

75 YEARS OF SOLIDARITY AND ACTIVISM, IN YOUR WORKPLACES AND BEYOND

Local 1944 was founded in 1944!
 This story is your story!

Do you have stories to share about the history of your Union or our workplaces? Please send your text & pics to communications@usw1944.ca

75

1944 • 2019
USW Local 1944

OUR UNITS ARE CELEBRATING LOCAL 1944'S 75th ANNIVERSARY!

You are invited to celebrate your Local Union's 75th anniversary! Your Unit Officials are currently working with the Local Union staff to organize a wide variety of fun celebrations in the weeks ahead ranging from dinner and dancing to arcade games for the family to sports events. This is a great opportunity to meet up with fellow Union members!

Stay tuned and reach out to your Unit Officials to learn more about your Unit's celebration, and to offer a helping hand if you can.

LOCAL UNION REPRESENTATIVES TRAINING WITH USW DISTRICT 3

On October 1-3, 2019, Local 1944 Local Union Representatives met at the District 3 office for three days of training and a staff meeting.

From left to right on the picture: Ron Palmer, USW District 3 Director Steve Hunt, Joe Benn, Administrator Ron Wyatt, Mike Lucas, Tricia Watt, Juanita West, Acting President Donna Hokiro, Secretary-Treasurer Michael Phillips, Acting Vice-President Pierre-Luc Dick, Steve McWhirter, Hans-Woosly Balan, Perry Pasqualetto, Tamara Marshall, John Hockley, Robin Arndt, Pierre-Richard Joseph, Staff Rep Randy Gatzka.



Please visit <http://1944.fyi/Union-Reps> when you need to find contact info for your Local Union Representative.



Tribute to former TWU Vice-President

Peter Massy
 1952–2019

See pages 2–3

CONGRATULATIONS, LDS LEVEL 4 GRADUATES!

From August 18 to August 24, 2019, six members attended and graduated from their final year of the Leadership Development Scholarship Program. Congratulations to Richard Blais (214), Corey Mandryk (60), Rachel Worley (4), Cory Anderson (202), Minh Khoi Chau (602), and Herschel Cumberbatch (503).



"On August 21, a group of us from the LDS Level 4 Class spent our free time filling 192 boxes of food at the [Fayette County Community Action Agency FoodBank](#) that serves 3,000 households every month.

It felt right to contribute to the community that has hosted us for the past 4 years. We left them with the \$587 collected in class from the generous USW students and facilitators of Level 4.

It was an honour for us to assist for the time we could. Consider putting a smile on your own faces by donating cash, food, and/or time to your local Food Bank or organizing a similar effort."

– Corey Mandryk, Unit 60 Counsellor



TRIBUTE TO PETER MASSY



PETER HAMPDEN MASSY VICTORIA, BC, 1952–2019

It is with great sadness that Local 1944 announces the passing away of Brother Peter Massy, on Wednesday, September 25, 2019.

Peter Massy was a well-known champion for labour rights, and he was loved by many TWU members and labour activists throughout the country. In February 1988, he became a full-

time elected Union representative Business Agent for the TWU, a position that he fulfilled for over 17 years. He was elected Vice-President of the TWU in April 2005 and was re-elected at this position until he retired in March 2007. During that period, he also assumed the responsibility of Acting President for the Local for a while.

Throughout the years, Brother Massy accumulated an extensive amount of experience and passion for bargaining. Among other things, he was a member on the Contracting Out and Technological Change Committee, a Trustee of the TW Benefit Plan, and the voice of the Tactical Hotline.

After he retired, Peter was a Convention Delegate for Local R55 and represented retiree concerns at TWU Conventions. He got involved on the Board of Directors of the BCARTW in 2016 where he made a valuable contribution to addressing retiree issues and best interests. He was elected Vice-President in May 2019.

OCTOBER 21, 1980: PETER MASSY AND DON GORDON BARRICADE THEMSELVES IN A BCTEL SWITCHING CENTRE

In October 1980, Peter Massy and Don Gordon locked themselves in the 'rack room' of the central telephone office in Prince George, BC, to protest a breakdown in contract negotiations between BCTel and the TWU. The union had begun limited job action in September of that year, after eight months of fruitless negotiations.

Here's Peter Massy and Don Gordon's statement: "Our action is a direct response from the recent break of negotiations between BCTel and the TWU. [...] Gordon Macfarlane, Chairman of the board of BCTel, issued a statement that finally, he was willing to sit down and negotiate realistically. So much for realism: [...] actions escalated, the possibility of a full-scale walk out became uncomfortably real. [...] This may well turn out to be one of the most bitterly fought disputes in BC history. We believe our actions will force the company and the union resume talks in the spirit of compromise. Our hope is that we can avoid the disruption and violence that will surely come if workers do not see substantial progress in contract negotiations. [...] We will however close down or technically down fifty per cent of Prince George's residential phones, and all business phones. Essential services will be maintained."



**Download the videos
to watch the 1980
occupation of the Prince
George switch sit-in.**

Click on the following links
to download the videos:
[Video 1](#), [Video 2](#), [Video 3](#).

A mediation ensued between
TV host Jack Webster,
Gordon McFarlane CEO
of BCTEL, and Bill Clark,
President of the then TWU.

Sources: United Press International archive, October 21, 1981, and BCTV News Hour.

Extract from *The
Transmitter*, Spring 2005

New Vice-President no stranger to challenges



New Vice-President Peter Massy has been a Business Agent in Burnaby since 1988

When Peter Massy was first elected as a Business Agent in 1988, he was assigned the task of challenging a government-approved 12-month averaging plan used at BC TEL. He didn't know what an averaging plan was, let alone fully understand the Canada Labour Code, but that didn't stop him. The process took three years, but his challenge was successful.

It was one of many examples in his Vice-President election speech at the 2005 TWU Convention in Burnaby.

"I believe this tells you that I am no stranger to challenges and the unknown is not daunting. I don't have to be asked to take on things that need to be done, working hard comes with the job and the knowledge I gained yesterday carries me forward," said Massy, who was elected as TWU Vice-President.

His speech also emphasized the need for members to unite and show solidarity in this most difficult of times.

As Vice-President, Massy plans to continue his work on the Bargaining Committee as spokesperson for Operator Services, and as a member of the Contracting Out and Technological Change Committee.

Massy's voice is likely familiar to many members— he has been the passion and the drive behind the TWU Tactical and Solidarity Committee Hotline since 1996. He has also done research for and testified in front of the Canada Industrial Relations Board and participated in the Union's successful case for members of Telus Mobility East.

He's the first to admit he's sometimes unorthodox, but that often worked in his favour as a Business Agent, where creative solutions are sometimes the only way.

Massy said: "All the events, the moments, the lessons, the failures and the successes over 17 years as a Business Agent have shaped who I am and the Vice-President I believe I can be... I believe that I have proven myself as a Business Agent. And now I will have to start proving myself all over again, as your Vice-President."

TRIBUTE TO PETER MASSY

"I first met Peter in 2000 at the bargaining convention, the powerful wise man at the mic, the one with the ponytail. We would later collectively become known as the members of the "millennium" bargaining committee. That particular round lasted for 5 years, he and I became very close. As I write this, my emotions run a bit wild with my memories of him, us as a group – his friends – my friends. The stories, oh the stories, some never to be put into print but always ok to tell around a campfire or at a social event. Everyone knew his greatest love was his daughters, his family, his mom, he told everyone stories of his girls as they grew from feisty youngsters into beautiful women, he beamed as he spoke of them and was so very proud of them. Next, he loved

his Union; there was nothing he wouldn't do for a member, not a single thing. He drove into Burnaby from his home in Chilliwack everyday to beat the traffic. I think that commute took place around 6:00 am, maybe even earlier and he left the office around 7 or 8 at night and a lot of times at 9 or later.

He was an exceptional mentor. When in 2005 the Local was locked out, we the bargaining committee all returned home. I, like everyone from the committee, walked our respective picket lines and like so many others, I embarked on other initiatives as well, to help support the members. When Peter heard of the things I was up to, he constantly called to offer support and words of encouragement. That was Peter, he could be as busy as

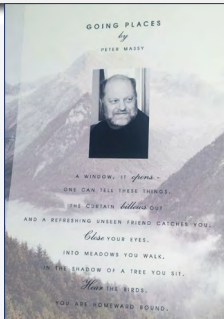
all get out and still find the time to call and check in. That never stopped. I saw him regularly along with other friends, we had our reunions of sorts over many years, and we continued to make the most wonderful memories.

Peter was also a bit on the salty side; I really liked this part of his personality, warm, inviting, authentic and real; and super funny too. To say he was a character would be an understatement, the world is a better place because he was in it, and I know this, because I am a better person for having had him in my life. Many people in my circle grieve his loss with heavy hearts. I/we loved him immensely and it is with profound sadness I bid him farewell." — Donna Hokiro, Acting President

A celebration of life was held on Saturday, October 19, 2019, at the Coast Hotel in Chilliwack, BC. Many members and labour activists paid homage to Brother Massy.

"Peter is on my mind. A beautiful poet, activist, who lived life large with a heart of an angel and the fierceness of a lion." (Donna Hokiro)

"It is from a far better place that you watch over all of your Sisters and Brothers, my old friend Peter. We have all benefited and will carry forward your



leading example of an intelligent, thoughtful, fierce advocate for progressive rights for all. Your beloved memory and spirit will carry us all forward" (Joe Benn)

"It was great to be there (the celebration of his life) and hear how close he was with his large growing family. I often felt guilty when we worked together on union issues because we were taking precious time away from those he loved. So very grateful to have known Peter. He will be sorely missed. Solidarity Forever Brother Massy." (Robin Rushton)

"Peter was an outstanding person. He was a great business agent who fought for the labour movement." (Nicole Fleming)

"He was such a mentor. Such a true person. I learned a lot from that man." (Nancy Zamora)

"Peter was both a hero and a humble man, I loved and respected him dearly. He was humble to workers and his peers and a hero to the members." (Patti Anderson)

"Let us honor Peter's extraordinary courage by reflecting on his commitment to the labour movement he loved, and by recognizing the profound debt of gratitude we owe to him in the TWU for his years of sacrifice." (Betty Lockhurst)



Group of friends and activists from TWU-USW Local 1944 gathered at the celebration of life in honour of Peter Massy on October 19, 2019.

“ What is the long-range benefit in creating [...] division in the workplace? It's not a big secret that highly-stressed workplaces are not productive in the long run.” — Peter Massy

"I remember Peter Massy, a true believer and activist for the labour movement and human rights. A super guy who did so much for others... He will be sadly missed by many people." (Michael Throssell)

"The loss of Peter is profound, but hopefully the lives he has had the opportunity to shape in a positive way will continue on as his legacy. Peter Massy... a true hero to the working class." (Michael Thompson)

"Peter was a fierce union advocate for all. I heard at Convention once he had 100% of all the votes when he ran as a business agent! He was a legend in our union." (Nancy Goodman Mccurrach)

"His strength and commitment made us all want to do better." (Sheenagh McPherson)

"He was so beloved by so many. Not only was he the rock of our Union but he was also one of the truest activists out there. He must have mentored hundreds of activists. He was selfless, strong, loyal and most of all kind. This guy was a hero to me and hundreds of other union activists. Brave, kind, compassionate, he was the best of the best. He leaves a huge hole in the labour movement and in our hearts." (Lori Ruggles)

NEXT GENERATION MEMBERS GET INVOLVED

TODAY'S YOUNG MEMBERS ARE TOMORROW'S LEADERS

The future of our Local Union depends on our ability to identify the next generation of leaders who will step up when experienced activists retire.

The Next Generation program is a great way to ensure those activists have the knowledge and skills they need to continue the hard work and progress we've already made, building a stronger labor movement for generations to come. It provides opportunities for leadership development. Next Generation aims at sparking a lifetime of union and community activism.

Local 1944 is constantly focused on mentoring young activists, so that when staff or members retire, their experience and expertise has been passed onto the new generation.

Current rank-and-file members of the Next Gen Committee are: Carla Ayles, Kyle Johnston, Bianca Tharani, Katelyn Armstrong, Kevin Lomax, Darryl Barnes, and Pascale Evans. We are currently looking to fill two vacancies for Ontario.

If you are interested, **submit your application online at <http://1944.fyi/g07Qwc>.**

NEXT GEN MEMBERS ACTIVE IN LABOUR COUNCILS

"I got involved because I wanted to see a different aspect of unionism and learn about the practices and struggles of other unions.

I quickly realized that Telus is not the only company doing this. Whether at Air Canada, Canada Post, universities or hospitals, workers live similar things with different employers. The regional aspect allowed me to understand the issues faced by our members.

I would definitely encourage other young members to get involved as well, as it's an experience complementary to that of our Local, that we can bring back later within our Local Union and Unit to offer a different approach.

"My age makes a positive difference. Because of the issues faced by my generation, I bring a different perspective to the executive."
(Maxime Deveau)

opportunities to better understand regional issues and collaboration with leaders from different unions. Working with the FTQ on various issues and committees, I learn a lot from Sisters and Brothers who are very specialized in their fields."

— *Maxime Deveau, Counsellor for Unit 604, and Regional Labour Council Representative on the FTQ Youth Committee*



Max Deveau at the FTQ



Kyle Johnston with the RDDLC

17th EDITION OF THE FTQ YOUNG WORKER'S TRAINING CAMP

The Quebec Federation of Labour (FTQ) held their 17th Edition of their Young Worker's Training Camp in Sainte-Catherine-de-la-Jacques-Cartier, QC, from September 18 to 20, 2019.

Local 1944 selected 5 young activists from Quebec to participate in this camp: Darryl Barnes (601), Keven Robert-Keays (601), Acting Vice-President Pierre-Luc Dick (601), Koralie Naud-Lamontagne (601) and Vanessa Leblanc (601).

The camp gathered 110 young people from all over Quebec, representing about 10 unions. The 3-day camp focused on climate change and just transition.



Koralie Naud-Lamontagne, Keven Keays & Pierre-Luc Dick



Keven Keays



Pierre-Luc Dick, Darryl Barnes, Koralie Naud-Lamontagne, Keven Keays & Vanessa Leblanc

"I wanted to get involved with the Red Deer and District Labour Council (RDDLC) to have more community involvement and outreach. It is something Steelworkers are known for and being from a smaller Unit, I figured this was the best option.

On our labour council, we have many older and more experienced activists that do amazing work and I love learning and collaborating with them. Being younger and a Nextgener gives me a different and much-needed perspective.

Our two main points of focus are to expand our membership through our affiliated unions and our outreach to new groups in the community.

As President of the RDDLC, I have been able to attend many events, and meet new activists. Through media and political discussion, I have been able to give a voice to workers and for the issues that matter to us most."

— *Kyle Johnston, Chair of Unit 205 and President of the Red Deer and District Labour Council*

"I strongly encourage other young members to get involved in their labour councils because of the positive difference we make in the community. It is extremely rewarding to help and support the most vulnerable and under-represented people. It also is a great way to build solidarity for the labour movement with other unions." (Kyle Johnston)

HEALTH AND SAFETY

USW INTERNATIONAL HEALTH, SAFETY AND ENVIRONMENT CONFERENCE

On September 9–13, 2019, members from our Worker's Compensation and Health and Safety (WCHS) Committee attended the United Steelworkers International Health, Safety and Environment Conference in Pittsburgh, PA.

Michelle Dey (51), Katherine Leung (502), Karen Hannah-Masse (207), Greg Kadey (204), Max Deveau (604), John Sambrooke (1), Corey Mandryk (60), David Skrober (REO for AB) and Jayson Little (REO for BC) attended the Conference.



Max Deveau



WCHS Committee members

"This was my first International Health, Safety and Environment Conference and it did not disappoint. International President Tom Conway emphasized the necessity of Health and Safety being discussed with our members. We need to let people know what we are doing and what their Union has done. Most importantly focus on the young people through mentorships and education, allowing them the opportunity to be a part of the solution.

Other speakers focused on 'employers blaming the worker', the reduction of OSHA inspectors in the US and the environment. A climate change discussion brought the first days plenary to a close; will this be a big change for our union-jobs or environment? Can it be both or neither? Climate change is real and we need to step up. We are beyond the point of discussion and it's time to act, if we leave it to our kids then it'll be too late. "If you're not at the table then you're on the menu – We need to eliminate it, capture it or offset it" – District 10 Director Bobby 'Mac' McAuliffe.



Katherine Leung, Greg Kadey, John Sambrooke, Jayson Little, and Karen Hannah-Masse

The conference itself was filled with over 100 sessions. The content for these workshops was provided in advance as attendees were encouraged to download an app in order to pre-select their preference. We didn't discuss as a committee which workshops to take. However, you should note that the committee members on their own accord chose sessions they believed would be of value to our Local, they did us proud.

This week was a wonderful experience for the committee; we took every opportunity to share our experiences and used this as a bonding experience. I am grateful for the opportunity." – Jayson Little, Regional Executive Officer for BC

Pictures from the USW Health and Safety Conference at <http://1944.fyi/8TfOQN>

THE WORKER'S COMPENSATION AND HEALTH AND SAFETY COMMITTEE RELEASES 10 HEALTHY HABITS FOR MENTAL FITNESS

Because it is important for all of us to prioritize the things we do well instead of always focusing on the opportunities for improvement, the Worker's Compensation and Health and Safety Committee has created a document compiling 10 healthy habits for mental fitness.

Schedule 'me-time' daily: Take your allotted breaks. There's no need to check company emails or discuss performance issues with a supervisor on scheduled break time.

Ask for and offer help: Seeking help on the job or in your personal life is a sign of strength—not a weakness. Your Local Union Rep could assist in directing you to some valued resources.

Get regular physical activity: Exercise increases happiness, energy, and protects memory and thinking skills.

Value yourself: Do not be too harsh on yourself. Know when to take a step back. Treat yourself with kindness and respect, and avoid self-criticism.

Reward yourself: Make time for your loved ones and hobbies.

De-stress your diet: Take care of your body by eating nutritious foods, drinking plenty of water and avoiding alcohol and drugs.

Set goals and stay on target with a journal: Setting goals provides motivation and gives you a sense of personal satisfaction. Positive reinforcement helps to create a desire for better life decisions.

Practice relaxation techniques and get enough sleep: Mindfulness and other relaxation exercises can improve your state of mind and outlook on life. A good night sleep reduces stress, and improves mood and memory.

Play to your strengths: Focus on the things that give you the most satisfaction, be self-aware and motivated to put the most into where it matters.

Press pause once in a while: Leave your assets at work so you don't take your work home with you. Find your work/life balance.



Download the poster at <http://1944.fyi/MentalFitness>



STEELWORKERS VOTE

The Steelworkers Vote course aimed at getting out the vote for the Federal Elections on October 21st. Both experienced and novice activists were enrolled in these trainings across Canada. The course gave them an understanding of Canadian politics and elections, and focused on the connections between our workplaces, our union and politics. The USW is politically active because workers need representatives in parliament and legislatures who give them a voice.

17 members from Local 1944 had the opportunity to attend the course in British Columbia and Ontario: Michelle Ravary (Trustee), Kelly Barron (501), Natasha Aodan (502), Andrea Jagmandan (502), Samantha Sheppard (501), Joane Leblanc (501), Mike Lawson (501), Jennifer Ellis Lyons (502), Jeff Malixi (502), Aaron Ma (502), Bianca Tharani (213), Laura Rincon (213), David Skrober (Regional Executive Officer for AB), Alina Gherghinoiu (51), Joshua Babstock (204), Sabrina Daniels (51), and Luke Russell (211).



"I decided to take part in the Steelworkers Vote Training because my Union cares about me. I want to share with other members what I've learned. I wanted to know about other candidates platforms, and what do they have to offer to new Canadians like myself and my family.

I had a previous experience with the provincial training in Calgary earlier this year. It was fantastic.

When door-knocking, most people were surprised in a good way that we were volunteers with different jobs and backgrounds, coming from out of province to advise to vote on Election Day and to learn what the NDP has to offer to the people."

— Laura Rincon, Unit 213

"I had a chance to get into the District 3 office in September for the Steelworker Vote School with Deepak Kullar and Erin Zuchotski who were our facilitators.

I wanted to take part in the course because the politicians whose beliefs and values align closest to my own are not getting into office. I wanted to do my part in both getting someone into office that I could stand behind, while at the same time giving others someone to count on, so they can be confident that they are not alone (knowing you're not alone is half the battle).

This was the second opportunity I have had to take part in the Steelworker Vote, so I was able to focus a lot less on the "how to" of the course and focus more on the information within. While we were out door knocking on behalf of Jagmeet Singh in Burnaby South, everyone that answered—regardless of the political spectrum they were on—welcomed us and thanked us for what we were doing. Most people were respectful and really interested in talking about the issues and being able to give their input on what was important to them. We may not have been able to change all their minds on who to vote for, but we gave them pause and new perspective into rethinking what they thought they knew and new respect for the party we support.

Democratic process is what our country is built on, you have a fundamental right to be able to vote for who you want to represent us."

— Joshua Babstock, Unit 204 Vice-Chair, Unit Counsellor and Shop Steward, Emergency Response Team (ERT) Coordinator



FEDERAL ELECTION AFTERTHOUGHTS

"The USW engaged our members around the issues that matter to workers – Pharmacare, good jobs, putting retirees first in corporate bankruptcies, advocating for fair trade deals, investing in housing affordability and action on reconciliation.

We are so proud of our Steelworkers union members who were actively involved in this election and will continue to encourage political engagement to bring working people's viewpoints to the discussion. Thank you for engaging in the federal election." — Ken Neumann, USW National Director

Read the full statement at <http://1944.fyi/hNZIOE>

SOLIDARITY TO STOP THE RACE-TO-THE-BOTTOM

HELP REPORT SCABS IN SOLIDARITY WITH IBEW 213 MEMBERS AT LEDCOR

IBEW 213 members employed at Ledcor LTS in BC have been on strike since October 1, 2019. These members perform contract work on Telus' fibre-optic network.

"When Telus and its contractors are permitted to play 'race-to-the-bottom' with technicians' wages and working conditions, all members lose, whether they are USW 1944 or IBEW 213." said USW 1944 Secretary-Treasurer Michael Phillips. "The better a deal these strikers get, the better a deal we can fight for in our own bargaining with Telus in two years time."

Successful unionization and bargaining for Telus contractors raises the working standard for all Telus employees, and so their fight is truly your fight as well. **Let's help them win!**



YOU CAN HELP: Some IBEW members are scabbing while their fellow Union members are on strike. In response, IBEW is launching mobile pickets on these scabs when they are doing on-site work – <http://ledcorscabs.com>.



If you see a Ledcor vehicle working on behalf of Telus in BC, they are a SCAB. Some vehicles still have the Ledcor logo, but others have had the logo removed. Please report these scabs and their location by sending a text to Robin Nedila at 604-786-0304. Please do so only on your own time (off-shift or on break), not while driving, and if using your company mobile phone please make sure to make it quick.

All the pictures online at <http://1944.fyi/yK96Wy>

Follow IBEW 213 action on Facebook & Twitter @ibewlocal213

#shameonledcor

EMPLOYEE LIFE AND HEALTH PLAN (TW-EHLP)

The Telecommunication Workers Employee Life and Health Plan (TW-EHLP) is a union-sponsored employee benefits plan funded by member contributions to provide group benefits to eligible USW Local 1944 members. Our **mission** is to provide peace of mind to members and their families during times of need by delivering group benefits with a high degree of security.

Easy enrolment

There is no need to provide medical evidence of insurability for new USW Local 1944 members. You only need to complete your enrolment form or tick off the box on your USW Local 1944 membership form **within 60 days** of being hired to qualify.

After 60 days, you can still enroll – you simply need to complete a short medical questionnaire.

Life Plan

- Protection for the financial security of those you love.
- Life Insurance: Lump sum payment = 1 x annual earnings, rounded to the nearest \$1,000 + \$2,000
- Secured Income Benefits ("SIB"): This benefit provides your loved one(s) with long term financial support.
- Monthly Benefit = 25% of annual earnings/12
- If your beneficiary is your spouse this benefit will provide a benefit for their lifetime. If your beneficiary is not your spouse, the benefit is payable for 10 years.

Weekly Indemnity

This benefit is a top-up to company-provided benefits. Company Benefits + BENEFITS@WORK = 100% of pre-disability income net of taxes.

Cost

The current contribution rate is 1.5% of salary for regular employees and 1.2% for temp or term employees (for Life Benefits only). The contributions are collected using payroll deductions.

A plan benefiting its members

The benefits offered by this plan are funded by the members for benefit of the members, not for the profit of an insurance company. We encourage you to compare those rates to those of insurance companies for similar coverage.

Example of a Life Plan if you make \$57,681 annually:

Life Insurance

- 1 x annual income = \$57,681
- rounded to the nearest \$1,000 = \$58,000
- plus \$2,000 = \$60,000
- Total Life = \$60,000**

Secured Income Benefit:

- Annual earnings = \$57,681
- 25% of earnings = \$14,420
- Divided by 12 = \$1,201
- Monthly benefit: \$1,201 (non taxable)

Weekly Indemnity (Disability)

- Annual Earnings = \$57,681
- Employer Short Term Plan 70% = \$40,376 = \$1,553 (bi-weekly) (Taxable)
- Benefits@Work Indemnity 18% = \$10,382 = \$865 monthly (non-taxable)

Visit www.twplans.com

Contact: 604-430-3300 or general@twplans.com

YOUR VOICE MATTERS

On October 23-24, 2019, Unit 60 held meetings respectively in Langley and Burnaby, BC, for members under the Vancouver/Richmond, Surrey/Langley, and Abbotsford Shaw collective agreements.

The purpose of these meetings was to discuss and vote upon a proposal to change the financial institution that members' RRSP funds would be initially deposited at to the Bank of Montreal. As Unit 60 Counsellor Corey Mandryk explained to both meetings, this change aimed to offer greater returns and more flexibility of use for these funds.

Each of the three Unit 60 bargaining units had the opportunity to decide

independently whether the change is ratified for that bargaining unit alone.

Vancouver/Richmond and Surrey/Langley overwhelmingly voted in favour of this change. The proposed change did not pass for Abbotsford members.

For more detailed results, please refer to the [dedicated article](#).

Thank you to all members who took on their free time to attend these meetings. When changes are to be decided upon, it is important that you take part in the decision process. Your voice matters, let it be heard!



Meeting in Burnaby at the Firefighters' Hall



Meeting in Langley at USW Local Union 2009 Hall



From left to right, the leadership of Unit 60 in attendance that night: Corey Mandryk Unit Counsellor, Richard Chong Shop Steward, Rigi Ladez Shop Steward, Charles Gerber Shop Steward, Shin Hatazawa Unit Secretary, Kevin McKavanagh Shop Steward, Jayson Little Regional Executive Office for BC, Eric Nadal Shop Steward, Donovan Nakazawa Shop Steward, David Macoutz Shop Steward, Omero Landi Local 1944 Administrator, Donna Hokiro Local 1944 Acting President, Brad Janzen Shop Steward, Andy Wong Unit Chair, Michael Phillips Local 1944 Secretary-Treasurer, Bill Furlong Unit Advocate, Herb Lee Unit Advocate, Mark Piccolo Shop Steward.



WILL THE COMPANY
BE FRIENDLY WITH
YOUR FUTURE?

HAVE YOU STARTED SAVING FOR 2021?

The current Telus collective agreement expires on December 31, 2021, at which time it will be renegotiated. No one wants a labour dispute, but if one did happen, would you be financially ready?

TODAY IS THE TIME TO GET PREPARED!

If you start saving
\$100*
per paycheque
you will have
over **\$11,000**

*Do not let the company hold all the power during the next round of bargaining.
Do not let the threat of a labour dispute decide your future.*

STAND UP, FIGHT BACK.

* This amount is recommended on the basis of an average \$3,000 monthly expenditures for a household, for a maximum of 6 months strike, and taking into account the weekly \$200 USW strike pay and how many pay days are left in the contract.

**IT'S NEVER TOO LATE, BUT
IT'S IMPORTANT TO START.**

move4P

DOUGLAS O'HALLORAN

The labour movement lost a great leader with the passing of Doug O'Halloran October 14, 2019, in Calgary, Alberta. Brother O'Halloran was the President of the United Food and Commercial Workers Canada Union (UFCW) Local 401 for 30 years.

USW Local 1944 recognizes his numerous achievements in the labour movement. He worked tirelessly to improve the life of workers in Alberta, alongside workers, either on the shop floor or the picket line.

Former Premier Rachel Notley said that his passing was "a tremendous loss" to Alberta.

Doug O'Halloran died in his sleep from a cancer-related illness.

Read the UFCW Local 401 tribute to Douglas O'Halloran at <http://1944.fyi/DOHalloran>



"Finally, I challenge you all to keep making the changes, and fighting the fights, that make the world better."

— Douglas O'Halloran, August 8, 2019