

# Support February 23 rally, fightback, TWU urges members

BC's labour movement launched a province-wide mobilization in mid-January, to culminate in a major rally and march at the Legislature in Victoria at noon February 23, challenging the Campbell Liberals to change course to protect jobs, the economy, communities and services.

The TWU is strongly supporting the campaign, and is urging members to participate in the

February 23 rally. Our Union is sponsoring one of nine buses the labour movement is sending to Victoria from the Lower Mainland, and the TWU is also sending a bus from Campbell River. For more information on the TWU buses to Victoria, contact Business Agent June Lewis at the Union's Burnaby Office.

"The Liberals on the wrong track," B.C. Federation of Labour President Jim Sinclair

told a Vancouver news conference. "They're worsening the job crisis in BC communities by cutting health, education and public services to pay for tax cuts to the rich and big business – and they're threatening to tear up negotiated agreements to do it."

"We'll be advancing a positive program, starting with a call for an economic summit of business, government and the labour movement, that is much closer to

what British Columbians believed they were voting for in the last election," Sinclair said.

We'll be challenging every MLA, right up to Premier Campbell, to stop, listen, begin a dialogue with its voters, and live up to the Liberal commitments to respect contracts, generate jobs in forest communities, and improve health, education and public services."

The Federation announced a

series of initiatives, flowing from the Action Program adopted at its November Convention, that labour is calling Campaign BC: it's About Our Future.

For more details, check the B.C. Federation of Labour website: [www.campaignbc.ca](http://www.campaignbc.ca).

For more on Campaign BC and TWU reaction to the government's cutbacks, see the President's Report on page 8, and other reports on page 6.

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## The Transmitter

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BROADWAY PRINTERS

# Union calls for end to TELUS foot-dragging

TELUS continues to drag its feet in negotiations with the TWU, and as a result, progress toward a new Collective Agreement remains painfully slow.

Bruce Bell, who is heading negotiations for the Union, says the company is still refusing to

remove impediments it has placed in the road, so despite the fact that the two parties are meeting at the bargaining table on a regular basis three times a week, no end is in sight well over a year since the parties first met to exchange proposals.

For example, Bell says, TELUS is still talking about a new agreement, even though the Union has made it clear that is a non-starter.

"It is simply not in the cards. We expect give and take on both sides at the bargaining table, but we have always started negotiations with the old agreement as the base, to which changes can be made. That is the way Unions and companies bargain, regardless of the industry, or their history. It is not common practice, and it is not acceptable to us, to start from Square One. The Labour Board has said we should negotiate a revised Collective Agreement, and we plan to do so – to negotiate by building on the existing TWU agreement."

One of the reasons for the slow progress, Bruce Bell says, is that the chief negotiator for the company in this round of bargaining is a recent transplant from Bell Canada, who has no history with either BC TEL or TELUS in Alberta. In our view, Bell says, that is an added impediment to making progress in these talks.

What is also holding up talks, Bell believes, is that the company is appealing to the courts seeking to have parts of Decision 108 (a ruling of the

CIRB) overturned. Specifically, the company is objecting to the CIRB ruling that there are no geographical restrictions to the TWU jurisdiction in Canada. The company will argue in Court that the Board erred in ruling the TWU jurisdiction is Canada-wide.

It is expected the Court will hear the issue this spring, so that dispute should be cleared up within a reasonable time, but there is no question that the company's court challenge has added significantly to the delay in getting the company to bargain seriously.

With CIRB Decision 143, TELUS has initiated a further unwarranted excuse to drag its feet, Bell says. That ruling states that the TWU Collective Agreement applies to previously unrepresented groups in Alberta, with certain caveats, in both wireline and wireless.

Further hearings were held by the CIRB in January on matters relating to Decision 143. The company argued at the hearings that those previously unrepresented groups should be treated as discrete groups, with a separate collective agreement. In short, the TWU would have to police yet another separate agreement while bargaining one Collective Agreement for everyone.

We are currently awaiting a ruling from the Board.

These challenges are adding unnecessary delays and further confusion to the bargaining process, and it's time we get on with it, Bell says.

Another issue that is impacting on the bargaining process involves Clearnet. The question at issue, which is to be heard by the CIRB, is whether the TWU certification will extend to Clearnet employees.

TELUS bought Clearnet, and it is clear to the TWU it is an acquisition and the employees should be rolled into the single TWU bargaining unit and collective agreement. The company argues that is not the case, because, they say, TWU jurisdiction is limited to BC and Alberta.

If TELUS were to be successful, though we do not believe they will be, Bell says, they would spin off work to the non-TWU east, which would have a serious negative impact on our jobs, job security, job postings and related issues.

That is why the Clearnet issue is of critical importance to TWU members, and it is one more reason the company is slowing down the bargaining process.

The Union continues to ask for the patience and solidarity of the membership while these disputes are working their way through the Board and courts, and we live in hope that once these jurisdictional questions have been clarified, the company will cease its foot-dragging and we can get down to a more reasonable pace of bargaining.

\* \* \*

Meanwhile, in late January, President Rob Hiebert and VP Bruce Bell held a series of

"Mobility meetings" in Burnaby, Calgary and Edmonton.

The meetings were called to discuss issues relating specifically to Mobility, and attracted a good number of Mobility members in each of the centres, although the meetings were open to all members and were attended by members outside Mobility as well.

Hiebert gave an overview of current issues, while Bell spoke on the progress of bargaining. They addressed the topic of the importance, and the increasing importance, of Mobility to the future of TELUS and the Union.

The future can expect to see rapid growth in the Mobility sector, and maintaining Mobility as an integral sector of the TWU is crucial to all members. They pointed out that whereas Alberta cellular was under a separate agreement with separate and distinct work groups, in BC there has been one collective agreement, and workers have been able to move in and out of cellular from the traditional side of the telephone company.

Maintaining the principle of one agreement, standard wages, benefits and job security, and bidding rights between the sectors is important to TWU members – another crucial reason for the members throughout the company to stand firmly in support of the Union during the ongoing jurisdictional battles and negotiations with the Company.

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# LETTERS TO THE EDITOR

## Retirement thanks

Dear TWU:

I would like to take this opportunity to express my sincere appreciation for the Honourary Life Membership and \$1000 retirement gift presented to me on December 14, 2001 at my retirement.

Sincerely,  
Robert Chang  
Vancouver, Local 5

Dear TWU:

Thank you so much for the \$1,000 cheque and life membership certificate. I feel very fortunate to be able to retire after 36 years of employment. Many thanks to the TWU for your years of support and service. The hard work and dedication of our Union has allowed all of its members a wonderful lifestyle and pension, for which I am grateful.

I wish my Union every success in the difficult times ahead.

Best wishes,  
Donna Huck,  
Surrey

Dear TWU:

I recently retired from TELUS after 30 years. I want to thank the TWU for making the past 30 years secure and form making TELUS one of the better companies to work for.

I would also like to thank the TWU for the life time membership, pin and

the cheque for \$1000.

My wishes go with you for the future.

In solidarity,  
Jean Dumbleton  
Pitt Meadows

## Thanks to TWU bargaining team

Dear TWU:

The Brothers and Sisters of Local 208 wish to thank Tom Robson and the rest of the Negotiating Committee for their efforts at the bargaining table in 2001, and wish them success in 2002.

These are the most important negotiations in our history and the quality of our future employment is at stake. We in Alberta have seen the damage of loose contracting out clauses and are encouraged by the Negotiating Committee's strong stand on this issue. The reason many of us in Alberta voted for the TWU was their history of protecting work we gave away in Alberta.

In solidarity,  
Local 208

## CEP thanks

Dear TWU:

On behalf of the Executive and members of CEP, Local 593, who were on strike against Petro-Canada, please

accept our heartfelt gratitude for your support.

In any prolonged dispute of this nature, it is really important for the strikers to know that they do not stand alone in their efforts and your donation helped to accomplish this.

The members returned to work in October.

Once again, thank you for your support. It will certainly be helpful in paying off the legal fees and debts we have incurred during the strike.

In solidarity,  
Ted Dinning  
President



**ANNETTE CONNOR**

*After more than 16 years with the TWU, and more than 45 years since joining the OTEU, Annette Connor is retiring.*

*Annette joined the TWU clerical staff in September 1985. Since then she has handled a variety of duties in the Burnaby office, but mostly has worked on membership records.*

*Annette's association with the labour movement goes back to 1956, when she joined the OTEU, and between 1956 and 1973 she worked off and on for a number of different labour unions.*

*In 1973, she left the Lower Mainland to live in Kelowna, where she worked in the Post Office for about 10 years. In 1984, she moved back to the Lower Mainland, where she took courses to upgrade her secretarial-clerical skills before assuming her full-time position with the TWU in the fall of 1985. Her last day of work was January 31, 2002.*

*In addition to her work with the TWU, Annette has also been active within her own Union, OTEU Local 15. Before leaving the Lower Mainland in 1973, Annette served on the Local 15 executive for a number of years, and was secretary-treasurer for one year. Shortly after starting with the TWU, she served as a Trustee with OTEU Local 15 for about 10 years.*

*Annette comes by her involvement in the labour movement honestly. Both her father and her maternal grandfather were business agents for the Ironworkers Union (although in different eras), and her father was also an International Representative for the Ironworkers for a time.*

*Annette is retiring to Nanaimo, where her daughter and granddaughter are living.*

*Her friends and colleagues at the TWU and in the OTEU wish her all the best in her retirement.*

# TWU Education Calendar of Events for 2002

**The TWU Education Committee would like to advise all TWU Members of the following education opportunities coming up for the year 2002.**

**Union Management Relations**  
Lower Mainland, Oct. 17-19  
Edmonton, Feb. 10-12  
Calgary, Feb. 7-9

**Scheduling Matters**  
Lower Mainland,  
Feb. 22&23

**Parliamentary Procedure**  
Lower Mainland, Feb. 9  
Edmonton, Apr. 6  
Calgary, Apr. 6

**Course descriptions can be found through our link on the TWU website at [www.twu-canada.ca](http://www.twu-canada.ca). If you are interested in taking any of the in-house courses offered by our education department, please contact your Local Secretary Treasurer who will assist you in applying for these opportunities.**

**Basic Shop Steward**  
Lower Mainland, Oct. 3-5  
Edmonton, Oct. 17-19  
Calgary, Oct. 17-19

**Advanced Grievance Handling**  
Lower Mainland,  
Apr. 11-13  
Edmonton, Apr. 18-20  
Calgary, May 30-Jun. 1

**Harassment, Discrimination and Duty to Accommodate**  
Lower Mainland, Mar. 16  
Edmonton, May 25  
Calgary, Jun. 8  
Victoria, May 4  
Kelowna, Apr. 27  
Prince George, Jun. 15

**EDMONTON OFFICE**  
#103 - 10525-170 Street  
Edmonton, Alta, T5P 4W2  
Ph. 780-444-6945  
Fax: 780-488-6911

**CALGARY OFFICE**  
#255 - 525-28 St. S.E.  
Calgary, Alta, T2A 6W9  
Ph. 403-237-6990  
Fax: 403-802-2381

**TWU phone ... (604) 437-8601**

**TWU fax ..... (604) 435-7760**

**Pension Plan office ..... (604) 430-1317**

**TWU hotline .. (604) 435-2224**

### TWU Website addresses:

**TWU Home Page:** <http://www.twu-canada.ca>  
**TW Pension Plan:** <http://www.twu-canada.ca/twpp/pptoc/htm>  
**TW Benefit Plan:** <http://www.twu-canada.ca/twpp/bphome/htm>  
**TWU Email Address (Union Office):** [twu@twu-canada.ca](mailto:twu@twu-canada.ca)  
**TW Pension and Benefit Plans:** [twplans@twubc.com](mailto:twplans@twubc.com)

# Local 51 plans repeat Christmas project

Each year at Christmas TWU locals look at ways to help those less fortunate than themselves. Local 51 usually donated money to the food bank. We wanted to be a little more hands-on with our giving.

This year we decided to sponsor a family and we chose a single mother with two children. It was our aim to raise enough to buy outfits and gifts for the children, a gift for the mother and groceries for at least a week.

In order to raise funds for our family we had a 50/50 draw. We wanted to raise at least \$500 for our family and the same for the winner of the draw.

The members of Local 51 and Local 5 were fantastic in their support. We raised almost \$2000. This was enough to sponsor our family and also donate to the local food bank. Our winners Shirley Pasqua and Linda Brown shared almost \$1000. Well worth their investment for their armful of tickets.

Members of the executive donated time and energy for the shopping, wrapping and delivery of the food and gifts. Some members also donated extras over and above what we purchased. Thank you.

Local 51 is planning to do this again for Christmas 2002. We would like to challenge other locals throughout the province. Lets make it a special Christmas for as many families as we can.

By BEV MOUDATSOS, Local 51 Shop Steward

# 10 rules to break a Union

The United Transportation Union is circulating an article outlining a campaign by a company in the U.S. to decertify a workplace organized by the Machinist Union. The company hired a Management Consulting firm to help them with their decertification campaign. A manager has reported that during management classes, the consulting firm outlined 10 rules the company should follow in the workplace during the campaign to get rid of the Union.

1. Try to confuse the seniority system for lay-offs, move-ups and overtime to get employees jealous of one another. When employees complain, send them to the Union, thus shifting the blame. Create fear and mistrust.

2. Draw out grievances as long as possible.

3. Threaten employees if they file grievances or safety complaints.

4. Increase discipline for even minor offenses, to cause an overload for the Union, slowing down their effectiveness on timeliness.

5. Make sure employees get all benefit books or letters on insurance benefits, pensions, etc. that the company gives - non-union-negotiated.

6. Increase management trainees or substitute foremen.

7. Get stool pigeon, big mouth employees to criticize Union officials and Union dues.

8. Hold department meetings with employees to convince them that you agree with their problems but that the Union has to do something.

9. Convince them that you are on their side about job class increase or incentives on the job, but that your hands are tied and it's up to the Union.

10. Last but not least, the company must become the Big Brother, the good guy and the Union become the enemy by distorting the truth on agreement. By the time the truth is known, they won't trust the Union anyway.

# The Transmitter

Member of

The Transmitter is the official publication of the Telecommunications Workers Union.

**CALM** Canadian Association of Labour Media  
**ACPS** Association canadienne de la presse syndicale

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Vice-Presidents: Neil Morrison & Bruce Bell  
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Attending NACU meeting in Burnaby in January, seated, from left, Rod Hiebert (TWU), Dean MacDonald (AC&TWU), Brian Avery (CAW), Bruce Bell (TWU), Dave Halicowski (CAW), Brian Payne (CEP) and James Kinkaid (CEP), and standing, Neil Morrison (TWU) and Gary Grant (AC&TWU)

## Co-operation, not merger, aim of NACU members

The National Alliance of Communications Unions will continue to function as a co-operative body, but the merger of communications unions or the creation of one large communications union in Canada is not in the works.

Officers attending the NACU meeting in Burnaby January 25-26 agreed that NACU should carry on much as before, with exchange of information and assisting one another during disputes.

After a lengthy discussion, Officers of the various member Unions, including the TWU, agreed a merger would be neither practical nor necessary at this time. On the other hand, none of the affiliates want to discontinue NACU, because they feel it has been a very useful vehicle and will continue to be useful to the Unions and their members.

TWU participants hosting the two-day meeting were President Rod Hiebert and Vice-Presidents Neil Morrison and Bruce Bell. Other participants were Brian Payne and James Kinkaid of CEP, Gary Grant and Dean MacDonald of AC&TWU, and Dave Halicowski and Brian Avery of CAW.

The next officers meeting is scheduled for June 8-9 in Vancouver, coinciding with the CLC convention, and then November 29-30, in Halifax, at the time of the AC&TWU convention. No conferences are planned at this time.

Despite the consensus against a union merger at this point, participants noted that forced mergers could result (through CIRB orders) if corporate mergers occur. That would be a scenario similar to the merger of the B.C. and Alberta Unions following the corporate merger of BC TEL and Telus in Alberta.

It was noted, for example, that there have been rumours of a possible merger between SBC and AT&T in the U.S., which could result in a *de facto* merger between Bell and AT&T in Canada. As well, while there are no current rumours of a merger involving Verizon, participants noted that both Atlantic Bell and GTE (who are now Verizon) have a history of doing mergers. The conclusion was that, if any one of the three big telecommunications players in Canada merged, or did a deal in the U.S., a Union merger or a new union could be forced on the Unions involved in Canada.

Reports on developments in various regions of the country followed:

In Atlantic Canada, a Bargaining Council is certified as the bargaining agent, with a 24-member board of governors. AC&TWU and CEP met in September and put together bargaining proposals to be presented to the employer March 4 in Halifax. They will also be doing some negotiations in other Atlantic provinces.

Nine separate collective agreements were swept into one along with a new clerical unit in New Brunswick. The Newfoundland, PEI and Nova Scotia agreements are very similar, but New Brunswick's is quite different, and Newfoundland's has the best contracting out language.

The Atlantic Cellular companies are covered by the same new bargaining certificate as the other Atlantic units. The cellular companies in Atlantic Canada are totally meshed, for example, in billing, collection and customer service. In Manitoba, Cellular, Operator Service and Clerical are now one certification, whereas previously there were separate certs.

CEP reported that at Bell

Canada, there is an Early Retirement Incentive (ERIP). At first, Bell planned to offer it unilaterally, but CEP applied to the CIRB for an injunction. As a result, Bell has agreed to double the amount, and make it universal. However, the issue is still before the Board, and CEP is seeking a Board ruling that Bell has to deal with CEP on any future ERIPs.

At Bell in Ontario and Quebec, CEP has an application for one bargaining unit at Expertec, Bell's construction arm for both inside and outside plant. At present, there are three separate

certifications for the eastern arm, the western arm, and an independent unit consisting of about 150 members in Montreal.

SaskTel is centralizing 215 people from around the province to Regina. Also, SaskTel is offering DVD video over cable.

Participants also reported there are rumours Bell plans three companies in Canada: Bell Canada East (Aliant); Bell Canada in Ontario and Quebec; and Bell Canada West, comprising Manitoba Tel, Bell's western Canada

competitive arm (Intrigna) and Northwestel.

CEP is looking at strategies to resolve the pay equity dispute at Bell. Bell is still using every means possible to delay the process.

For the TWU, Rod Hiebert reported on tactics surrounding negotiations, and contracting out problems; Bruce Bell reported on Telus negotiations; and Neil Morrison reported on day-to-day problems.

*Thanks to Neil Morrison for making his notes of NACU proceedings available to the Transmitter.*

## Shaw cable installers reinstated

### *Thanks from Local President*

By MONTE WORTHINGTON  
President, TWU Local 60

On behalf of Local 60, I would like to thank the Union in general and a number of individual members in particular for their support and endurance during the recent battle to get back the jobs of four members who were fired by Shaw Cable over job action which occurred in June. We are extremely pleased and grateful the four members of our Local are now back at work.

I attribute our success to the solidarity of all members of the TWU behind the four terminated members. From the start, the other Locals expressed their outrage at the attack on the members, and the attack on the Union's right to represent, which these terminations symbolized.

The outrage of the membership translated into very real responses by the other locals, whose substantial contributions to Local 60 allowed the brothers to maintain a decent level of income, so that the economic impact of the employer's actions was relatively minimal. The monetary assistance also helped our brothers deal with the emotional impact of the terminations. Not having to worry so much about immediate finances, they were better able to fight for their rights.

The response of the TWU executive was pivotal to maintaining high morale during the ordeal. A special thanks to Tim Williams, Nancy Curley and Lesley Hammond, who took the battle directly to the company and ensured that the four members were represented by the Union throughout. Thanks also to Business Agents Ron Williams and Fran Guillet for their assistance.

The unwavering support of Neil Morrison and his guidance through what was a new process for us (we had not had terminations like this before) and his solid conviction that the members would get their jobs back helped us all "stay the course" to ultimate victory.

On behalf of Local 60, I would like to thank all TWU locals for their solid support during the past few months, and the Executive and Office Staff for their hard work and support. I would also like to thank the members of Local 60 for their total commitment to the four brothers, and I would like to thank Brothers Dave Parsons, Grant Clerf, Andy Wong and Paul Yorke for their faith and confidence during a time of great stress.

Four Shaw Cable installers fired by Shaw for involvement in a work stoppage June 1 are back at work, following a grievance/arbitration.

The most severe discipline, imposed on one of the grievors, was a one-month suspension by an arbitrator following a hearing.

Two of the other members involved were each suspended for 12 days. This settlement was reached between the Union and company following the arbitration decision in the first case.

At the time of the incident, along with the four firings, 32 other employees we suspended by Shaw. An arbitration on those 32 is pending. It has been agreed by the parties that the fourth member fired will be included with the 32 suspended members, and it is expected he will be accorded the same treatment as the other 32.

A fifth termination involving a Shaw installer, unrelated to the walkout, has also been resolved through the arbitration process. The arbitrator substituted a lengthy suspension for the termination, and the installer in question is now back at work.

Officers Tim Williams and Neil Morrison have been involved with Local 60 representatives in pursuing the grievance/arbitrations in these cases.

# Strikes! Strikes! Strikes! Will they never end?!

**CCPA Monitor/CALM**  
**"WORKERS' COMPLAINTS** multiplied and strikes grew more frequent – strikes among the miners, the quarrymen, the tradesmen, even among the police."

A description of labour relations in Canada in 1990s? No, it's historian W.W. Tarn's account of the economic problems in Egypt in 230 B.C.

According to Tarn, the first recorded strikes in history were conducted by workers on the great pyramids of Egypt, thousands of years earlier.

Reference to strikes have been found on the papyri and tablets of ancient Sumeria, Persia and other long-vanished civilizations.

The Roman Empire experienced many strikes by cop-

persmiths, goldsmiths, shoemakers, potters, dyers and carpenters.

In the industrial towns of France and Italy in the 13<sup>th</sup> and 14<sup>th</sup> centuries, the craft guilds went on strike repeatedly against the ruling merchant class. Textile workers at Rouen staged a lengthy strike in 1281. Woolworkers in Florence went on strike in 1371.

Strikes occurred in England as far back as the 1300s, with one contemporary writer complaining that even the priests had struck for higher pay.

In their multi-volume *Story of Civilization*, Will and Ariel Durant tell us that in 1579 textile workers went on strike in Germany, and that throughout the 16<sup>th</sup> century in Europe "strikes were numerous, but

they were suppressed by a coalition of employers and governments." Major strikes took place also in the factories of Amsterdam in 1672 and the silk-making plants of Lyons in 1774.

Most of the strikes of bygone eras occurred under totalitarian regimes that prohibited strikes and ruthlessly crushed them. Strikers were severely punished and their leaders executed. But not even such harsh deterrents could prevent strikes. They have continued down through the ages.

There has never been a period in recorded history entirely free of strikes, ever since some people were compelled to work for others. The relationship between workers and bosses inevitably breeds conflict and resentment. And when their discontent rises to an intolerable level, workers will strike – whether they have unions or not, whether legislated as essential or not, and regardless, too, of the kind of political or economic system they live under.

The first recorded strike in Canada took place when the voyageurs at Rainy Lake, Ontario went on strike for better wages in August 1794, nearly 40 years before the first union was organized here.

Some economists and labour relations experts believe that, far from deliberately instigating strikes, unions do their best to avoid or prevent them. Workers, without unions to represent them and channel their frustrations through collective bargaining, would probably resort to strikes much more often than they do now.

## BUSINESS AGENTS – LOCAL ASSIGNMENTS as of January 24, 2002

LOCAL		AREA	BUSINESS AGENT
1	P	Vancouver South	Karen Whitfield
2	P	Victoria	Bill Silvester
3	P	Nanaimo	Nancy Curley
4	P	Nelson	George Doubt
5	P	Burnaby	Jim Christensen
6	P/C	Vernon	George Doubt
7	P	New Westminster/Surrey	Hope Cumming ( <i>Bargaining</i> ), Tim Williams/Jim Christensen
8	P	Kamloops	George Doubt
9	P	Prince George	Ron Williams
11	T	Victoria	Bill Silvester
14	T	Nanaimo	Nancy Curley
15	T	Kamloops	George Doubt
16	P/T/C	Kelowna	George Doubt
17	T	Abbotsford	Peter Massy ( <i>Bargaining</i> ), Lesley Hammond
18	T	Prince George	Ron Williams
20	C	Vancouver (Mutual)	Hope Cumming ( <i>Bargaining</i> ), Lesley Hammond
21	C	Victoria	Bill Silvester
22	P/C	Penticton	George Doubt
23	C	New Westminster/Surrey	Fran Guillet (Alberta), Peter Massy ( <i>Bargaining</i> ), Nancy Curley
24	C	Kamloops	George Doubt
25	C	West Kootenays	George Doubt
26	C	Prince George	Ron Williams
27	C	Nanaimo/Pt. Alberni	Nancy Curley
28	P/C	Smithers	Ron Williams
30	P/C	North Vancouver/Sechelt	Tim Williams
31	P	C.T.&S.	Bill Silvester
32	P/C	Abbotsford/Mission	Peter Massy ( <i>Bargaining</i> ), Lesley Hammond
33	P/C	Terrace	Ron Williams
34	P	Dawson Creek	Ron Williams
35	P/T/C	Campbell River/Pt. Hardy	Nancy Curley
36	P/C	Cranbrook	Mick Shiels
37	P/C	Williams Lake	Ron Williams
38	P	Vancouver (Mutual)	Karen Whitfield
41	P/C	Fort St. John	Ron Williams
43	P/C	Powell River	June Lewis
50	C	Burnaby Headquarters (Boot)	Betty Carrasco
51	C	Diversified (Burnaby)	Sherryl Anderson
52	T	Vancouver/New Westminster	Sherryl Anderson
53	C	Vancouver South	Sherryl Anderson
60		Rogers/Shaw	Tim Williams
63	CC	Campbell Goodell Traynor	Bruce Bell
64		Eurest Services (Restauronics)	Betty Carrasco
201	C/P/T	Medicine Hat	John Carpenter
202	C/P/T	Lethbridge	Mick Shiels
203	C/T	Calgary	Dan Lakusta – ( <i>Telemarketing members – Mick Shiels; Operator Services – John Carpenter</i> )
204	P	Calgary	Mick Shiels
205	C/P/T	Red Deer	Allison Kuzyk
206	C/P/T	Camrose	Marjorie Shewchuk
207	C/T	Edmonton	Allison Kuzyk (C), Marjorie Shewchuk (T)
208	P	Edmonton	Len Steparyk
209	C/P/T	Grande Prairie	Marjorie Shewchuk
210	C/P	Fort McMurray	Len Steparyk
211	C/P	Alberta North East	Len Steparyk
237	C	TELUS Mobility	Allison Kuzyk – Edmonton; John Carpenter – Calgary (A. Kuzyk – Backup\Calgary) (J. Carpenter – Backup\Edmonton)





TWU officers, members rally outside New Westminster telesales office

## Hot Dog Day rally dramatizes telesales' workers concerns

December 5 was hot dog day with a message.

TWU Executive Council officers attended a rally outside the TELUS Telesales office in New Westminster to dramatize a number of issues and show support for Telesales workers, members of Local 23.

The Union officers, and Local 23 members, were joined at the noon-time "hot dog day" rally by supporters from Local 7 who work in a nearby TELUS office.

The Local served hot dogs to the supporters involved in the demonstration.

Acting Business Agent for Local 23, Nancy Curley, worked with the Local to co-ordinate the hot dog day protest.

Leaflets were handed out to bring attention to a number of festering issues involving the Telesales employees.

Nancy Curley says among the issues the protestors were raising were the suspension of some members of the Local 23 executive, the termination of a number of members who were off work on sick leave or benefits, and concerns over coaching and monitoring.

The terminations and suspensions are being pursued through the grievance/arbitration process, and the coaching is being challenged by the Union on the basis that it is bargaining unit work being done by managers.

Another concern involves the introduction of sales objectives, and threats of discipline if the objectives are not met, which the Union believes is entirely unreasonable, Curley says.

Many of the 300 or so members who work at Telesales are upset by the changes, Curley says, fearing their jobs are in jeopardy. Those concerns are being addressed through the grievance/arbitration process, but high levels of stress are a constant problem, due to working conditions as well as the threat of job loss.

She says the issues under protest have now expanded beyond Telesales and are of even broader relevance. For example, sales objectives, coaching and monitoring, have been introduced in Customer Service, in both Phone Marts and Residential.

The battle waged in support of the Telesales employees has thus become a battle on behalf of a much larger group of TELUS workers.

## Executive seeks merger of small union locals

Executive Council is proposing that existing small Locals be phased out by having them amalgamate with neighbouring Locals.

The executive is putting that forward to Convention in the form of a resolution and is urging Delegates to adopt it.

Specifically, executive council is seeking a change to General Policy 15(a) which currently reads: "The Executive Council shall encourage and assist Locals to amalgamate." Under the executive proposed resolution, that would be changed to read: "**Locals with fewer than 50 members shall amalgamate with a neighbouring Local by February 28, 2003. Locals under 50 members shall require special approval from Executive Council.**"

Executive Council explains their reasons for urging adoption of the policy change:

*"We believe there are several sound reasons for such a change. We currently have a number of Locals in BC with only a handful of members. We believe it is highly inefficient and unnecessarily costly. An inequity became apparent with the amalgamation of the Alberta and BC sections of the Union. There is a significant disparity between the situation in Alberta and BC. As noted, BC Locals vary greatly in size. In Alberta, all of the Locals were set up with large memberships. This was done to encourage a cross section of view within the Local as well as fostering greater solidarity.*

*Since its inception, the amalgamation policy of encouraging Locals to merge has not proved very successful. We believe it is time for a stronger form of encouragement and we urge the Delegates to adopt the resolution for change.*

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## Convention March 4-8 in Vancouver

The 2002 TWU convention will be held the week of March 4-8 at the Empire Landmark Hotel on Robson Street in downtown Vancouver.

Approximately 130 delegates from across B.C. and Alberta, as well as the 22 members of executive council, will be in attendance.

**OK TEL/BC TEL/TELUS  
32nd Annual Golf  
Tournament  
will be held in  
Vernon, B.C.  
June 8, 2002**

**For information, contact:  
Rick Dabell in  
Revelstoke  
Office ph: 250-837-2371  
Home ph: 250-837-4057  
Fax: 250-837-5498  
E-mail:  
richard.dabell@telus.net**

### BOYCOTTS

All readers are asked to support the following trade union sponsored consumer boycotts. Please do not patronize or purchase any of these goods, services and/or retail outlets:

**All Non-Union Postal Outlets  
Dispute with CUPW  
Phillips Electronic Products, Quebec  
CLC/USWA 7812  
NORPAC Products  
CLC/PCUN**

## Rand Formula emerged from 1945 Ford strike

### CCPA Monitor/CALM

Most unions today have a check-off clause in their collective agreements. This clause states that the employer will deduct from each employee's pay cheque his or her union dues and forward it to the union. Another clause, the union security clause, otherwise known as the Rand Formula, obliges the employer to deduct and forward the same amount from employees who refuse or fail to join the union.

Why should workers who aren't in the union have to pay the equivalent of union dues? Because they benefit from the union's services and receive the same wage increases that the union negotiates for the employees who are union members. So it's only fair that they also pay their share of the union's operating costs.

Who says so? Mr. Justice Ivan C. Rand, among others. He was asked by the United Auto Workers and the Ford Motor Company to mediate the end of a strike by UAW Local 200 in Windsor, back



Kamloops Tri-Local Christmas dance, attended by approximately 100 members and friends, including, from left, BA George Doubt, Wayne Manderson (social committee), Rick "Santa" Fleming, and Bernice Karroll (social committee).

## Union seeks information on pension surpluses

In mid-January, the TWU filed lawsuits in court seeking to obtain important information relating to the two pension plans which cover our members working at TELUS in Alberta.

The lawsuits deal with surpluses in both pension plans. President Rod Hiebert explains that the Union filed the lawsuits, first, to obtain information and identify the surpluses, and second, to ensure that the surpluses are used for the exclusive benefit of Plan members at TELUS in Alberta.

There are two Pension Plans in Alberta, the larger one covering former AGT employees and the smaller one covering former EdTel employees. While the BC Plan (TWPP) is under the Collective Agreement and covers only bargaining unit personnel, both Alberta plans cover management

as well as bargaining unit people, and both are outside the Collective Agreement. Because the Alberta plans are outside the Collective Agreement, it was necessary to file lawsuits rather than go through arbitration to obtain information about the Alberta plans.

The Union was unable to obtain the information we desired from TELUS. The Union did seek the information from the Canada Industrial Relations Board, but the Board was able to provide only part of the information sought. The CIRB suggested the TWU seek further information from the office of the Pension Benefits Standards Act. The Union did so, but again was not able to obtain all of the information needed from the PBSA office. To try to get a complete picture of the situation, the Union had no option but to go to Court.

## Supreme Court clarifies secondary picketing rights

On January 24, the Supreme Court released a far-reaching decision which clarifies the com-

mon law concerning secondary picketing. After considering various approaches that have been applied by Canadian courts, the Court took the dramatic step of rejecting the distinction between primary and secondary picketing, and of finding that all picketing is legal absent tortious or criminal conduct. In arriving at this conclusion, the Court determined that the relevant factors for consideration would be the character and effects of the activity, and not the location of the picketing.

This approach, termed the "wrongful action" model, will protect picketing in many situations where, formerly, the picketing would have been deemed illegal. In redefining the common law approach to picketing, the Supreme Court has provided greater protection for union members and a greater role for the Charter value of free speech in union activities while, at the same time, recognising the need to provide protection to neutral third parties.

The decision will serve to provide a heightened level of clarity in what has been, until now, a confused and often contradictory area of Canadian law.

## Our rights are at risk

By GEORGE DOUBT  
Political Action Officer

Workers rights in Canada are determined by both federal and provincial legislation. TWU members who work at Telus and Shaw Cable come under the federal labour code but are covered by provincial Workers Compensation legislation. TWU members who work for other employers including call centers and flagging companies come under provincial labour codes.

All Workers Compensation legislation in Canada is based on an historic compromise. In exchange for a legislated system of compensation for illness or injury that arises out of employment, workers give up the right to seek damages in court from their employers.

Employers everywhere are pressuring governments to reduce the cost of doing business. Since Workers Compensation is funded by assessments on employers, there is pressure on government to reduce those costs. We are concerned that in this rush to reduce costs, workers' rights will be trampled on.

British Columbia's Minister of Labour has appointed Alan Winter to review workplace safety standards, funding for injured workers, rehabilitation and survivor benefits. Mr. Winter is a lawyer for the Business Council of B. C. the Coalition of B.C. Business and the Employer's Forum. The minister has also replaced the board of administrators of the B. C. Workers Compensation Board with two accountants. For the first time in memory there is no worker voice at the top of the board.

These appointments and the review have prompted the B. C. Federation of Labour to mobilize to protect workers, health and safety.

The B. C. Federation of Labour has one fundamental workplace health and safety goal, which is shared by workers everywhere. That goal is to drastically reduce workplace injuries, illness and fatalities. Workers who are injured on the job must have the right to fair compensation benefits and services. At the very minimum this requires the following:

### Occupational Health and safety rights

1. Workers must have the right to know the risks and hazards of their work.
2. Workers must have the right to participate in decision making about their workplace health and safety.
3. Legislation must include the individual and collective right and obligation to refuse unsafe work.
4. Workers have the right to be protected from discrimination for pursuing their rights to full health and safety protection.
5. Health and safety committees must be empowered to ensure compliance with health and safety law and regulations. They must have the time, resources and education to carry out their duties effectively.
6. The W C B must be accountable for the development of standards designed to protect all workers. They must enforce regulations. Regulatory review should have the full participation of workers and their representatives.
7. Workers must have the right to appeal all decisions to the Appeal Division. Worker access to the Appeal process must be equal to employer access.

### Workers' rights to fair compensation

1. Compensation must be extended to all workers
2. Compensation must extend to cover all injuries and diseases that arise from employment.
3. Injured workers must have the right to timely and quality adjudication for all workplace injury and illness claims.
4. Injured workers must receive 100% wage and benefit replacement.
5. Injured workers must have a legislated right to return to their previous work, and have that work modified to ensure that they are able to do so.
6. Workers with permanent illness or injury must have access to pensions and effective vocational rehabilitation. Pensions must replace earnings lost as a result of the injury and be based on real job placement and actual earnings.
7. Workers must have access to an independent appeal process.

The British Columbia provincial government is in the process of making dramatic changes to the Workers' Compensation Act. The B. C. Federation of Labour expects these changes to include cutting or taking away injured workers benefits, and taking away workers right to a three level appeal process.

You can help defend workers' rights to a healthy and safe workplace!

Talk to your co-workers about workers' health and safety and compensation rights. Talk to people in your community. Make a presentation to your local Labour Council. Tell them we need to defend our rights now.

If you live in B.C. call your MLA and let them know you expect them to stand up for your rights.

# Hiebert says fightback just getting started in BC

*Following are excerpts from a speech delivered by TWU President Rod Hiebert, as an officer of the BC Federation of Labour, to a public Forum of Regional Activists in Castlegar February 2.*

I'm here today to report to you on what we in the BC Federation of Labour have done so far in what we are calling Campaign BC.

Gordon Campbell hasn't seen a one-day protest this week when teachers went on strike – he's seen Day One of the longest, toughest fight of his life. We aren't going to surrender our well-being without a fight.

We began to lay the foundations for the campaign last fall.

The Federation unanimously passed an Action Plan resolution at our November convention that became the starting point for a provincial campaign designed to counter the Campbell government's agenda. I want to talk about what that campaign looks like, how it fits with actions that you are already taking in this region and how that campaign will succeed in reigning in the BC Liberals.

We know we won't win this fight overnight through one dramatic demonstration. Campbell and company have another three-and-a-half years left in their mandate and we have to pace our mobilizing and fight back in ways that deal with that reality.

Our goal is to stop or deflect Campbell from continuing on this path.

We have to demonstrate they don't have a mandate for the measures they are implementing.

We need to lay the groundwork by this fall to go on the offensive with workplace and political action – that means community elections and, potentially, recall.

The Campbell agenda is clear. Drive down wages, take away workers' rights, and deliberately create unemployment.

That is the formula of free market capitalism that they think will build a future – the corporate agenda. It isn't just Unions and our members who are under attack. One of this government's first actions was to undermine the minimum wage.

The Liberals have torn up contracts and unilaterally taken away the rights of public sector workers. It is a despicable betrayal of Campbell's explicit promise to workers before the election. But it is just one step.

Thousands of jobs have been lost in every sector of the economy – 60,000 since last May, and 11,500 jobs are being targeted for elimination in the public sector. Seniors have lost their bus passes and their pharmacare coverage. Women's centres across the province are being closed. Daycare support is being slashed. Hospitals are slated for closure. Welfare rates are being slashed. Health contracts have been ripped up, eliminating long-standing seniority and contracting-out protection.

This spring the government intends to gut the basic standards for non-union workers as well through changes to the Employment Standards Act. They fully intend to reduce help to all workers who get injured on the job, and cut safety protections for every worker. We'll see massive cuts in funding for vital services. Changes to the Forest Act will deal a body blow to the economy, and rollbacks to public sector contracts are an invitation to corporations to roll back protection for private sector workers as well.

Our convention mandated us to begin what we have called Campaign BC to mobilize in our communities for three things:

- Jobs.
- Strong communities.
- Protection of health, education and community services.

We're working in three phases: Education and Mobilization now.

Phase Two is demonstration and protest – a big part of our campaign is going to turn up the heat on the BC Liberals. February 23 is a critical date in that strategy.

We are going to have a major demonstration in Victoria and in about 15 to 20 communities across BC and are going to hold town hall accountability sessions with local Liberal MLA's, which Labour Councils and community people will help us organize.

But our campaign doesn't stop at February 23. The third phase is workplace and political action.

We want to position ourselves so that when the November 2002 municipal elections happen, labour-sponsored candidates win.

Municipal councils, school boards, regional districts, these are the BC Liberals' farm team and we are going to take them out. We are also going to turn up the heat in local communities when MLAs are back in their ridings.

In the process, we are going to be a much stronger movement, a movement that works for everyone and is able to reign in Campbell and his agenda.

Our polling shows Campbell has already divided the province: our latest poll shows a dead heat with 44 per cent believing he's on the right track, and 44 per cent on the wrong track.

In 44 communities, tens of thousands of teachers stood up against his bullying. Community social service workers walked out across the province for a day. The 6-bucks-sucks campaign is going strong and students have already conducted a province-wide demonstration.

We have already seen big demonstrations in Creston, in Kelowna, in Delta.

Blair Lekstrom voted against the latest bills – their first crack in caucus solidarity.

But we have much more to do – and we're looking to you for action, support, mobilization and suggestions. Thanks for coming – let's get started.

## Why public sector cuts hurt private sector unions

By GEORGE DOUBT, BA,  
Political Action Officer

**Throughout the country governments have been downsizing public service jobs. In BC the new government is following the lead of Ontario by cutting thousands of jobs. But the BC Liberals have gone further: they have abandoned collective bargaining and are legislating working conditions and tearing up legally negotiated agreements. The agenda is to drive down all workers' wages and rights. Public service unions are outraged.**

**The B. C. Government has already moved to cut the minimum wage to \$6 per hour. They have cut funding to community groups that serve our members. They have said they will attack the rights of non-union workers through changes to the Labour Code.**

**But the TWU is not a public sector union. Why should we care? First and foremost, public sector workers are the people who provide services to our families and our communities. When public service workers go, the services go with them.**

**Secondly, the loss of huge numbers of well paying jobs will devastate small communities where many of us live.**

**Finally, there is the effect on labour relations in general. When government unilaterally removes seniority, job security and contracting out language from contracts, they send a message to private sector employers. That message is that basic collective agreement rights are fair game.**

**When the government of B. C. has completed their attacks on public sector unions, community groups and non-union workers, they will come for us.**

**In the next months the B. C. Federation of Labour, public and private sector unions, together with community groups will be taking action. They will be calling meetings and holding protests. They will be calling MLAs to account for the damage the government is doing to workers, their families and their communities. When those meetings and protests are held we must be there. We must be there to protect our services, and our communities. We must be there to protect our rights to free collective bargaining. If we all stand together and let them know that we will not allow this attack on Public Service workers, we may save ourselves from the same treatment.**

## Great Financial Plans



By **BILL BILES, CFP**  
**Financial Planner**

### Van Tel/Safeway Credit Union

Welcome to the first edition of "Great Financial Plans" for the year 2002. I want to thank our membership and you, the readers of this column, for your enthusiastic response to financial planning at Van Tel. Let me assure you, things will only get better!

For 2002, I am looking forward to broadening the perspective of these "Great Financial Plans" columns. I enjoy answering the technical questions I'm asked every month, but even my Mom found the last couple of issues too technical to enjoy (and she still wants to hang anything I write on her fridge)! So please continue sending me your questions, I just may answer them in a way that's easier to read and relate to.

We have enjoyed a seamless merger with Vancouver Safeway Employees Credit Union and are now called "Van Tel/Safeway Credit Union". We have new locations in Surrey, Vancouver and Victoria and I encourage you to drop in and meet the staff. And if you happen to see someone wearing a Canada Safeway logo at one of our Burnaby branches, please extend a hearty welcome. Our credit union family just got larger.

Most of my meeting with members throughout last year concerned retirement (company and government pensions, severance packages, retirement planning and RRSPs, etc.), tax planning and estate planning issues. I've developed excellent relationships with your Telecommunication Workers Pension Plan and your Employee Share Purchase Plan administrators, with local tax preparation services, and with a very "user friendly" notary (she is a past TELUS employee).

Only about 25 per cent of my meetings with members related to building investment portfolios, but despite that fact, your response at Van Tel has helped me become the number one mutual fund representative in Canada for credit unions (about 4,000 representatives). One of the other Van Tel/Safeway representatives, Ash Lakhan, was number two. Not bad for a small credit union in Burnaby, BC.

Members have finally stopped opening our conversations with the phrase: "You may not be able to answer this question, but..." If I don't know it immediately, I'll be the first to get the answer (if the question is related to financial planning, that is). Many phone calls and e-mails now begin with: "I am not a member of the credit union, will you still see me?" Taking care of member concerns tends to take priority, but I will see anyone with financial planning issues to discuss, particularly if the caller works for TELUS or Canada Safeway, and the service remains free for all. As always, I promise you more than you pay for!

We have just worked our way through another RRSP season and despite the low rates and poor markets, most of us realize the advantages of making our contributions. We just weren't as confident selecting our RRSP investments.

The interest rates on our term deposits and the returns from market investments are cyclical and both have been at low points for some time now. Last month the U.S. Federal Reserve Board did not drop the "fed rate", as they had for a record 11 times in previous meetings, so maybe we've seen an end to falling interest rates – good news for lenders and term investors, bad news for borrowers.

Market specialists agree we will see a turn for the better in both the economy and the markets, probably some time toward the second half of this year. The market will generally move up first, but I'll believe the economic recovery when I see it. I'd like to hear about companies hiring workers, increasing sales and reducing inventories instead of the sad economic realities we've been reading about for the past year and more. As I said earlier, things will only get better.

It is tax season now and many of us are scrambling to get our T-slips and receipts together – you should have most of these slips by the end of February or early March. If you have trouble with any of your return calculations or want to ask about any deductions or credits you may be eligible for, give me a call. I won't do your return for you but I've heard most of the questions and know where to get the answers.

In the next issue I will get back to answering your questions, and, as I promise, I intend to make my responses easier to understand and perhaps more enjoyable to read. After all, I've got to do something to get back on Mom's fridge!

You can call Bill Biles at 604-656-6289, email at [bbiles@vantel.com](mailto:bbiles@vantel.com), or contact a Van Tel/Safeway Financial Services Representative at 604-656-6200 or toll free at 1-800-663-1557. Please visit Van Tel/Safeway's website at [www.vantelsafeway.com](http://www.vantelsafeway.com).

## Credit Union adds three new branches

At the beginning of the year, Van Tel Credit Union and Vancouver Safeway Employees Credit Union began to merge their operations. Members will find all the same great products and services at the newly named Van Tel/Safeway Credit Union, and the credit union is still closed bond—serving members of TWU and employees of TELUS, Canada Safeway and other related companies. The most major change is that there are now a total of five branches to serve all members in person or over the telephone.

- BURNABY: 6632 Royal Oak Ave., Tel: 604-656-6200 /1-800-663-1557
  - BURNABY, FSC: 6<sup>th</sup> floor – 3777 Kingsway, Tel: 604-656-6200
  - VANCOUVER: 2626 East Hastings St., Tel: 604-254-0671 \*
  - SURREY: D-1, 15251-101 Ave., Tel: 604-581-1773 \*
  - VICTORIA: 102-2610 Douglas St., Tel: 250-385-0112 \*
- \* ATM machines not yet available.

Check [www.vantelsafeway.com](http://www.vantelsafeway.com) for the latest Van Tel/Safeway Credit Union news.

## Attention: All TWU members *This process is entirely confidential*

### TWU Organizing Department Inquiry Form

Do you have friends, neighbours or relatives working in non-union jobs who would benefit from belonging to a Union or want more information about how to form a union? If "yes" please provide the following information:

Your Name: \_\_\_\_\_ Your Phone #: \_\_\_\_\_

Your e-mail: \_\_\_\_\_

Person you think would benefit from belonging to a Union:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/Town: \_\_\_\_\_

Phone (include area code) \_\_\_\_\_

Current Employer: \_\_\_\_\_

Nature of Business: \_\_\_\_\_

E-mail: \_\_\_\_\_

Thank you for your participation. You have made a difference.

Please forward this information to the TWU via mail, fax, phone or email:

**TELECOMMUNICATIONS WORKERS UNION**  
**Organizing Department**  
5261 Lane Street  
Burnaby BC V5H 4A6  
Phone: 604-437-8601 ext. 630 (all collect calls will be accepted).  
Fax: 604-435-7760  
Website: [www.twu-canada.ca](http://www.twu-canada.ca)  
E-mail: [organizer@twu-canada.ca](mailto:organizer@twu-canada.ca)



*Rod Hiebert's President's Report*

## Trade unionists in BC must stand up for the vulnerable, rights of workers

The actions the government of Gordon Campbell have taken against workers and citizens in all walks of life in British Columbia are appalling. There is really no other way to describe what is going on in the province.

The provincial government has launched a frontal attack on workers, particularly public sector workers, and in the process on organized labour.

Within the space of a few days, the Liberal government imposed a settlement on the province's teachers, in the process rolling back gains which had been hard won by teachers through years of contract negotiations. The changes impact negatively not only on teachers, but on the students they teach.

At the same time, the government announced and began to implement massive cuts to the public service, beginning with a few thousand layoffs, but with thousands more in the works over the next few years. And combined with those draconian measures is a plan for substantial privatization of many services formerly provided by public employees. There can be no doubt that one of the results, indeed one of the intended results, will be a substantial re-

duction in wages and benefits for the men and women providing the services.

There is so much wrong with what the government is doing that it is hard to know where to begin. To begin with, tearing up contracts is wrong. It is sadly ironic that a government whose philosophy is grounded in the free enterprise system could ignore one of the touchstones of free-market capitalism – the sanctity of contract. It would appear that the sanctity of contract is a relative concept – relative to whose contract is being gored.

What makes the government's tearing up of contracts even more egregious is the fact that the premier promised during the election campaign that contracts would not be broken in pursuit of the government's goals. In short, the people of British Columbia were sold a bill of goods, so it cannot be argued the people "knew what they were getting" when they voted for the Liberals. That the government would renege on its promises and tear up contracts of public employees is a bad omen for all workers in the province. It is clear the government has little respect for the rights of organized workers, and we

can only wonder who will be next on their hit list.

The other deeply troubling aspect of what is happening is the impact the cuts in service will have on the people of the province who rely on the services. Some of the cuts (to universal services) will hit everyone. Others will impact either most heavily or wholly on the disadvantaged. We think it is simply wrong to implement policies which attack the most disadvantaged in society. Overall, the cuts will have a devastating effect on the public as services are rolled back. No doubt people will lose their lives because of hospital closures and curtailing of services like pharmacare. But the rich have nothing to worry about – they got their massive tax breaks.

We must stand up in support of the vulnerable and in support of those who have few private resources to underpin their lives and the lives of their families.

The labour movement in B.C. has pledged to take a leading role in opposing the new direction of the government, and the slash-and-burn approach to public services. I fully support that fight,

and the TWU is committed to the fight as well.

Over the next weeks and months, the labour movement in conjunction with other political and social action groups, will be involved in an organized campaign of opposition to the government's cutbacks and related actions. Among other things, this will involve public rallies in Victoria and other centres, community meetings, and presentations to civic and municipal governments.

Coming up this month is a major rally to be held in Victoria on February 23. Labour will be bringing our concerns to the lawn of the Legislature. The TWU is supporting that action and will be actively involved in the rally. Our union is sponsoring one of nine buses labour is sending to Victoria from the Lower Mainland.

I strongly encourage members to support the TWU and the rest of labour in opposing the government's new direction. I urge members to take part in the February 23 rally, and in subsequent actions.

We need the support of all members in standing up for the rights of workers throughout British Columbia.

## TWU member helps injured youth get home

A young man who suffered a severe beating in Victoria this fall was back in his home community of Toronto in time for Christmas – thanks in large part to the efforts of a long-time TELUS employee and TWU activist.

Nineteen-year-old Nicholas Johnson had recently moved to Victoria where he was living with an aunt and uncle when he was beaten by gang members in October. (His uncle is also a TELUS employee).

Nicholas was recovering in Victoria General Hospital. His mother quit her job as a nurse in Ontario to come to Victoria to care for him. The arrangement was creating a

serious financial burden for the family, complicated by the fact that Nicholas' father had recently been laid off from his job.

The family wanted to take Nicholas back to Ontario so the family could be re-united, and so the father could be more involved in caring for Nicholas while his mother returned to work. However, the cost of returning to Ontario with the severely injured young man was prohibitive, and Nicholas' mother made a public appeal for assistance.

That's where TWU member Bob Hope comes into the picture. Bob is a 37-year TELUS employee from Victoria who is just

now retiring from the company – a career that included active involvement in the Union (he was a convention delegate for a number of years), and in the BC TEL Pioneers, now TELUS Community Connections.

Bob had occasionally traveled on the company jet for business, and when he heard of the plight of the Johnson family, the TELUS jet jumped to mind.

Bob made a written appeal via e-mail to TELUS CEO Darren Entwistle asking if the company could help out in getting Nicholas back home. As it happened, a corporate jet

was flying to New York December 19.

Darren Entwistle approved and arrangements were made to put Nicholas and his mother on the jet, and have it stop in Toronto en route to New York. A local paramedic and nurse from Life Flight International who had donated their time to assist in caring for Nicholas were also on the flight.

Nicholas is now being cared for in a special hospital in years of Toronto.

Bob Hope, we would guess, is looking forward to a happy retirement and to many more years of active community involvement.

## CEP launches campaign for shorter work time

The Communications, Energy and Paperworkers Union of Canada (CEP) has launched a "Shorter Work Time" campaign. In a letter to members, CEP President Brian Payne outline the objectives of the campaign.

We've got a problem with overtime. Jobs are disappearing in many industries, while overtime is spiralling. Even in lay-off situations overtime continues to be worked while CEP members are walking out the gate. This is unacceptable.

Unions fought long and hard for shorter hours of work and time off. Now employers are trying to take that away from us. Overtime is being used, along with cutbacks, contracting out and casual work, as part of the push by employers to an ever smaller work force. We must say no!

That's why we passed a resolution at

our last Convention that committed us to action on this issue. We agreed to provide information and education to our members and to take overtime and shorter hours to the bargaining table.

So, we're launching the CEP Shorter Work Time Campaign. First, we're dealing with overtime. You'll be seeing posters, pamphlets and stickers. Read them, think about it, talk about it. How should your Local respond to the overtime problem?

The Shorter Work Time Campaign runs counter to the long hours, fewer workers, let's compete, race to the bottom philosophy of corporations. More time off is about being healthy and safe and having time for family and social life. Socially it's about employment, jobs for young people and a better community life. We can make a difference.

## GOVERNMENT BENEFITS 2002

as of January 1, 2002

Canada Pension Plan	CPP
1. Contribution Rate	4.7%
2. Year's maximum pensionable earnings	39,100
3. Basic exemption	3,500
4. Maximum premiums for employees	1673.20
Maximum premiums for self-employed	3346.40
5. Benefits (maximum for new recipient)	788.75
6. Lump Sum Death Benefit	2,500
7. Disability (max.)	956.05
8. Dependent children's benefit	183.77
9. Surviving spouse 65 and over (max.)	473.25
10. Surviving spouse under 65 (max.)	437.99
Old Age Security (effective January 1, 2002 – adjusted quarterly)	OAS
1. Old Age Security	442.66
2. Guaranteed income supplement (max.) - single	526.08
- couple	342.67
3. Maximum spouse's allowance (Age 60-64)	785.33
4. Maximum widowed spouse's allowance (Age 60-64)	867.02

From: CAW Contact