

## NEW COLLECTIVE AGREEMENT RATIFIED BY STRATCOM MEMBERS

On February 23, Unit 63 members at Stratcom ratified a tentative collective agreement that was reached on February 13, 2020. **The results of the vote were 83.3% in favour.** The successful collective agreement was negotiated based on the results of a bargaining survey, proving once again that members' participation is a key to successfully bargaining improved working conditions and more workplace rights.

Upon signing by the Local Union and the company, it will be effective from December 1, 2019 to November 30, 2022.

Congratulations to the bargaining committee who succeeded in negotiating a fair collective agreement: Unit 63 members Benny Chou and Al Pasternak, Acting President Donna Hokiros, Local Union Representative Perry Pasqualetto, and USW Staff Representative Randy Gatzka.

### Highlights of the agreement include:

- 1.25% wage increase in year 1; 1.50% in year 2; 1.75% in year 3
- Wage increases retroactive to December 1, 2019
- Taxi chit of up to \$18 for employees working after 11:00 pm
- All paid rest breaks increase to 20 minutes
- Greater paid meal breaks and optional unpaid 15 min break
- Callers wage scale steps decrease from nine to six steps



From left to right: Local Union Representative BC Perry Pasqualetto, Unit 63 members Benny Chou and Al Pasternak, USW Staff Representative Randy Gatzka, Acting President Donna Hokiros

"After positive negotiations with several other certifications last year, this collective agreement is another success for our Local Union. The changes we continue to make to improve our membership communications and engagement are directly linked to our bargaining successes. The Local will continue this strong momentum going into future preparation for negotiations with Shaw and Telus." — *Donna Hokiros, Acting President*



## HOW ARE THINGS GOING IN YOUR WORKPLACE?

Because a right denied to one is a right denied to all,  
**Local 1944 members need to hear from you!**

Contact your Local Union Representative

Share your story by email at [communications@usw1944.ca](mailto:communications@usw1944.ca)



From left to right: Candace Knoll (Unit 51), CUPW Legacy Honouree Jan Simpson, Acting President Donna Hokiros

## BLACK HISTORY MONTH LEGACY DINNER IN BURNABY, BC

"In my role as Acting President of USW Local 1944 I am blessed to have many opportunities to meet amazing people and February 23<sup>rd</sup> at the Black History Month Legacy Dinner in Burnaby was exactly that kind of evening.

All of the Legacy Honourees were spectacular. Jan Simpson of CUPW was the first Black President ever to be elected to that office, and she was there representing our friends in the Postal Union.

Local 1944 was pleased to have a presence with Sister Candace Knoll (she also sits on the National Congress of Black Women Foundation BC's board as their Treasurer), as well as another member, Derek Taviss out of Unit 51." — *Donna Hokiros, Acting President*

Send your Black History Month pictures or stories at [communications@usw1944.ca](mailto:communications@usw1944.ca)

# CLC WINTER SCHOOL IN HARRISON, BC

From February 8<sup>th</sup> to February 14<sup>th</sup>, 2020, six members from Local 1944 had the chance to attend the Canadian Labour Congress Winter School.

"I was registered in the Unions and the Community course, which introduced us to all the skills needed to bring a successful campaign into our community bringing together allies, politicians, other unions and non-profits, to bring our issue to the forefront and make a difference. We networked and brainstormed and met many people fighting the same fight we do every day in different work settings. It was a fantastic learning experience. I look forward to bringing some amazing campaigns to the Local this year, to bring us closer to our communities." — *Elana Felty, Unit 51*

"I took a course on Organizing and I have to say it was the best Union course I think I've ever taken. It was very relevant to our Local, and we learned a lot about 'internal organizing' as well, things that will affect how the new PUMA network is utilized. I'm also very glad we had several other members of Local 1944 there that same week so that we could learn more about the Local from each other." — *Michael Phillips, Secretary-Treasurer*

"I have never attended any of the Canadian Labour Congress winter or summer schools and I was very impressed. It was very inclusive and educational. I learned a lot from the course I attended, Bullying and Harassment. My personal goal was to gain the tools to help our membership in our struggles with bullying in the workplace. Having attended this course, I am a better activist and I will serve our members better. I have benefitted from engaging the women from the BCCWITT organization and these contacts will help me with our Joint Employment Equity Committee." — *Ross Brown, Trustee*

"I really enjoyed the opportunity I had to attend the CLC Winter School. Participating in the Young Workers In Action course laid a good foundation to unionism across Canada and provided me with a lot of resources to continue to help encourage and grow participation in my Local. I highly recommend this to anyone interested in getting more involved in their Union." — *Brian Miller, Unit 35*



From left to right: Trustee Ross Brown, USW Staff Rep Jayson Little, Secretary-Treasurer Michael Phillips, Brian Miller (Unit 35), Elana Felty (Unit 51), Corey Mandryk (Unit 60)



NDP leader Jagdeep Singh joined CLC Winter School and addressed issues facing labour. From left to right: Brian Miller (Unit 35), Jagmeet Singh, Trustee Ross Brown

## OUR MEMBERS SHOW SOLIDARITY



Danis Bouffard (Unit 602) and COPE activist Nancy Dionne

### LOCAL UNION SOLIDARITY VISIT TO LAURENTIAN BANK BRANCHES

"During the last Quebec Federation of Labour (FTQ) conference in Quebec City, affiliates were invited to assist the Canadian Office and Professional Employees Union (COPE) 434 by visiting its branches of the Laurentian Bank in Quebec. On February 3<sup>rd</sup>, 2020, I participated in the Local Union's visit to a Laurentian Bank branch near my home. COPE 434 needed help to go meet unionized workers and ask them to provide their contact information to the Local Union.

After three attacks on union workers by the employer, COPE 434 had lost three-thirds of its membership. This friendly visit will enable the Local Union to get back in touch with its members through communications messages. Some crew members were dedicated to personally address members' concerns.

COPE firmly believes in inter-union solidarity, which is a core value shared by all FTQ affiliates and of course USW Local 1944." — *Danis Bouffard, Unit 602*

# RAND CAMPAIGN IN QUEBEC

On November 4, 2019, Local 1944 launched a campaign to have our Rand members sign their membership cards to join the Union.

This campaign began in Rimouski, when 15 members who hadn't signed their membership cards at the time applied for membership. A few days later, 100% of Unit 601 members were in good standing.

On February 6, five activists met in Montreal. Over this meeting that lasted a few days, the Unit 604 members list was updated, and membership cards were signed, thereby reducing the number of rand members from 118 down to 24. This number is still decreasing to this day, while some people follow up on our recent attempts to contact them, and email their membership application to us.

"We are very proud of this campaign's results, and we aim at achieving even greater success when we visit the other provinces," said Acting Vice-President Pierre-Luc Dick. We thank all those who have assisted us so far, they were key in achieving this resounding success."

## Next steps

In March, a new team will be established in Montreal with a goal of increasing the number of members in good standing in Unit 602. We will then head to Ontario, Alberta and British Columbia to do the same.

If you haven't signed your membership card

and wish to do so, you can **download the membership application form by clicking [here](#)**. Instructions on how to submit this form can be found at the bottom of the document.

If you are interested in participating in a Rand Campaign in your area, please contact Acting Vice-President Pierre-Luc Dick at [pierre.luc.dick@usw1944.ca](mailto:pierre.luc.dick@usw1944.ca).

– Submitted by Pierre-Luc Dick,  
Acting Vice-President

## RAND CAMPAIGN TEAM

### For Unit 601:

Pierre-Luc Dick, Acting Vice-President

### For Unit 604:

Robert Briza, Regional Executive Officer QC and Unit 604 Chair  
Terika Peters  
Matthew Tomas  
Hans-Woosly Balan, Local Union Representative QC  
Pierre-Luc Dick, Acting Vice-President

Sign up now at  
<https://1944.fyi/afm>

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TELUS MEMBERS

JOIN P.U.M.A. TODAY!



# PUMA

**ARE YOU TIRED OF...**

*Unrealistic metrics?*

*Unfair discipline given to you or others?*

*Worsening Collective Agreements every round of bargaining?*

*Being overloaded with additional duties for the same rate of pay?*



**Are you looking for a way to fight back for yourself and your co-workers?**

USW Local 1944 has formed the Project for United Membership Action (P.U.M.A.) to engage in member-to-member communication, education, and collective workplace campaigns to show Telus that its Unionized workforce must be respected. P.U.M.A. starts NOW so that by 2021 Bargaining, and into the future, we are a force to be reckoned with.

## CAMPAIGN #1 – REALITYCHECK

Telus asks for our opinions on its PulseCheck surveys, yet the Union consistently hears of members being told there will be negative consequences for their department if PulseCheck scores are low, or that members are suspicious that the results are not anonymous.

Our solution: "RealityCheck", a survey that asks many of the same questions as PulseCheck, but guarantees you the freedom to tell the whole truth about your employer.

**TO GET INVOLVED WITH THIS AND FUTURE CAMPAIGNS, EMAIL [PUMA@USW1944.CA](mailto:PUMA@USW1944.CA) NOW!**

