



Company owns employee's invention thwarting cyber hackers

He developed a million dollar idea and BC Hydro owns it.

COPE 378 member Craig Munro, an Engineering Technician Project Specialist in Courtenay, was having coffee with colleagues and discussing BC Hydro's concerns a hacker could get into the computer systems that control the province's electrical grid. BC Hydro was planning to develop a multi million dollar security firewall to protect electrical sub-stations from cyber hackers.

"Security is high on BC Hydro's list," says Munro who has worked in Hydro's Engineering Division for 15 years.

In a light bulb moment, Munro figured he would design a prototype much more cheaply. He approached BC Hydro for a budget but they turned him down.

That was in November 2004. "I decided to build it on my own at home. I design things as a hobby and I liked my own idea."

Munro developed a hardware firewall that simply plugs in. The prototype cost less than \$500. "It worked really well. My boss was impressed."

Because Munro had developed the device on his own time, he wanted to retain ownership and although the company refused, they did award him a \$500 gift certificate.

In January 2005, he turned the design over to BC Hydro and they had a manufacturing company build it. Munro wrote the computer program and now the device will protect Hydro sub-stations from hackers. BC Hydro has sold the device to BC Transmission Corporation to protect transmission substations. Other electric companies around the world may also be interested.

Munro has to be content with his \$500 gift certificate. BC Hydro's cor-



New COPE 378 President Andy Ross and Vancouver Mayor Larry Campbell share a light moment at the Triennial Executive Council/Job Steward meeting May 30, 2005. Mayor Campbell spoke to union officers about issues such as transit and federal funding for infrastructure that will be important in the upcoming civic elections in November 2005. See more page 2.

porate policy statement says anything developed by employees within the scope of their jobs belongs to BC Hydro whether it was developed at

work or at home. Because employees sign the code of conduct, the intellectual property rights belong to the company.

Surprised by drug test



While Pat Keaney was collecting long term disability benefits, she was shocked to be confronted by a surprise drug test. Story on page 5.



COPE 378 Executive Board members met for the first time with stewards and councillors at the Triennial Executive Council/Job Steward meeting held at the Firefighters' Hall in Burnaby on May 30, 2005. Left to right are Marilyn Bridges, Chris McPherson, Steve Toomey, Bob Derby, Terry Levitt, Linda Hardy, David Black, Pat Junnila, Marj Owen, Chris Ayling, Danny White, Audrey Barnes, Sharon Thomas, Gwenne Farrell, Lori Mayhew and Andy Ross. More on page 3.