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Peace and Happiness
this Holiday Season*

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VANCOUVER, B.C.

Union awaits Telus contract proposals

When the TWU and Telus bargaining committees met November 1 for the long-planned exchange of proposals as the first step on the road to negotiating a new contract for our members in British Columbia and Alberta, the Union handed the employer our set of proposals for changes to the collective agreement – proposals endorsed by our September bargaining convention.

In exchange, Telus handed the Union a big surprise.

Instead of presenting the Union the company's set of proposals, as has been the long-standing practice between the parties, Telus handed the Union a slim document entitled "Company Objectives and Issues".

That document informed

the Union of the company's concerns about the "competitive market", about the need for teamwork, about the "courage to innovate" and about the need for "open and frank discussions".

There were no contract proposals.

It would appear that what the company had in mind is not negotiating changes to our contract, but rather of building an entirely new contract.

President Rod Hiebert said the proposal to start from scratch "flies in the face of more than 50 years of bargaining with their workers." He said such an approach would be unworkable, and is entirely unacceptable to the Union.

The Union proposes one

contract covering all members of the bargaining unit, with specific items as endorsed by delegates at the September bargaining convention in Burnaby, including substantial wage increases, benefit improvements, job protection and protection against contracting out of members' work, and other improvements to the collective agreement.

The Union is prepared to begin serious negotiations with Telus. However, as we go to press, more than three weeks after the exchange of proposals, the company is still sitting with the "Objectives and Issues" document on the table, and the Union is still demanding the company come clean and table firm bargaining proposals.

The Bargaining Committee

explains why obtaining firm proposals from the company is required at the outset of bargaining. Without them, the Union would not know what the company is seeking, company proposals could change in the course of bargaining, new proposals could appear without warning, we would have no way to measure progress toward an agreement, and could never be sure where we stood in the bargaining process.

The bottom line is that the Union wants a proper set of bargaining demands from the company.

To ask for less would be a disservice to our members, and would place in jeopardy their working conditions, wages, benefits, rights, and job security.

Retirement thanks

Dear TWU:

I would like to thank the TWU for the retirement gift of \$1000 and the honorary life membership. It is greatly appreciated. I would also like to take the opportunity to thank all the members and officers of the TWU for the years of service in negotiating our collective agreements and providing the good representation they have. I think the TWU has done a terrific job. Keep up the good work.

**Wayne Merk
Local 28**

Dear TWU:

Thank you for the \$1000 cheque upon my retirement September 30. I have enjoyed my tenure with TELUS and appreciated the support of the Union. Thank you, Rod Hiebert for the kind words spoken at my Retirement Dinner on September 28.

**Yours sincerely,
Pat Meyer
Burnaby**

Dear TWU:

I would like to thank you for my recent retirement gift of \$1000. I also would like to thank you for my Life Membership in the TWU.

I am proud to be a member of the TWU and enjoyed the years I served as shop steward.

I really hope that our new brother and sisters in Alberta will come to appreciate the value of our contract.

I would like to recommend to the negotiating committee that the medical and dental coverage we have under contract, be extended to retired members. It would certainly be a plus for those that are retired and don't forget that one day, we'll all be there.

Best wishes on the upcoming contract negotiations.

Again, sincere thanks.

**Brother Dave Mayer
Local 16**

Dear TWU:

Thank you very much for the \$1000 on my retirement from TELUS.

**Dave Price
Coquitlam**

Dear TWU:

I would like to express my appreciation for the Honourary Life Membership, the TWU pin and the cheque for \$1000, which were presented to me by Garry Gruenke on behalf of the Union.

All the best to you in your future negotiations as I am sure they will prove to be more than challenging!

**Sincerely,
Gordon Parkinson**

Dear TWU:

Thank you for the Honourary Life

Membership, and \$1,000 cheque which I received upon my retirement August 1, 2000.

**Happily Retired,
Glenda Hodgson,
Terrace, Local 33**

Dear TWU:

Thank you for your kind wishes, a much appreciated cheque, and honorary Life Membership on my retirement.

A heartfelt thanks to all my co-workers for the great memories, and to our TWU executive for their strong leadership in gaining our superb working conditions.

I wish you all the continued success -- you're the best.

**Yours truly,
Lorin Boeur, Local 5**

Retirement dinner

Dear TWU:

I attended my first annual Retirees' Dinner in Burnaby last weekend and found it to be a great affair! Met up with some old friends that I hadn't heard from in years and we had a great time catching up while dining and dancing the night away. My thanks to the TWU for arranging this party and I hope they continue it.

**Croft Randle
Campbell River**

Sports thanks

Dear TWU:

I would like to thank the TWU for the generous sponsorship of the Whalley Chargers PeeWee Girls Fastball team during the year 2000 Fastball season. Your generosity permitted us to concentrate on baseball and was a factor in our very respectable showing in BC Provincial (Fourth Place).

**Thank you,
Chris Andersen
Coach Whalley Chargers**

Dear TWU:

Enclosed please find a picture of our team as a token of our appreciation for the support from the TWU Local 30. Please convey our personal thank you to those who made the decision to sponsor us.

Our team had a successful year. It consisted of 14 girls, half of them rookies to the Rep Program. Through hard work we got to know each other and by the end of the season began to play like a team that had been together for some time. Our season culminated at the 2000 BC Summer Games in Victoria where we represented the North Shore/Vancouver zone and placed fifth. As the youngest team at the Games this was a good result.

We hope that we can count on your support next season. Thank you again.

**Yours truly,
Ken Jew,
North Vancouver Stars 85B**

Saying it succinctly

OPSEU 415/Local Lines/CALM

Pythagorean theorem: 24 words
Lord's Prayer: 66 words
Archimedes' Principle: 67 words
Ten Commandments: 179 words
Gettysburg Address: 286 words
Declaration of Independence: 1,300 words
U.S. government regulations on the sale of cabbage: 26,911 words.

Information pickets back Calgary late shift workers

**By Peg Askin,
President, TWU Local 303**

An information picket in support of the rights of workers in Competitive Operator Services at Telus was held in Calgary October 10 in front of the Len Werry Building.

Competitive Operators are being denied cabs for shifts ending and beginning between 11 p.m. and 6:45 a.m., despite the fact that all other unionized shift workers a Telus are provided cabs at these times. Operators in COS work as late as 2 a.m. and come in for shifts as early as 5 a.m. Downtown Calgary and isolated LRT stations are not safe late at night, and assaults on women have occurred. We believe refusing to provide cabs for late shift workers compromises personal safety. Attempts to secure cabs for late shift workers have been refused by COS management on the grounds that it would adversely affect their competitive edge.

Four hundred leaflets were distributed to Telus employees and other Calgarians October 10, and members of the public were further made aware of the situation through the slogans on picket signs carried by the demonstrators.

A memorandum issued by the Regional Operation Manager of COS on the day of the picket states the company is concerned about the health and safety of all employees. However, the change that would most effectively address the issue of safety of COA late shift workers, providing cabs to and from work, has not been implemented by Telus.

Concert wins awards

Dear TWU:

I am pleased to advise that on September 6, 2000 we were informed by the Canadian Home Builders Association of British Columbia that Concert has been awarded Silver Georgies in the following categories:

- Best Low Rise Development: Savona
- Best Mixed Use Development: The Hemingway
- Multi-Family Landscape

Design: Savona

- Multi-Family Landscape
- Design: The Hemingway
- Best Interior Merchandising: Savona
- Best Brochure for a project: Creekside
- Best Brochure for a project: The Hemingway
- Best Advertisement: Savona
- Best Advertisement: Creekside
- Best Development in British Columbia: Savona
- Best Website
- Customer Service Award
- Best Home Builder in BC (Large Volume)

We are extremely proud of this achievement and look forward to January 20 when we might add one or two Gold Georgies to our mantel.

**David R. Podmore
President & CEO
Concert Properties Ltd.**

CIRB considers National Build

The TWU and Telus are in a dispute over the Union's jurisdiction on the "National Build", the company's expansion into Ontario to compete with Bell. The issue is in front of the Canada Industrial Relations Board (CIRB).

The Union believes that hundreds of workers have been involved in the National Build, many on a contract basis, in the installation of fibre optic cable and switches, software installation, field sales, and provisioning work.

The Union's position is that the National Build is an integral part of Telus operations, that our bargaining certificate includes National Build workers, and that the work should be done by TWU members according to Union rules.

The company's position, that the TWU certification is along geographical lines and hence does not cover work outside Alberta and B.C., is rejected by the TWU as without foundation in labour law. It is our position that this is nothing more than a back-door attempt by the company to run a non-union operation east of Alberta.

The dispute has been taken to the CIRB and has been considered along with a number of related issues. It is not known as we go to press whether the CIRB's next step will be to issue a definitive decision, or whether further hearings will be held into the dispute before the Board rules.

National Post boycott lifted

The Canadian Labour Congress advises that the boycott of the National Post newspaper has been lifted.

The boycott was imposed at the request of the CEP Union at the time of the Calgary Herald strike. The boycott was lifted in late October at the request of the CEP.

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**
- All Indonesian Products**
- CLC re: East Timor**
- Philips Electronic Products, Quebec**
- CLC/USWA 7812**
- NORPAC Products**
- CLC/PCUN**

EDMONTON OFFICE
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Edmonton, Alta, T5P 4W2
Ph. 780-488-2223
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
TW Pension and Benefit Plans:
twplans@twubc.com

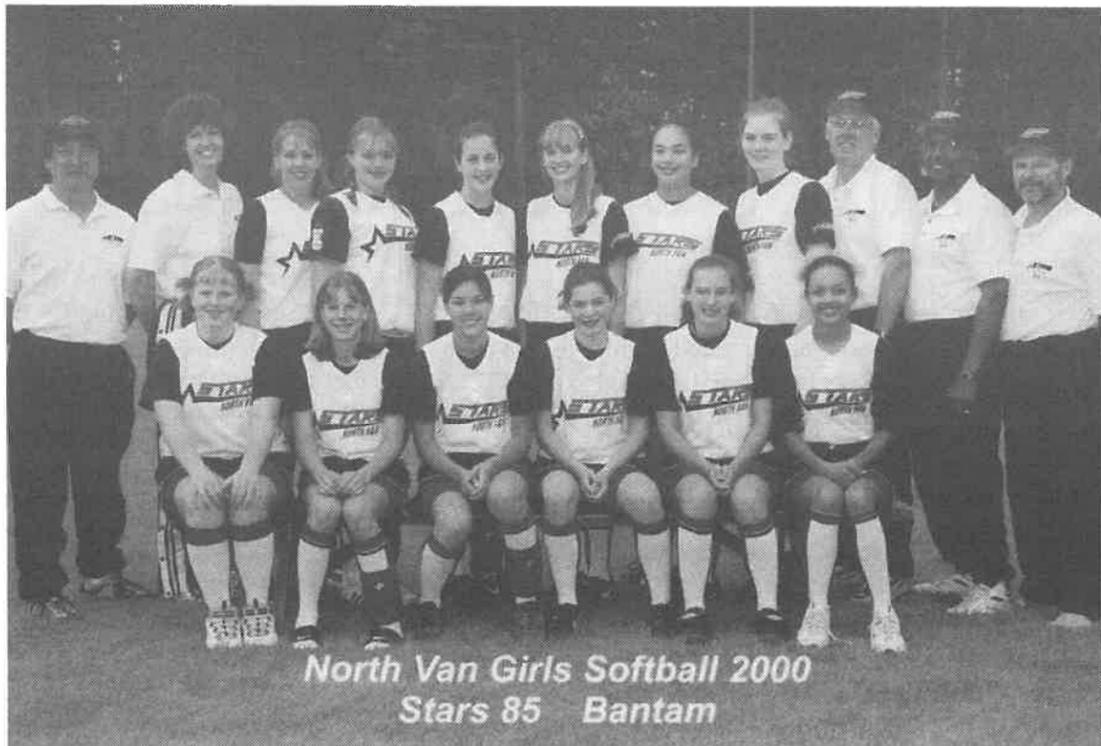
The Transmitter

Member of

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

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

Editor: Myron Johnson
President: Rod Hiebert
Vice-Presidents: Neil Morrison & Bruce Bell
Sect.-Treasurer: Kathy Pearn
5261 Lane Street, Burnaby, B.C. V5H 4A6



North Van Girls Softball 2000
Stars 85 Bantam

Organizers terms extended

Executive council has voted to extend the terms of two organizers, Nicole Mitchell and Raymond Chretien, for six months, to continue training and organizing.

In accepting the recommendation of the Organizing Committee, the Executive endorsed the committee's report which calls on the TWU to "continue to strengthen our Organizing department to protect our members and what they have fought for."

Following are major excerpts from the "Organizing Update" report to the November executive meeting.

Historically the TWU has been a leader in the field of communications with jurisdiction over the lion's share of the telecommunications workers in British Columbia. We are now responsible for telecommunications workers in Alberta.

If we are to continue into the future as leaders through this age of rapid industry changes, we must have a strong Organizing Program and a committed vision to organize the unorganized.

TWU members through the Constitution have recognized and embraced the requirement to organize by adopting as a constitutional objective "To organize workers in communications and related fields". Recognizing the effects of deregulation and a rapidly changing communications industry the Convention unanimously adopted the TWU Organizing Policy which mandates a strong effort and funding for organizing.

We are only part of a worldwide drive to organize the unorganized. The Union Network International representing over 16 million workers from 140 different countries encourages each affiliate to develop a

strong organizing policy. The AFL-CIO recommends that 1/3 of a Union's total budget should be allocated for organizing in an attempt to reverse the trend of deunionization. Consistent to this commitment the Communications Workers of America allocates \$7 million per year for organizing. Here in BC the BC Federation of Labour dedicated a full convention to promote organizing and talk about the urgent need for all Unions to actively organize.

Following the merger campaign in August 2000, we renewed our efforts to organize. We reorganized, capitalizing on the advice and guidance of Marcel Dionne, senior organizer at the BCGEU. Marcel, as you are aware, has been working for us for six weeks and continues to assist us mentoring our TWU organizers. We are very thankful that Brother

Marcel has continued to assist us with expert advice on organizing. Raymond Chretien and Nicole Mitchell have gained much experience during this time period as well as from past campaigns but have little experience at either the BC Labour Relations Board (BCLRB) or the Canada Industrial Relations Board (CIRB). We are hopeful that they will gain this valuable experience over the next six months.

Organizing takes time, it is never easy, and you must be prepared to organize before opportunity knocks. If you have a window of opportunity for the future you must have a good organizing policy, a dedicated, trained organizing department and the will and objectivity to win. Being prepared may be more important now than it has ever been before.

Cablecos swap, TWU keeps cert

Vice-President Neil Morrison reports that a corporate "swap" will result in a new employer for members of Local 60, the Rogers cable workers in Vancouver, Surrey and Abbotsford. However, it will not affect their Union representation.

Under the corporate consolidation deal arrived at earlier this year, Rogers will hand over its customers in the Lower Mainland to Shaw in return for Shaw customers in New Brunswick and southern Ontario. As a result, Shaw will become the employer for the Local 60 workers in the three Lower Mainland jurisdictions, as of December 1.

However, under the Canada Labour Code, there will be no change in our certification, and the TWU will continue to represent the workers as before. The only change is that after December 1, 2000, the Union will be bargaining and dealing with Shaw rather than Rogers.

Munro backs Telus on assigning work

Arbitrator Don Munro ruled on September 26 that Telus was within its rights to assign work traditionally done by Service Representatives to telesales employees.

The dispute over the assignment of work led to a walkout in late August which eventually involved more than 1,000 members. Specifically, the walkout was precipitated by the company's decision to assign inputting of installation orders to telesales workers at the New Westminster Call Centre.

The Union's position was that the company was downgrading the work, which properly belonged to Group 7 Clerical people.

When the walkout was underway, Telus went to the Canada Industrial Relations Board to try to force an end to the job action. The CIRB ruled the job action was illegal and ordered the workers back to work. However, the Board also ordered a 15-day cooling-off period, during which time the two parties were directed to try to resolve the dispute.

The result was the arbitration hearing in front of Munro.

CIRB rules sales people in

The Canada Industrial Relations Board has confirmed that the Telesales and Field Sales employees at Telus belong in the Bargaining Unit.

The CIRB originally made that ruling some months ago, but Telus objected and asked the Board to reconsider. However, in mid-October the Board ruled that they could find no new reasons to change their decision.

Telesales and Field sales personnel will be part of the bargaining unit.

COTC hearing on sale of Boot

As we go to press, Vice-President Bruce Bell reports that a COTC hearing has been set for Thursday, November 30, on the issue of contracting out stemming from the sale of the Telus headquarters building in Burnaby, the "Boot".

Bell reports some temporary workers affected by the sale of the Boot were given termination notices, but following discussions between the company and Union November 24, the Union has been able to get their length of employment extended to December 8.

The company announced recently it is selling both the Boot and the Telus headquarters building in Edmonton and leasing back space.

TWU Locals We want to hear from you!

The Transmitter would like to receive more news from union locals.

What's happening in your local that might be of interest to other union members? Upcoming events, local activities, concerns, issues you'd like to raise . . . Interesting things your fellow-workers may be doing - in the union or in the community.

Let us know about it!

We are also interested in announcements of retirements of long-time members.

Take the information to your local secretary-treasurer or your local Transmitter liaison person, or forward it directly to:

Transmitter Editor
5261 Lane Street
Burnaby, B.C. V5H 4A6

or telephone 604-437-8601
or fax 604-435-7760.

NACU sets up committees on closer ties

The most recent National Alliance of Communications Unions (NACU) meeting held in mid-October in Cape Breton was attended by representatives from CEP, CAW, AC&TWU, and the TWU. Representing our Union were the four table officers, President Rod Hiebert, Vice-Presidents Neil Morrison and Bruce Bell, and Secretary-Treasurer Kathy Pearn. Hiebert presented a paper to the conference which is reprinted elsewhere in this Transmitter.

The October meeting focused on implementing the wishes and recommendations of delegates to the NACU conference in Ottawa in April. That April meeting brought together nearly 200 leaders and delegates from the member NACU unions. Delegates in April, which included a contingent of some 20 TWU representatives, made it clear they supported closer co-operation and joint action between the Communications Unions in Canada, including more co-ordination of bargaining strategy, encouragement of organizing the unorganized in the industry, and greater communication between the member unions, among other things.

The leaders who met in Cape Breton in October began to set in place the structures to achieve the closer ties desired. Among those concrete actions was the establishment of a number of sub-committees, as follows:

Sub-Committee on Scope:

Dave Halicowski, CAW; Rod Hiebert, TWU; Ervan Cronk, CEP; Bruce Lambert, AC&TWU, and James Kinkaid, resource person.

Sub-Committee on bargaining strategy:

Fred Pomeroy, CEP; Dave Halicowski, CAW; Gary Grant, AC&TWU; Rod Hiebert, TWU; resource person, James Kinkaid.

Sub-Committee on Labour Code (except Scope), and arbitration and CRTC:

James Kinkaid, CEP, and Neil Morrison, TWU.

With respect to communications, joint communiques will be issued, and Fred Pomeroy is working on a web page for discussion by members of the participating unions.

Participants at the October meeting also reported on other activities within their unions. Vice-President Neil Morrison took notes of those proceedings and kindly made his notes

available to the Transmitter. The following report is based on those notes.

Gary Grant, AC&TWU:

Our duty is to implement what delegates to the NACU conference in Ottawa wanted done, that is, take NACU to the next level. We must commit to helping each other if employers come after us.

Rejean Bercier, CEP:

Entourage is into bargaining now. Entourage was created in 1995 when Bell decided to get out of wiring. People quit Bell and went to Entourage because they thought they would lose their jobs at Bell. Entourage has increased from 500 to 3,000 jobs and has also taken over the drops. Bell owns 30% of the company that bought Entourage. Members at Entourage want wage parity with Bell. Entourage will be a federal, not a provincial, certification.

CEP represents clerical workers at Teleglobe, and Bercier reported that Bell takeover of Teleglobe is still not complete, although Bell is replacing Teleglobe bosses with Bell bosses.

Training is a major issue at Bell, mainly for CO and field techs.

CEP wants to stay focused on protecting training so it is a right. Members have to be certified for Cisco, and the like. CEP wants to make sure all members are trained equally so some are not left behind.

CEP has just started a campaign to organize first level supervisors in Ontario. They have a bargaining association with 400 to 500 members which Bell has recognized, but they want to belong to a larger organization, and about 80% want to join CEP. A major campaign is anticipated.

Bell has a couple of pilot projects on voice recognition for Operator Services. Bell is going after their operators in a big way.

Bell doesn't seem to know what they doing with Excell and Teleglobe. Financial analysts have said it is a bad deal. Now it looks like Teleglobe will be folded into Bell. Teleglobe will be the international arm of Nexia.

Rod Hiebert, TWU:

We've had a busy campaign at Telus this year. In the merger campaign, we wanted the Alberta members in the Union as equal partners. Since the vote, Locals have been set up throughout Alberta, delegates

were selected with 23 attending our September bargaining convention, and members from Alberta were elected and added to the bargaining committee.

The merger campaign ended successfully for the TWU, but we are getting some ominous signs that top management wants to fight with the TWU. The new CEO is making noises that if employees don't like his views they will be encouraged to leave the company.

Telus is buying Clearnet, and the TWU will be applying to have the Clearnet employees in the Bargaining Unit, while Telus is taking the position that the TWU certification and jurisdiction only cover Alberta and B.C.

Bruce Bell, TWU:

He reported on TWU negotiations with Telus. TWU is due to exchange proposals with company November 1. Problems with job evaluation, and with the three levels of technicians, need to be addressed. Operator Services focus will be on keeping their shorter hours and achieving more money and job security. Other issues were also noted.

Bruce Lambert, AC&TWU:

The biggest issue for the Atlantic region involves Aliant, the company Bell put together to consolidate the 4 Atlantic telephone companies. The two unions involved, AC&TWU and CEP jointly put together a bargaining council, which was ratified by the membership. The Unions then went to the company to ask for their support at the CIRB for a bargaining council. However, Aliant rejected the proposal and instead has gone to the CIRB seeking a single certification. The issue will likely be fought out at the Board.

Ervan Cronk, CEP:

Elaborating on the Aliant situation, he noted Fred Pomeroy had facilitated talks between the two Unions. The CEP was determined to come up with a constitution to avoid a runoff vote or alternatively going to the company separately. He said the CEP has a majority of clerical employees at NBTel and has applied to the CIRB for certification, but has asked the CIRB to put the issue on hold until the Aliant question is resolved.

James Kinkaid, CEP:

All the media parts of Bell (CTV, Globe and Mail, ExpressVu) will have to be structurally separated according to CRTC rules.

Ervan Cronk, CEP:

Some new people from CEP will be around the NACU table at the next meeting. CEP is still committed to NACU. We have to do more through NACU, maybe more structured and more common bulletins and implement wishes of participants at the Ottawa conference.

Dave Halicowski, CAW:

Currently trying to bargain a new contract with AT&T Canada. The company's bargaining committee is inexperienced, chief negotiator is president of Network operations. Union is concentrating on issue of Contracting Out. Union took the TWU Contracting Out language and put on the table, which rattled the company. Company has been to greatly expand contracting out. The other major issue is greater control of the benefit plan. Also, the company assigning work outside the bargaining unit. The Union gained about 350 new members from the Metronet merger.

Ron Carlson, CEP:

The Collective Agreement in Saskatchewan expires in March. There are morale problems. Members are happy with Union, but upset at company. Big issues are contracting out, and call centre problems, with the company creating stress by running a sweat shop. Members are willing to fight for hours of work and pensions,

also need improvements to medical program, and job evaluation plan. A recent buyout at Sasktel resulted in 350 people taking VSP (there are about 3,700 members at Sasktel).

There are some big problems in Manitoba at MTS. MTS is spending \$300 million on switch upgrades. There is no public support for MTS since strike and privatization. Morale and co-operation problems are causing stress in the workplace and making the system fall apart. Contracting out is creating headaches for company because of shoddy contractors.

On the second day of the conference, a round table discussion of NACU's future took place.

A newsletter will be produced for all members by CEP on bargaining strategy. Scope will be a major issue for participating members. TWU has had success on this issue at bargaining table, and CAW and CEP at Island Tel have had some success at CIRB.

Among avenues for future co-operation are a sub committee on bargaining strategy, sub committee on supporting each other in bargaining, and national information to education members. Also exploring the idea of sitting in on each other's bargaining committees for a week at a time. Also, share research on CIRB.

TWU SCHOLARSHIPS

Any daughter or son of an active, retired or deceased TWU member (with at least 12 months continuous service) intending to attend any university, accredited regional college, or BCIT in British Columbia in 2001 is encouraged to apply for these scholarships:

TWU THOMAS WARD STANLEY MEMORIAL SCHOLARSHIP	\$1,000
TWU J. DOUGLAS BOOTH MEMORIAL SCHOLARSHIP	\$1,000
TELECOMMUNICATIONS WORKERS UNION SCHOLARSHIPS (3)	each: \$750

The TWU Thomas Ward Stanley Scholarship is an award made by the TWU in memory of business agent and first secretary-treasurer of the TWU, Tom Stanley, who died in office in 1977.

The TWU J. Douglas Booth Scholarship is in memory of business agent Doug Booth, who died in office in 1988.

Application forms for these awards will be sent to all B.C. high schools in March, or may be requested anytime after March 1, 2001, by writing to:

**University of British Columbia
Awards and Financial Aid Dept.
Room 1036 - 1874 East Mall
Vancouver, B.C. V6T 1Z1
Phone 822-5111**

Applications must be returned to UBC no later than May 15, 2001.

TWU convention policy endorses NDP as party worthy of labour support

By GEORGE DOUBT
TWU Political Action Officer

The TWU has long taken the position that it is in the best interest of the members for the Union to be politically active.

We live in a society where our governments set rules for industrial relations, human rights, health and safety and almost every other aspect of our lives. In many of those areas, we who work under the laws enacted by both the federal and provincial governments, have a common interest. Political action is an attempt to have a voice in decisions that affect our rights and the very existence of our Union.

The CIRB hearings into the bargaining unit at Telus are an example of how federal labour law affects each of us. The decisions the Board makes flow from the law, and if we are to expect fair results we need to have a fair law to begin with.

Political action can give us a clear voice in how laws are drafted and enforced.

Corporations understand the importance of political action and use every opportunity to get their message to government. We need to make sure that workers voices are heard as well.

A key difference between the ways that our union and corporations are politically active is that the actions of our union are democratically determined. Our political policy is debated at and determined by our conventions. Corporations make their decisions in closed boardrooms.

The TWU is guided by convention policies and has adopted 32 Political Policies. Some of the political policies set the direction for the Union during election campaigns. A key policy is Political Policy #20, which was adopted by convention in 1998:

That the TWU endorse the New Democratic Party, on the basis that it is the only party whose principles and record are worthy of labour's support, while that party continues to support the TWU members and their best interests.

Over the years there has been considerable debate about how to turn Policy #20 into concrete action. In other words, do we want to put our money where our mouth is?

At one time the Executive Council would make decisions on financial contributions at election time. These contributions were difficult or impossible to budget and members wanted more control over the use of their funds. These concerns resulted in the creation of the Political Action Fund under Financial Policy #27 (1989):

The TWU will establish a Political Action Fund. This Fund will be financed by the transfer of two dollars (\$2.00) per member per fiscal year from the administrative account. Disbursement of monies from the Political Action Fund will be at the discretion of Executive Council or Convention.

The funds referred to in Policy #27 are transferred to the Political Action Fund on March 1 of each year. All of the money in the Political Action Fund to date has come from the dues of TWU members in B.C.

Financial Policy 27 clearly sets out contributions to the fund and limits political spending to the amount available in the Political Action Fund but says nothing about how the funds should be spent. In 1998 the Recommendations for Future Use of the Fund were adopted by convention as a political policy. We will not reproduce the recommendations in full here, but they spell out how donations for an election campaign will be allocated.

When an election is called, the Political Action Committee may make a recommendation to executive council regarding the amount they believe should be spent from the Political Action Fund. If Executive Council approves the committee's recommendation, then the funds are allocated according to the Recommendations for Future Use of the Fund.

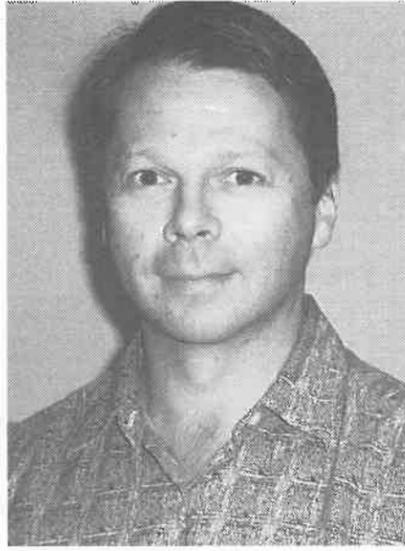
There has been debate within the Union movement since its beginning about how best to be politically active, if active at all.

There are many choices available. We could work to create and support a Labour Party of some sort. We could investigate the policies of each individual candidate regardless of party and support those who would best support us. We could support labour-minded individuals who would run as independents if they could show they would best represent our interests in government. We could choose not to be active at all but to leave action to others.

The TWU convention has decided to act by supporting the NDP as the majority of members have felt that that party has had the interests of workers at heart. As pointed out above, the TWU has also decided to show its support financially.

There will be an opportunity at our January convention to debate and to decide the future of political action in the TWU. We will be able to look at our options for political activity and democratically decide the best way to have a voice in the democratic process of our country. The decision will be an important one. It will have an effect on the working environment we all share.

Great Financial Plans



By BILL BILES, CFP
Financial Planner
Van Tel Credit Union

Every year about this time Canadian financial institutions (your bank, credit union, brokerage company, etc.) begin holding seminars and publishing lists of "RRSP Facts and Tips". As contributors we are reminded to: contribute early (last January is better than next February); contribute lots (maximize contributions, including carry-forwards); practice income-splitting (use Spousal RRSPs when appropriate); and diversify our RRSP investments. There may be up to 20 more tips on some lists but I think these four are plenty to think about to start.

We are further reminded that our "retirement years" may start at age 55 and that people generally last to age 85 or 90. Thirty-five years! If you don't have complete faith in the government's pension resources (and who doubts the government's ability to handle money?), or if your company pension isn't both generous and indexed, 35 years can be a long stretch of time to finance. At today's rate of inflation, prices double every 20 to 25 years. Can you say the same about your pensions? A great deal of our retirement income and lifestyle will obviously depend on our own savings. Maybe we should pay attention to some of these RRSP tips.

The "contribute early" tip makes sense if we think about having our RRSP funds earning tax sheltered returns for up to 14 extra months for each contribution. Even in a 5% term deposit, 14 months means an extra six per cent earned on our contributions. Multiply that by all of the contributions we'll make over the course of our life and that adds up to – a lot! "Contribute early" can also mean start the RRSP at age 20 instead of waiting until age 50 (if you're already 50, tell your kids). We can carry forward unused contribution room for the rest of our lives, but

large amounts are harder to contribute and we never regain the lost tax sheltered earnings.

The benefits of maximizing RRSP contributions is pretty obvious. Sure, finding the funds for contributions can be very difficult. Using regular paycheque deposits or borrowing can make the contributions possible. Once we make them, most of us correctly tend to leave our RRSP contributions alone and not tap these savings for other purposes (although the government does allow RRSP funds to help finance home purchases and education).

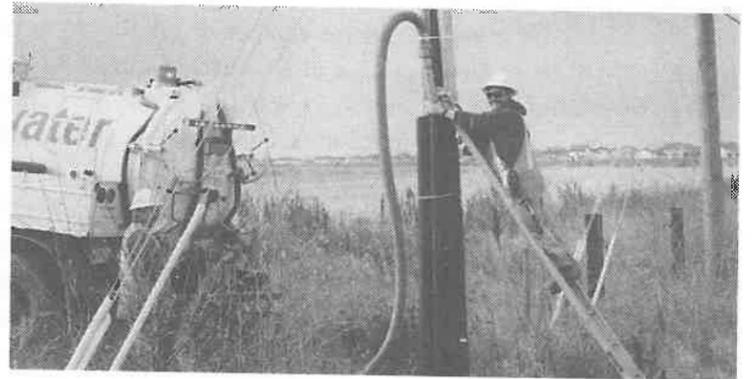
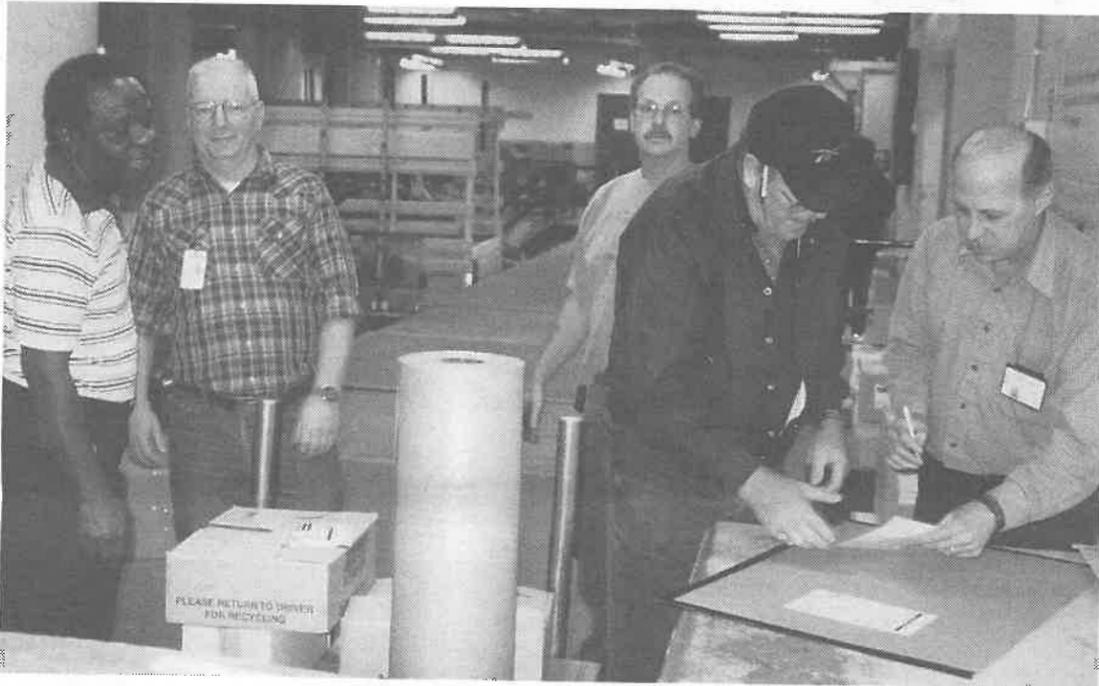
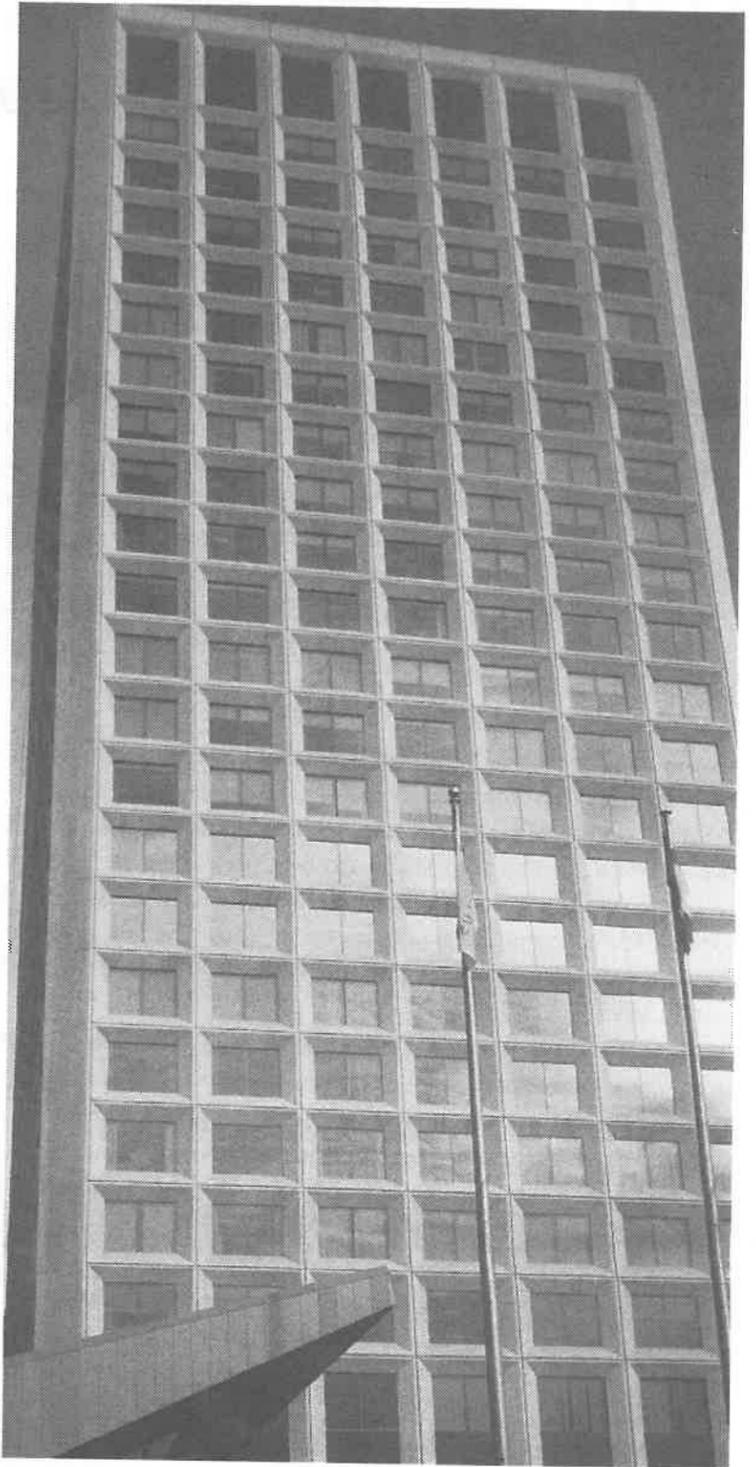
Using spousal RRSPs makes a lot of sense for those couples anticipating different levels of income once they have retired. For example, if one spouse is going to receive government and employer sponsored pensions and the other spouse will get only OAS, most of the RRSPs and non-registered investments should be held in the name of the spouse getting only OAS (i.e. in the lower income tax bracket). The contributor still gets to claim the deductions but the spouse claims the income when it's realized. I wish some of our members had known more about spousal RRSPs years ago.

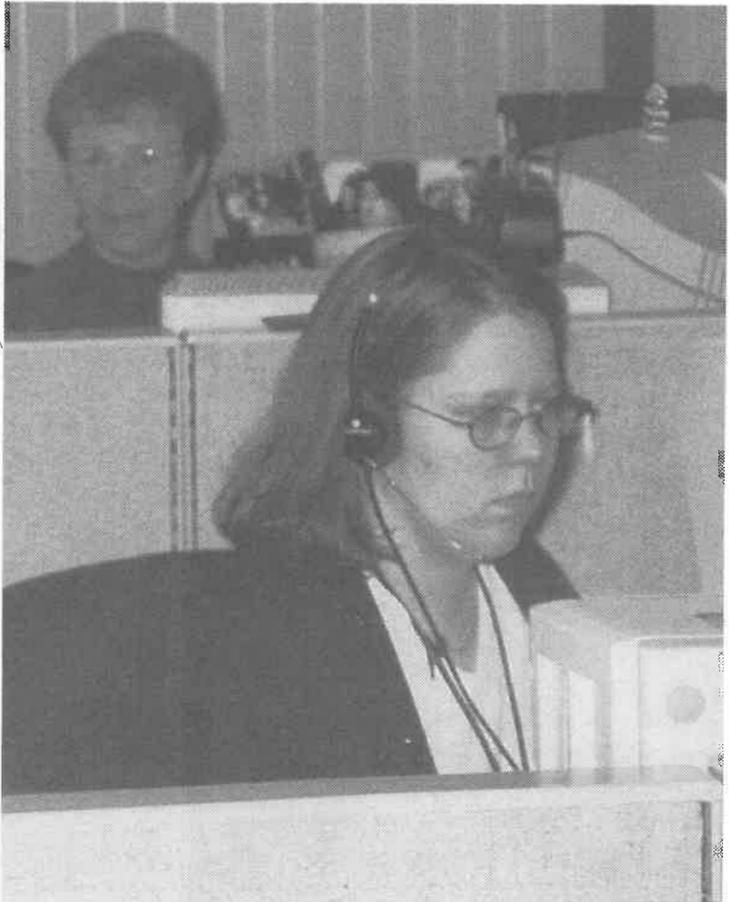
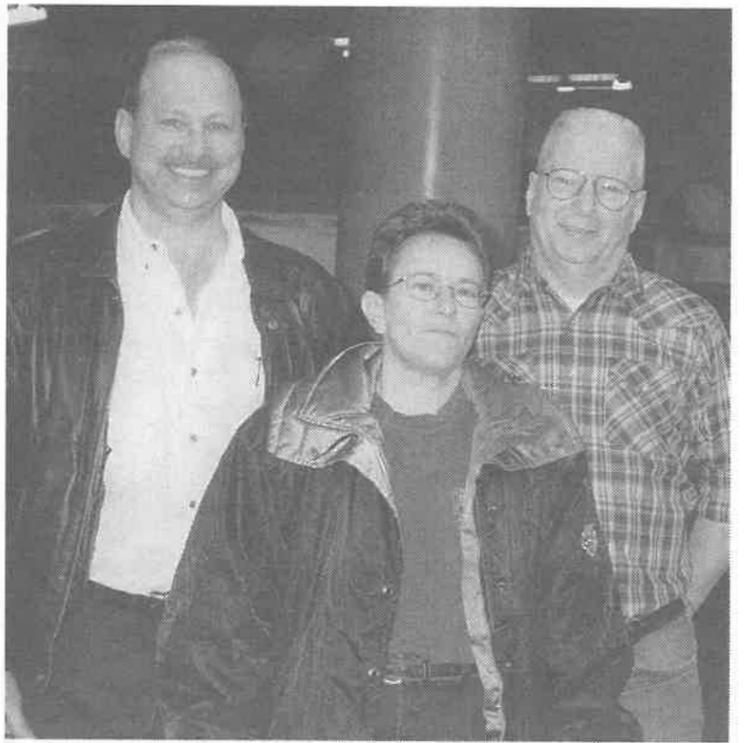
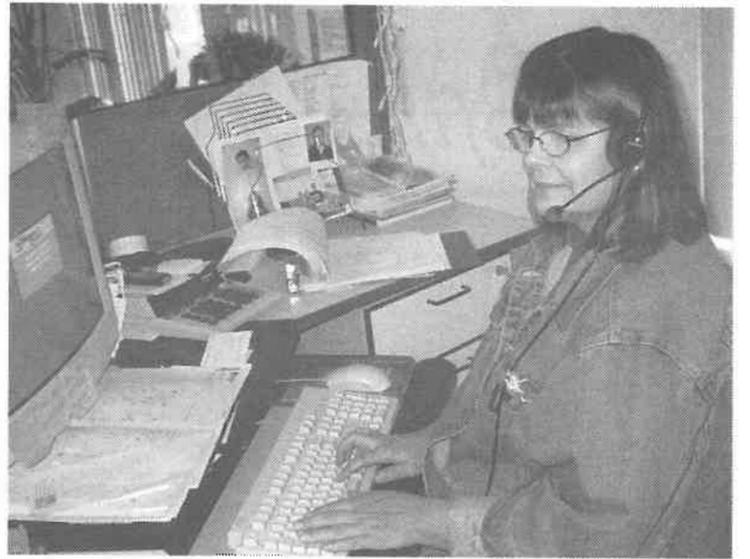
The diversification tip has to do with some of the investment concepts I outlined in my column in the last issue of the Transmitter (e-mail me if you'd like a copy of that article). Despite the ups and downs of owning equities, in the long run (35 years easily qualifies as the long run), holding a diversified portfolio with components of Safety, Income and Growth has always provided better returns and better protection from inflation and taxes than holding straight fixed income.

For some of us, from year end through to the March 1 cutoff is "RRSP Season". For those of us smart enough to contribute at the beginning of, or throughout the year, RRSPs are always in season and never a rushed concern. RRSPs aren't the only way to finance our retirement, but they are certainly one of the easiest ways to get started and to add comfort to our retirement years. Van Tel Credit Union provides solutions for your RRSP borrowing and investing needs. Start now and tell your kids.

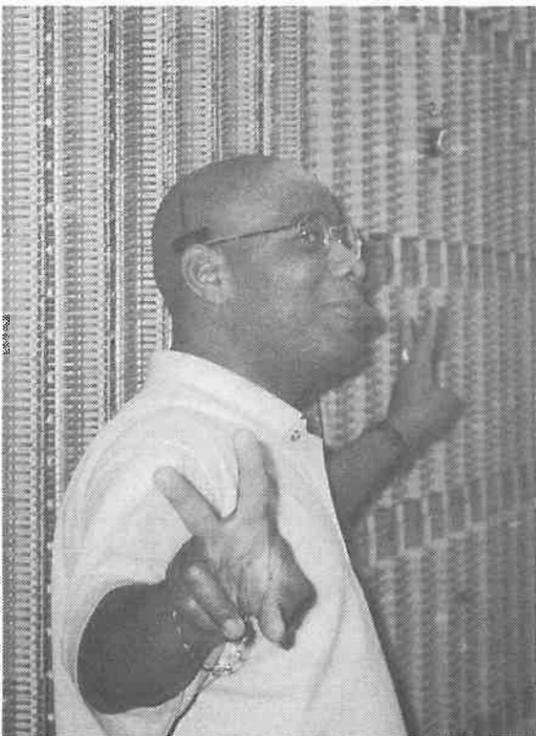
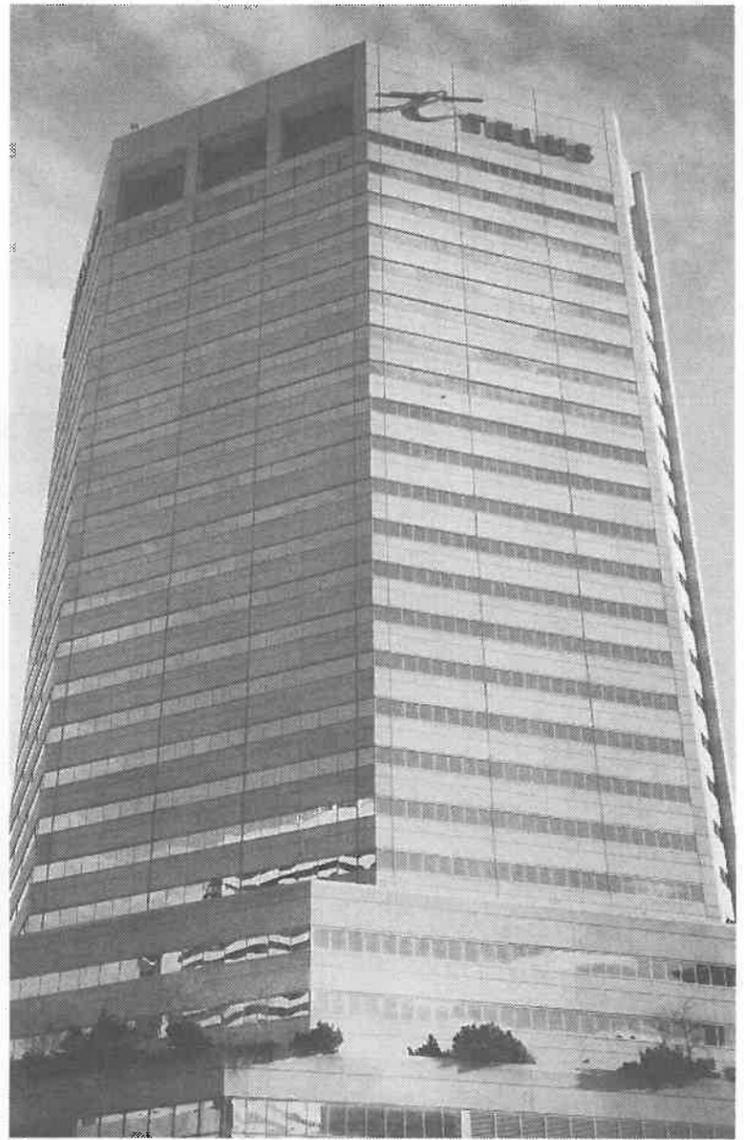
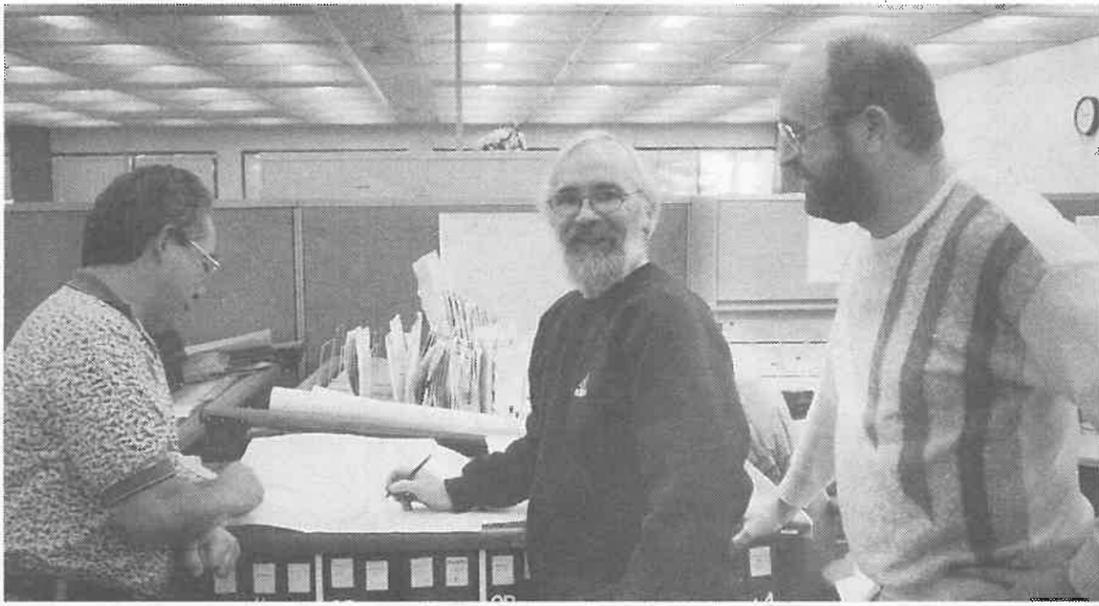
Call Bill Biles at (604)656-6289, by e-mail at bbiles@vantel.com, or contact a Van Tel Financial Services Representative at (604)430-3221 or toll free at 1-800-663-1557. You can visit Van Tel's website at www.vantel.com.

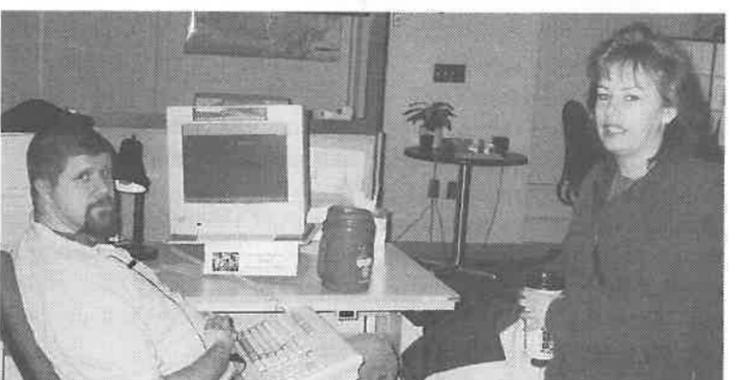
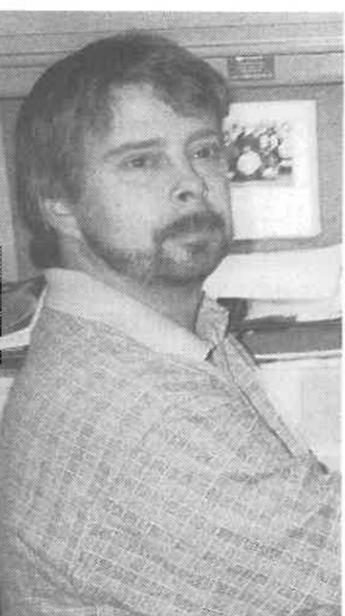
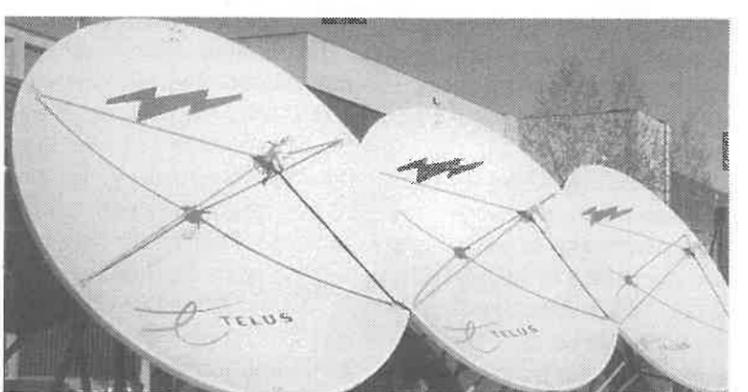
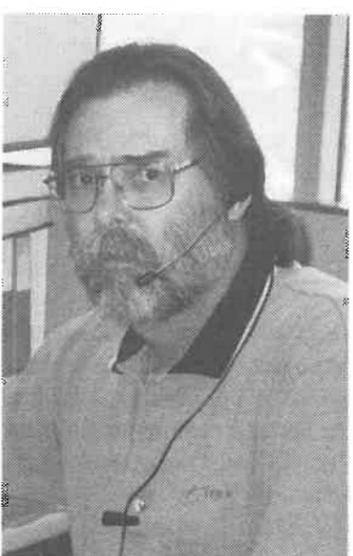
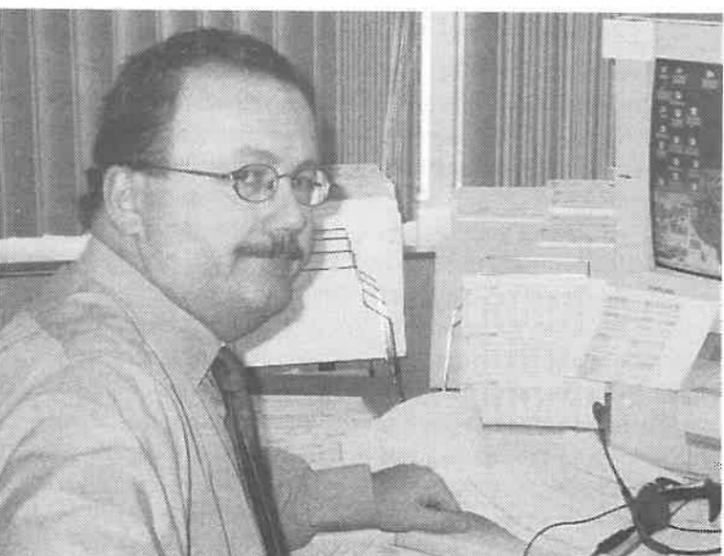
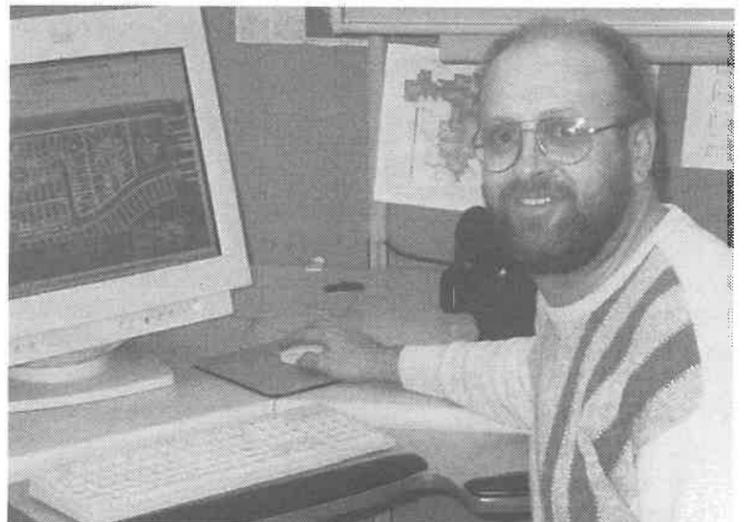
A picture profile of Edmonton Telus workers





Profiles of Calgary Telus workers on the job





Hiebert urges NACU joint action on bargaining, organizing, mergers

In mid-October, the four TWU table officers represented our Union at the fall meeting of the National Alliance of Communications Unions (NACU) in Cape Breton. President Rod Hiebert presented a paper to the NACU conference which formed the basis of much of the discussion. It began with the five statements of principles adopted by NACU in 1992, and followed up with an analysis of where the organization sits today. Following is the text of Hiebert's paper.

By **ROD HIEBERT**
TWU President

National Alliance of Communications Unions Five Statements of Principle/Unity as per July 1992

1) The Unions recognize and respect the full autonomy and integrity of their members and organization. This Alliance is meant to strengthen that mutual respect and to build national solidarity among telecommunications employees.

2) The telecommunications industry in Canada is facing increasing pressures on the legislative and regulatory fronts which impact on the security and existing benefits of all employees. This Alliance shall unite our efforts to combat regressive programs and to protect our members' interests in dealings with our governments.

3) Similarly, pressures for change in our various workplaces and in bargaining are mounting in all jurisdictions. This Alliance is also meant to serve as a strategic tool for each union to strengthen its bargaining position and relationships with our employers.

4) The creation of Stentor by the telephone companies is likely to result in the increasing need for our unions to consult and co-ordinate positions and strategies on a more regular basis and this Alliance is a declaration of our intent to formalize that process through ongoing exchanges and meetings.

5) This Alliance is meant to be a "political" rather than a structured common front. In other words, the elected officers of each organization shall be the key points of contact, rather than the creation of a separate, formalized structure. Specifics on joint campaigns, programs, strategies and projects would be worked out on a mutually acceptable basis

by the officers responsible through consensus.

It has now been eight years since our historic meeting in Nova Scotia when we agreed to Five Statements of Unity setting the groundwork for national solidarity and mutual respect. Since that point in time all remaining members have not only stood by those principles but have formed a much more cohesive principled working relationship that we can all be proud of, and one that has assisted our memberships in their times of need.

Recent mergers and acquisitions by Bell Canada, TELUS and others have placed tremendous stress on our members and organizations as these employers use their economic and political power in their attempts to divide groups of workers and attain higher profits at the expense of workers. There will no doubt be more to come as these remaining corporations seek more international ties. All members of the alliance must be commended for working together in solidarity against their efforts to divide and conquer. We all must note and commend the solid principled work done by CEP and AC&TWU working together for a single bargaining unit at Alliant and their commitments to work together with one collective agreement as a council of unions.

The National Alliance of Communications Unions must also take credit for hosting an educational conference with respect to recent developments and future trends in the Communications Industry. This was the first conference of its kind and historic in the fact that we invited rank and file activists from each organization to openly debate the foundation, principles, and direction of the leadership of the NACU. It was gratifying to feel the energy, solidarity and the desire to move the Alliance to the phase of what we all know must happen if we are to be successful over the next few years. We have the solid backing of our members right across Canada and they believe that United We Stand Divided We Fall. It is critical that we now follow up on the many progressive suggestions provided by the workshops conducted during the Conference, and add new meaning to our statement of principles to update our ongoing relationship.

The NACU Strategic Initiative:

NACU must move quickly to increase solidarity and break down barriers in order to develop joint strategies.

Action Items:

Bargaining Goals:

1. As a first priority members of the Alliance are committed to bargain for increased job protection agreements to:

a) Ensure that all the work of the future and work that is gained through convergence will be the exclusive work of bargaining unit members.

b) Ensure that work normally performed by the workforce is not contracted out and that work already spun off is brought back into the unit. And that, any contracts that are allowed must go to a unionized employer

c) New work will be offered to existing employees first who will be given the training. Ensure that no members are laid off due to Technological Change.

2. Members of the Alliance are committed to standardize wages across the country by improving the wages for all

3. Members of the Alliance are committed to bargain for pension improvements and to gain control over our pension funds.

4. Alliance members are committed to work towards attaining common expiry dates. We will also examine the advisability of pattern bargaining and co-ordinated bargaining on various issues.

5. Alliance members are committed to sharing collective agreement language, comparing and building model language as we move to increase the industry standards for collective agreements.

A Bargaining Strategy:

To attain our goals and to guard against concessions we must move quickly to develop a solid innovative short and long-term national action plan. A key component of our strategy is solidarity and our commitment that no NACU Union will undercut another.

1. NACU will form a National Strategy Committee to review bargaining tactics employed by member unions and others to determine their effectiveness. In light of the changes in telecommunications the committee will also look to develop new innovative strategies in support of our bargaining agenda.

2. The committee will be charged with the responsibility of developing a national framework of aggressive on-the-job tactics to support our common bargaining goals. This strategic initiative will include both short term and long term strategies. When adopted by the Alliance, this will become the national action plan.

3. In conjunction with the ac-

tion plan the committee will develop a political action campaign to attain public support and confidence. The committee will review options to challenge the corporate agenda through the CRTC, Labour Boards, the courts or any appropriate forum available. Such actions will be national in scope and include representation from all areas.

4. The committee will meet on an as-required basis to act in support of any member union that is on strike or requires assistance.

5. Each NACU Union agrees to implement support and co-ordinate this action plan with other NACU members.

6. We must be inclusive of all members regardless of location to attain our bargaining goals. To accomplish this the committee will develop an educational paper stating the principle reasons for supporting our bargaining agenda and the necessity for an aggressive tactical approach at the jobsite. It shall be the responsibility of each of the Alliance members to ensure that their respective members are provided the necessary information and are in support of our actions.

7. Alliance members as part of this plan must encourage women and young members to actively participate in this action plan and within the union, because we must all work together to build the future.

8. The committee will develop joint communications and press releases in support of member unions and to support our strategic objectives.

9. The committee under the direction of NACU will develop a defence fund proposal designed to assist members locked-out or on strike against a rouge employer. The committee will attempt to set criteria to be applied with respect to the funding and use of such fund.

The members of the Committee will be:

CEP; AC&TWU; TWU; CAW

Mergers:

Large telecommunications companies are engaged in a war of mergers that is having a profound effect on unions across the country and internationally. While these corporations predict and reap huge profit increases through these mergers they are unwilling, in many cases, to deal reasonably with employee groups. While they double and triple their sizes they seek to divide unionized bargaining units into smaller compartments so that in terms of wages and working conditions they can whipsaw one group of workers against

another. They attempt to gain further efficiencies through disruptive re-organizations and forced transfers of workers. Instead of sharing the increased profits through collective bargaining they ask for concessions and are becoming increasingly aggressive at bargaining.

1. The Alliance must take action to research the implications of each merger and the impact on members.

2. The Alliance will work together with affected organizations to ensure that respective members are protected from losing their jobs and seniority, disruptive moves, and that the company retrains and provides job security. (CWA agreement on the GTE - Bell Atlantic agreement.)

3. The Alliance will establish a database on merger agreements in order to set and expand a pattern of benefits and protections.

4. Records will be kept with regard to all international mergers in telecommunications.

5. From time-to-time the Alliance or a member of the Alliance may decide to challenge a merger through political or legal means.

Organizing:

1. The National Alliance of Communications Unions is in full support of organizing efforts by Alliance members. It is clear that we must organize the unorganized and bargain fair collective agreements for all telecommunications workers across Canada, if we are to protect the levels of wages and benefits that we have fought so many years for. What we desire for ourselves we wish for all.

2. It is our objective to welcome these new members with the full protection of our national solidarity and organization.

3. Wherever possible NACU members will support each other in their efforts to organize. It is always our objective to put the workers and their best interests as our first consideration.

Communications:

The National Alliance of Communications Unions is a strong, vibrant, effective organization representing over 70,000 workers in telecommunications in Canada. We must also be effective at communicating with each other, our members and the outside world.

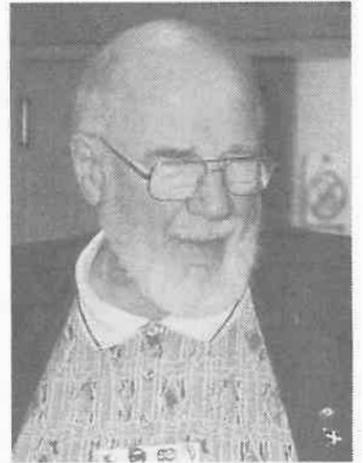
1. NACU will produce and publish a list of policy objectives.

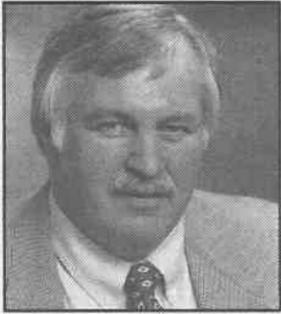
2. NACU is committed to establishing a web-site, sharing information on the Internet and establishing member discussion groups through E-mail.

PENSIONERS DINNER, 2000



Oldest retired members, Winnie Wilson and Jack Ross





Rod Heibert

President's Report

Telus proposals needed for bargaining

With the merger vote complete and the TWU selected by more than 70 per cent as the Bargaining Agent for all unionized Telus workers in Alberta and B.C., I was cautiously optimistic that we were entering an era of relative labour peace and co-operation as the company pursued its goal of expanding its business across the country.

I understand very well that there is always tension between Union and Management as we pursue our competing interests, and I was under no illusion of the fact that we face some hard bargaining as we seek to negotiate one collective agreement for all our members. However, I was hoping that both parties could maintain the level of trust that has been built over many years and a degree of co-operation as we bargained our way toward a new contract.

I am sorry to say that my optimism is fast fading, and that I am growing increasingly apprehensive about the direction the company appears to be heading. There have been a number of disturbing developments and unfortunate hints

of a change of direction under the new administration at Telus.

One concern stems from the company's initial approach to bargaining, which to put it mildly is unorthodox and entirely unacceptable to the Union. For the first time in our 50-year history of bargaining with the telephone company, the company did not bring a set of proposals to the table when we met to exchange our initial bargaining positions. Instead, while we presented the Union's proposals, the company brought a discussion paper rife with cliches about their corporate objectives. They indicated they expected to build an entirely new contract from scratch, rather than change or build on the existing collective agreement.

Clearly that is a non-starter for the Union, and I am frankly surprised Telus management would even attempt to proceed in this manner. We have begun meeting with the company negotiators to try to come up with a process for bargaining, as we cannot get down to substantive negotiations until we can reach some

agreement on that basic question. I and the rest of the bargaining team look forward to some concrete proposals from management so we can get down to the difficult negotiations that we know lie ahead.

Company attempts to downgrade work, slip around our contracting out protections, and prevent the expansion of Union jurisdiction into areas which clearly belong under our bargaining certificate, are further matters of concern. The company should beware that it does not find itself on a slippery slope in provoking its employees just as the contract is about to expire.

We already saw in August that hundreds of members spontaneously downed tools over the issue of assignment of work to lower-paid classifications. Telus workers are not prepared to see their traditional work handed off to fellow employees at lower rates of pay, just as they are not prepared to see their work contracted out. In my view, the company has a clear choice: management can either resist the temptation to cut the wage

bill through the back door of downgrading and contracting out work, or they can face a hostile workforce. If they unwisely choose the latter approach, I do not see how in the long run it can help the company achieve its goal of successfully competing across the country.

A final matter of concern to me is the attitude the new CEO and his senior people are showing to their own managers, with summary dismissals and threats of dismissals to long-time senior management personnel. It may seem odd that the Union would express any concern about the fate of managers, but the fact is that we do care about the ill-treatment of any employee, even those who are not members of the bargaining unit. I am further concerned about the signal this appears to send about the company's attitude to its employees, and to the broader community the company serves.

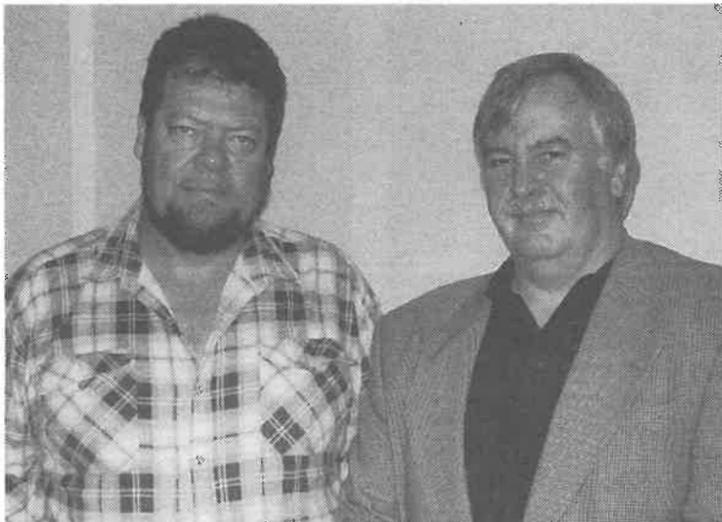
After a decade of labour strife in the 1970s and early 1980s, we have now enjoyed almost two decades of relative labour peace in our relations

with Telus. But if the company wants that labour peace to end, the Union knows how to protect the interests of our members, and will do so.

I recently wrote to the new CEO to advise him of past co-operation between the Union and company in recent years on issues involving provincial government contracts and federal decisions on a broadcast licence, among other things, and of the acknowledged role the Union played in the company achieving its objectives in those areas. I also urged him to return to that path of co-operation for the mutual benefit of the company and the workers.

As a result, a meeting has been set to discuss the possibility of working together to build a more positive future for the company and the Union.

In closing and on behalf of the TWU officers and staff, I would like to extend Season's Greetings to all our members, and wish everyone a safe and happy New Year.



Steve Mason, a representative of the Communications Electrical and Plumbing Union in Brisbane, Australia, meets with TWU President Rod Heibert, during Vancouver stop on his October tour of Communications Union offices on west coast of North America.

Ontario legislation anti-labour

By Caroline Malan
Toronto Star

The Ontario government renewed its battle with organized labour on November 2 as it unveiled a list of changes that include making it easier to decertify a union.

Labour Minister Chris Stockwell unveiled his amendments to the Labour Relations Act in front of an enthusiastic luncheon audience of labour-relations lawyers before introducing a bill in the Legislature later in the afternoon.

The bill, if passed, would force would-be union organizers to observe a one-year "cooling off" period between failed attempts to certify a union in a workplace. It also demands that union leaders who earn more than \$100,000 disclose their salaries.

An outraged union leader accused the minister of kowtowing to business at the expense of workers. Another said the legislation would make it impossible to organize the province's most vulnerable workers.

The bill also calls for all unionized workplaces to post detailed information on how to decertify for all employees to see a move that prompted union leaders to counter that information on how to organize a union should, therefore, be

posted in all non-unionized workplaces.

But the reforms stop far short of some of the suggestions floated by Conservative insiders over the summer, which included eliminating the requirement that all workers in a union shop pay dues regardless of whether or not they want to be a part of the union.

Stockwell said his bill is balanced and reacts to complaints he has heard from business leaders who have told the Conservative government that attempts to unionize workplaces are having a negative impact on output.

"Many employers are telling us that the productivity of the workplace is affected by repeated, unsuccessful union drives," he told reporters.

Stockwell rejected suggestions that he only listens to business.

But when asked how many of the amendments were the result of union suggestions, the minister responded; "None, I would suggest."

The bill also fast-tracks applications to the Ontario Labour Relations Board to decertify a union in a first-contract situation if no contract is reached within a year and demands separate questions for ratification and strike votes for a first contract. Right now a vote to reject a first contract offer auto-

matically means a decision to strike.

Stockwell said the amendments are necessary to give workers a direct say in whether or not they are governed by union. The minister said certification is happening against the wishes of the employees.

Leah Casselman of the Ontario Public Service Employees Union said Stockwell is kowtowing to business as the expense of workers.

"He is more interested in ensuring that businesses can get rid of unions, lower wage rates, increase profits and as we're probably going to see now, he's igniting a war in Ontario."

Casselmann also warned that the government's move to allow non-unionized construction trades to work in some unionized environments will cause chaos and damage the economy.

"Why would you do that? Why would you light a stick of dynamite in an economy that is booming? It doesn't make any economic sense," she said.

Sid Ryan, of the Canadian Union of Public Employees, said the new rules are clearly an attempt to hold unionization levels at the current 19 percent of the provinces workforce.

March draws 30,000

CLC/faxPress/CALM

TWO CONCLUSIONS can be drawn from the October 15 World March of Women 2000 rally on Parliament Hill. First, the boisterous and energizing event and the two days of activities that followed it were an immense success.

Second, the media can't count. The Ottawa crowd easily surpassed the 30,000 women and men who participated in a mass march in Montreal the previous day. Yet, most media pegged the turnout at 10,000 or less. The Globe and Mail, in a four-paragraph story buried on an inside page, claimed only 5,000 attended.

In fact, the World March of Women was an unprecedented success. Its message, calling for an end to poverty and violence against women, was heard worldwide. More than 5,000 organizations in 159 countries participated - certainly the largest concerted action in memory.