold leadership accountable and ensure that every decision made reflects the interests of the membership.

This election is your chance to demand better. Don't settle for excuses—demand action, transparency, and leadership that puts members first. **Your Voice. Your Union. Your Slate.**

Will you continue to accept broken promises, letting the future of our training programs be decided by the same leaders who failed us, or will you use your vote to demand a better future for every member?

Stand with us. Stand for change. Stand for accountability. – This Spring, Vote for the:

Voice of the Members - Your Voice – Your Union – Your Slate!

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Your Voice. Your Slate