

Union campaign underway in Alberta

The Union campaign to represent Telus workers in Alberta is effectively underway, and we anticipate the Alberta campaign will be in high gear in the very near future.

Meanwhile, as we go to press, the TWU has just received a legal opinion that if we win the vote to represent Telus workers in Alberta and B.C., our Collective Agreement would most likely apply immediately. We had been assuming we would have to re-negotiate a new contract for the new members from Alberta, but there is a very good possibility that would not be the case. The other side of the coin is that if the IBEW were to win the vote, it is quite possible their Collective Agreement would be imposed on our current members in B.C., without the necessity of negotiating a new contract.

Throughout the past summer and fall, the TWU campaign has focused on our current members in B.C. Among the major activities are a phone bank run out of the Union office to contact the membership, and the Leadership

tour of the province.

The Leaders tour took the table officers and local Business Agents to meetings around the province, first outside the Lower Mainland, and concluding in November with a series of meetings in the Lower Mainland. Also featured at the meetings were the showing of a new TWU video outlining the Union's history and comparing the TWU and IBEW collective agreements, and musical entertainment by folksinger Valdy.

Response to the tour was overwhelmingly positive and attendance was good.

Although the tour has concluded, we continue to reach our B.C. members through the ongoing Phone Bank.

Early in the New Year, the IBEW openly began attempting to recruit members in B.C. At the same time, we began efforts to contact Telus workers in Alberta.

On January 14, IBEW members were out in force at TWU work locations throughout B.C. handing out leaflets to our members. We were gratified with the overwhelmingly negative response of our members to this crude recruitment attempt by the IBEW.

As soon as the leafletting began, TWU phones started ringing in solidarity, with members telling us how upset they were with the IBEW tactic, and making it clear they intend to stay with the TWU.

As President Rod Hiebert reminded TWU members in the wake of the IBEW leafletting, the people leafletting were very likely the same people who a few years ago attempted to kick our members off unionized construction sites, and who were subsequently

found guilty in the courts of the tort of intimidation and conspiracy.

He also reminded members that despite the slick brochure the IBEW was handing out, their real sentiment was expressed not long ago by an IBEW Business Manager from Alberta, who said there had already been enough layoffs at Telus in Alberta, and any further layoffs should take place in B.C. Hiebert's pointed response was as follows: "It is the position of the TWU that there should be no layoffs in either province". He added that the TWU's contracting out clause and highly restrictive layoff language would best serve to ensure that layoffs do not occur. He also noted that unlike the IBEW, the TWU has not accepted concessions in our agreements and instead has won gains at the bargaining table. One such IBEW concession, the wholesale of operators at \$12 an hour, undercuts TWU operators at \$22 an hour.

The TWU has now opened offices in Edmonton and Calgary, staffed respectively by Business Agents Ron Williams and Bill Silvester. Their contact numbers are highlighted in the accompanying box.

Although they have been in

Alberta for only a short time, both Williams and Silvester report a good deal of interest in the TWU. They say a number of Telus workers in Alberta have come to them with concerns based on incorrect information, but once they are given the facts, they leave with a much more positive attitude toward the TWU.

The TWU is also maintaining its contacts, and good relations, with the other two unions at Alberta Telus, the CSU and CEP.

Meanwhile, mediation talks and hearings before the CIRB regarding the Telus application for a consolidation of bargaining units resumed in January (see separate story on CIRB, below).

As the campaign progresses over the next few weeks and months, the TWU is asking our membership to talk about the merits and additional protections and benefits afforded by our collective agreement, including the job protection clauses, and not to be shy in discussing those provisions when talking to fellow Telus workers in Alberta.

The Union is planning a Leader's tour of Alberta within the next while, and will have more information on this aspect of our campaign in the next issue of the Transmitter.

Mediation effort

During the last week of January, the parties affected by the Telus application to consolidate bargaining units in Alberta and B.C. — Telus, TWU, IBEW, CEP and CSU — have been involved in a mediation effort in front of mediator Stephen Kelleher, who is working under the guidance of the CIRB. Meanwhile CIRB hearings have been temporarily suspended. As of January 31, 2000, mediation is ongoing. The parties involved have agreed to keep the talks confidential until they are concluded.

Strike cancels December issue

The Transmitter did not publish a December issue in 1999, due to a strike which shut down the TWU office for four weeks.

OTEU 15 clerical employees at the TWU, and a number of other Union offices in the Lower Mainland, walked off the job November 4 in a contract dispute, and returned to work December 6 following a settlement. Main issues in dispute were wages and pension contributions.

Prior to the strike, under the expired contract, Group 5 Clerical workers were earning \$22.63 per hour, and working a 32.5 hour week in a four-day work week. The Employer contributed \$1.55

per hour per worker to the OTEU pension fund. Employees were not required to make any contribution to their Pension fund.

The settlement proposed by the mediator and accepted by both parties in early December covers three years and provides annual wage increases of 3%, 0% and 3%. Those increases will bring the Group 5 clerical staff wage to about \$24 per hour at the start of the last year of the contract, somewhat more than the starting wage of nurses, teachers and pharmacists in B.C. and about two dollars more than the top rate for a Group 5 Clerical worker at BC TEL.

The employer contribution to the OTEU pension fund will change from a dollar figure to a percentage figure. It will be 9% on January 1, 2000 and 10.25% December 31, 2001. There will be no employee contribution required.

There will be no change to contracted hours of work.

An OTEU threat during the strike to picket the impending B.C. Federation of Labour convention led to cancellation of the convention. The strike also resulted in the postponement of the TWU convention, scheduled for January, to late February, and to cancellation of the December Transmitter.

A Cautionary Tale

Dear TWU:

We the Atlantic Communication & Technical Workers' Union (AC&TWU) understand that you will soon have to choose between the TWU and the IBEW. Well, Brothers and Sisters let us tell you our story.

Once upon a time, in a land far away there was a Local 1030 of the IBEW, who for many years sent a part of their dues to the big International — IBEW. This Local represented the telephone workers of the provinces of Nova Scotia and PEI.

In 1975, a dispute arose between the employer and the Local in Nova Scotia. A strike occurred, and the local looked to its big brother, the International, for support in monies and leadership. After nine long weeks on the picket line, our local reached an agreement and returned to work. No time in the nine weeks did Big Brother send help in any way, only a letter stating no money left in the strike fund, other locals had used it up. Good Luck!

In 1981-1982, another union went up against our local in Prince Edward Island and tried to raid them. We took on the fight to keep the other union out of PEI. We were given the OK from the International to fight at any cost. We kept PEI in the IBEW at a huge cost to our small local in Nova Scotia. When we sent the bill to head office we received a thank you for a job well done, but no money.

On December 13, 1984, the membership voted to go independent. The AC&TWU was born. We are proud to be independent and Canadian based.

In 1992 a national alliance of unions, called NACU or National Alliance of Communications Unions was born, and since then we have worked closely with the TWU. They are Canadian-based, grass roots, independent and progressive. A vote for the TWU is a vote that will secure your future well into the new millennium.

Bruce Lambert, Bus. Agent,
and Gary Grant, President,
AC&TWU

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6736

VANCOUVER, B.C.

LETTERS TO THE EDITOR

Organizing School thanks

Dear TWU:

We were given the opportunity to attend an Organizing School in Toronto October 15-17, put on by the CWA/TNG Canada. In attendance were people primarily in the media field, but also attending were some people involved in social work and of course telecommunications.

The three-day course involved simulations, exercises and role-playing, allowing us to experience some of the more challenging aspects of organizing. It was a chance to meet new people with common goals and interests, share experiences, and gain more knowledge in the area of organizing.

We would like to thank the TWU for sending us to this workshop, and we look forward to being able to put our newfound skills to work.

Sincerely,
Nicole Mitchell
Mike Norden

Herald strike leaders' thanks

The following letter of December 28, 1999, was sent to the TWU by the Union leaders representing workers in the Calgary Herald strike

Dear TWU:

This is a heartfelt letter of thanks for your members' recent generous donation in aid of our battle for a first contract.

Most of our members have never walked a picket line, so none of us

knew what to expect as we embarked on this strike.

None of us could have anticipated the help and support we have received from people like you, outside our own protracted family of journalist, editorial employees, distribution workers, machinists, electricians and press tradesmen.

Many of us have used the words "brotherhood" and "solidarity" before in other contexts, but we are coming to understand them in a whole new light in our first labour movement job action.

Indeed, your assistance mirrors the support we have received from across Calgary, the province and from across Canada, which has been heart warming in a festive season often known for the stress it causes, in any event. We have come to know that we are not alone.

With your financial and moral support we will win this battle for democratic rights others take for granted.

Many thanks, again.

In solidarity,
Andy Marshall, President, CEP Local 115A
John D. Webster, President, GCIU Local 34M

Retirement thanks

Dear TWU:

A note to say thank you for the much appreciated cheque! Also for the "Honourary Life Membership." Thank you too, for the memories!

Sincerely,
Carolyn Taylor
Abbotsford

Dear TWU:

Thank you very much for my retirement gift and for allowing me to

remain a life member. I have been proud to be a member and shop steward for the TWU for many years. I wish you all the very best with your efforts to become the representatives for all Telus workers. Thank you again.

Jim Dezall
Local 36

Dear TWU:

Thank you for the gift of \$1000 and TWU Lifetime Membership. And thank you all for your kind wishes on my retirement. I wish you best of luck in the upcoming vote.

In solidarity,
Kerry Klemmer
Local 34

Dear TWU:

Thank you for the \$1000 cheque, I will put it to good use.

In solidarity,
Dave Imrich
Local 22

Dear TWU:

Thank you for the retirement gift of \$1000. It has been a pleasure being a member of your Union.

Harvey Craig
Nelson

Dear TWU:

I would like to sincerely thank the TWU, especially the Local 8 executive, for the retirement dinner hosted for myself and four others, in Kamloops on January 15, 2000.

I appreciate the effort put in to organizing such an event. Further, I wish to thank the TWU for the Life Membership, retirement pin and \$1000 gift. The TWU has served us all well for many years to come. Once again, thank you.

In Brotherhood,
Bill Hamilton
Local 8

Dear TWU:

A belated thank you for the wonderful cheque I received on my last day at BCT.Telus in September, 1999. It has been a wonderful 35 years. I truly enjoyed our 50-Year celebration on the Queen of Diamonds dinner cruise.

I have always supported the Union, even walked the line twice, and tried to attend as many meetings as possible. My thoughts and good wishes go with you all on your next big step with the elections coming up.

Yours sincerely,
Marg Duff,
Vancouver

Dear TWU:

I wish to thank the TWU for the much appreciated \$1000 cheque and Honourary Life Membership.

Sincerely,
Carole A. Robertson
Vancouver

Dear TWU:

Thank you for the \$1000 retirement cheque and life membership.

Sincerely,
Diane Watts
Local 50

Dear TWU:

We would like to thank the TWU for the retirement pin and Honourary Life Membership certificate. We were thrilled with the cheque we all received.

Laurelle Nielsen
Darlene Crawford
Ronye Krakana
Sandra Brind
Linda Wellwood

Dear TWU:

I would like to thank the TWU for the Honourary Life Membership and

the \$1000 cheque upon my retirement. Also, I wish to thank our Union Leaders for the wages, pensions and working conditions that would not be possible without their hard work.

Thank you,
Marlene Deering
Abbotsford

Dear TWU:

Thank you so much for the \$1000 retirement gift.

Sincerely,
Mary Wagner
Winfield

Dear TWU:

Thank you for the nice presentation of my \$1000 cheque and Honourary Life Membership at my retirement dinner.

In appreciation,
Judy Tyson
Coquitlam

Dear TWU:

Thank you for your gift of \$1000 on my retirement! It was a pleasure to be a member for 33 years.

I certainly saw a lot of positive changes over the 33 years, thanks to the hard work and commitment of union members and executives.

Good luck in the future!

Sincerely,
Carol Maclachlan

Dear TWU:

Thank you for attending my retirement dinner and for the cheque for \$1000.

Doug Hudson

Dear TWU:

I would like to thank you for the \$1000 gift cheque. I would also like to thank you for the Honourary Life Membership Pin. I wear it with pride. Retirement has been a blast. Keep up the good work, Brothers and Sisters.

In solidarity,
Bob Neill
Kamloops

Dear TWU:

I would like to thank you for the \$1000. I would also like to say it is important to get medical for retired members.

Thank you for coming to our retirement party, it was having you there. Retirement is great.

Willy Drysdale

Dear TWU:

I'd like to thank you for the retirement honorarium and Honourary Life Membership Certificate.

Since joining BC Tel/Telus and the TWU in 1976 I have met and enjoyed working with all my colleagues and seen many changes and advancements in the communications field.

I have enjoyed many years as a shop steward and member of the TWU and wish you every success in the future, including the Union's progress in Alberta with a winning majority vote overall.

Yours sincerely,
John Wilson
Princeton

Dear TWU:

I would like to take this time to thank each one of you at the TWU for all your hard work and efforts, to keep the union strong.

I am with Local 61, at Nortel Lentonics and I have been a member of the TWU since its inception and have enjoyed all the years working with every one of you. I was on two bargaining teams and I really learned a lot, and enjoyed every hour spent with the two different business agents we had, Bill Silvester and Bruce Bell. Thanks to you both.

I would like to once again thank you for the retirement pin, cheque and the honourary life membership certificate. It has been an honour to be a

member and my hope is that in years to come the TWU grows even stronger and more shops be unionized and if we stay together, we will be united.

Sincerely,
Ronye Krakana
New Westminster

Dear TWU:

Just a note of thank you for the \$1000 gift along with the life membership. In the past I have worked in the IBEW and found it to be a union very much concerned with power rather than concerned with the individual members. However, the experience of working in the TWU has been more one of being part of an extended family. The TWU has made me proud to be a member, as I had never experienced a more caring environment. Thank you so much for being there and my hope is it will be there for many years to come.

Cliff Myrfield

Sports thanks

Dear TWU:

On behalf of the Newton Girls Softball Association players, and the Newton White Sox, I would like to thank you for your sponsorship. The Girls did very well last season. They managed two first place finishes, in the Whalley tournament and in the Newton tournament. Thanks again.

Yours sincerely,
Gary Marr, Local 7

Dear TWU:

On behalf of the U12 Broncos Lynn Valley Soccer Team, I would like to thank you and the TWU for the sports sponsorship in the amount of \$174.75. This will allow the team to obtain equipment and enter a soccer tournament and continue to enjoy and develop in the game of soccer.

In solidarity,
Phil Pearce, Coach U12 Broncos

Dear TWU:

Thank you so much for your contribution and support towards our team.

Karla Archibald
Manager

Dear TWU:

Thanks TWU. Your donation to our team was much appreciated. Our 1999 season was a major success in that our girls ranked first in three competitions in which they entered. This is the second time TWU has helped out our team in the last few years and on the behalf of all the girls, coaches, managers and parents, THANK YOU once again.

Mike Bernard

Dear TWU:

On behalf of the Fraser Valley Belles Ringette Team, I would like to thank you for your generous support. At a time when so many things are changing, I am pleased that my Union is supporting young people in their sports endeavours. I have enclosed a photograph of the team. Once again, thank you.

In Solidarity,
Phil Armstrong, Local 7

50th thanks

Dear TWU:

I would like to take this opportunity to thank the members for the invite to the 50th anniversary Celebration held September 25 at the Burnaby Village. The Committee in charge of the arrangements must have spent a lot of time and effort to put on such a tremendous entertaining day. The wife and I had a wonderful time. Thank you again.

George Yawrenko

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<http://www.twu-canada.ca/twpp/pptoc/htm>
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The Transmitter

Member of

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

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Rogers Cable Workers for Vancouver and Surrey give Union big strike mandate at meeting January 12

Rogers workers vote to give Union strike mandate

Rogers Cable Workers in Vancouver and Surrey have given the Union an overwhelming strike mandate.

At a meeting January 12, the Surrey workers voted 90 per cent in favour of a strike vote, and the Vancouver workers voted 86 per cent in favor. A strike has not been called, but the vote gives the union a mandate to go out if necessary.

Negotiations with the fed-

eral conciliator resume February 2-4.

The parties have been negotiating for more than a year. The workers, who were formerly represented by the IBEW, are seeking a first contract as TWU members.

Vice-President Neil Morrison, who has been heading up the Union bargaining team, said the main issues still unresolved involve money,

contracting out and jurisdiction. Morrison said jurisdiction seems to be a particularly sticky issue, with the employer very reluctant to move. The Bargaining Committee explained the impasse on the issue at the meeting as follows:

"The employer takes the position we do not have exclusive jurisdiction over the new digital equipment in the head ends. This would result in us having no jurisdiction over any technical equipment in the system when the analogue equipment is phased out. The employer would be free to assign non-Union employees, contract out non-Union or assign the work to bargaining unit members if their position were to carry the day. The employer also refuses to give us jurisdiction over the Rogers-owned modems on the customers' premises. There is a saying in the Union movement that if you do not pay attention to your jurisdiction, you will not be around very long. We can all see why."



Kamloops members support "Run for Cure", see letter below

More Letters to the Editor

Local 15 backs Run For Cure

Dear TWU:

On October 3, 1999, the CIBC "Run for the Cure" for Breast cancer was held in many cities across Canada. In Kamloops, we were very fortunate to have BC TEL sponsor 40 employees, friends and families. Our team had 58 people, and raised over \$1,940. Our team name was BCTEL.Telus@operatorservices.cure.

We send a special thank you to TWU Local 15 for their generous donation of \$50. We look forward to participating in the next run on October 1, 2000.

Sincerely,
Josephine Bruno,
Team Captain

Letters of thanks

Dear TWU:

As I will not be standing for reelection for President of TWU Local TRANSMITTER - February, 2000 - Page 3

60, I wish to thank you for all your support and assistance to the TWU Local Executive, the members and to me. I appreciate your time and honesty and friendship, and I know this relationship will continue.

As the first President of Local 60, I hope that I have served the TWU and all the members both in Local 60 and all TWU members I have had the pleasure of meeting and working with.

Please feel free to call on me if I can be of any assistance with the upcoming merger vote, as I will help any way I am able. Again, thank you.

Sincerely,
Fred Somers
White Rock

Dear TWU:

A short note to say how much my husband and I enjoyed the Leadership Tour's stop in Williams Lake.

Congratulations to the Union Officers for bargaining the high standards we enjoy.

About five years ago we watched a video in the Crow's Nest Pass on the coal mining history. At that time

I realized I have been a fence-sitter at times watching both sides. Don't know if I would have been out in the front organizing! Probably not, but I do realize the importance of remaining in the TWU and will do what I can to convince other members and make sure they vote.

In Solidarity,
Val & Wayne Biffert

Dear TWU:

Just a quick note to say thank you for the wonderful time we had at the 50th anniversary pensioners' dinner. The food was great and we always enjoy Dal Richards' music. Also a big thank you for the anniversary gift handed to me while entering. Another year to meet our old friends which puts the finishing touch on the evening.

I wish TWU success in their negotiations and other problems that have to be dealt with. Again all I can say is thanks for taking care of us all.

Sincerely,
Winnie Wilson
Burnaby

Van-Tel \$50,000 gift will fund Union loans

Van-Tel Credit Union has given the TWU a generous anniversary gift of \$50,000 — one thousand dollars for each of the Union's 50 years.

The Union is using the money to set up a "VanTel-TWU Goodwill Fund", intended to benefit TWU members with special financial needs.

Any regular TWU member can apply for a loan from the fund. For applicants who meet the criteria, the maximum loan will be \$2,000, and maximum repayment time will be two years, by payroll deduction. This will be a perpetual fund and not more than half the amount of the loan will be loaned out in a year.

The Fund will be administered by a Union Committee, which currently consists of five Officers — Kathy Pearn, June Lewis, Jim Christensen, Ron Williams and Betty Carrasco. Loan applications should be directed to the Union Secretary-Treasurer.

The Committee thanks Van-Tel manager Terry Audette, and the Van-Tel Staff, for their generosity.

Communications Unions look to forge closer ties

Communications Unions across Canada are taking concrete steps toward the goal of greater co-operation in the interest of the workers they represent.

The National Alliance of Communications Unions (NACU), of which the TWU is an active member, is organizing a conference of member Unions to be held in Ottawa April 28-29, aimed at forging closer links between Communications Unions, possibly including a national bargaining strategy.

TWU Executive Council proposes sending approximately 20 representatives to the conference, subject to Con-

vention approval. This would include members of the new bargaining committee, several Officers, and eight delegates elected at convention.

The Conference flows out of a recommendation approved at the NACU meeting in November at Harrison, hosted by the TWU. (A report on the November meeting is printed on page 6.)

TWU President Rod Hiebert says corporate mergers and increasing globalization of the communications industry makes it imperative for the Unions to forge closer ties and to coordinate actions and strategies in dealing with the employers.

TWU Organizer resigns

In mid-October, Les Buss resigned his position as TWU organizer.

Mr. Buss then went to work for the IBEW on their merger campaign.

Mr. Buss had been hired to organize for the TWU on a one-year contract, which ended in May 1999. His contract was extended on a month-by-month basis so he could complete the training of other organizers and over-

see an organizing drive of Rogers clerical workers at Rogers Tower and other locations in the Lower Mainland.

The effort to organize the Rogers clerical workers was a failure, with the workers voting nearly 3-1 against joining the TWU.

Although Mr. Buss was involved in organizing for the TWU, he was not involved in our merger campaign.

MTS workers win

Dear TWU:

On June 3, 1999, our battle with MTS began when they LOCKED US OUT. The issues were our Lay-off clause that contains a "no contracting out" clause, our "bumping steps" and from MTS imposing other major contract concessions. MTS sought to remove these items from our collective agreement. What they did not take into account was our members' determination to retain these issues and the amount of support from the communities in Manitoba. MTS should have known that when they locked us out they took on the entire labour movement in Manitoba and Canada.

After 13 weeks of being locked out, we were back at the table for a week of marathon bargaining. On day 100 of the lockout the members voted on September 10, 1999 to accept a new collective agreement. The contract leaves former contracting out language intact, wage increases, signing

bonus, sick leave for casual part times, voluntary termination packages of three weeks for each year of service for full and part time employees and a training allowance.

We will always remember the 100 days on the picket lines and both the victories and losses. The membership is very thankful of how CEP looked after them during the **fight of our lives**. They are certainly aware of the defence fund. Now in the future CEP members can focus each day on one thing, **being union proud**.

Local 55 is a small local with approximately 300 members and seven work locations throughout the province; your generous donations enabled us to provide extra assistance to our member in need. Our membership is made up of 95 % woman and mostly single income families. We fought the fight with your help and encouragement. Once again we say, thank you.

In solidarity,
Carol Klagenberg,
President
CEP Local 55

BC TEL fined \$40,000 in member's death

In mid-December, B.C. Supreme Court Judge David Ramsay of Prince George fined BC TEL \$40,000 for a safety violation in the 1997 death of TWU member Brian McDougall.

McDougall was working on a telephone line in close proximity to a B.C. Hydro line.

BC TEL was convicted on one count of violating a section of the Canada Labour Code by failing to ensure McDougall was aware of every known hazard at the worksite.

The maximum fine is \$100,000. In handing down sentence, Judge Ramsay said the penalty must reflect the fact that a company has an obligation to protect its workers. However, he said a mitigating factor in this case was the company's highly regarded safety training programs, and the fact that after the accident, BC TEL required all of its outside craftspersons to undergo a one-day safety course.

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

Hyundai Products.

Dispute with Building Trades Council

California Table Grapes.

United Farmworkers of America

All Indonesian Products

CLC re: East Timor

B.C. Automobile Assn.

OPEIU Local 378

Philips Electronic Products, Quebec

CLC/USWA 7812

Sony Products

B.C. Projectionists dispute

National Post and Calgary Herald

CEP and GCIU strike against Herald

HOT

In addition, the following HOT DECLARATION has been issued by the BC Federation of Labour. Union members are asked to refrain from servicing or handling:

Hyundai-Kerkhoff.
Building Trades Council

REUNION

Ex-Employees of CN Telecommunications for Alberta, Yukon and NWT

are holding a reunion at Dawson Creek, B.C. July 14-16, 2000

Employees or retired employees of BC TEL or Telus who worked for CNT in the past are invited to attend

For information, contact:

**Ernie Popyk
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Whitehorse, Yukon,
Y1A 4R2
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1-877-780-7996**

B.C. Carpenters Union battling International

The B.C. Provincial Council of Carpenters is once again at loggerheads with the United Brotherhood of Carpenters over the U.S.-based International Office's attempt to dictate to B.C. Locals against the wishes of the majority of the Local membership.

According to a report in the Union publication "On The Level", the International is taking steps to dissolve three Vancouver Island Carpenters Locals, despite vocal opposition from members of those Locals. Specifically, the International body plans to merge the Port Alberni Local with the Nanaimo Local, the Duncan Local with the Victoria Local, and the Powell River Local with the North Island Local.

On The Level states: "Transferring locals without membership approval was rejected by the B.C. membership in a recent referendum."

The B.C. Provincial Council of Carpenters is appealing the International's ruling to the General Executive Board in Washington and to the B.C. Labour Relations Board, and expects decisions very soon. On The Level says the GEB is expected to rubber-stamp the International's decree, but the B.C. body is more hopeful the move will be ruled unlawful under provincial labour law by the LRB. They note that in the past, the LRB "has ruled that mergers must be subject to the express and informed vote of the membership and cannot be imposed from on high."

Commenting on the Carpenters' situation, President Rod Hiebert notes that the International Brotherhood of Electrical Workers leaflet distributed January 14 promised TWU members their own identity, autonomy and Local control in B.C. It appears that if the IBEW were successful in winning the vote, we would be in the same battle as the Carpenters Union members because the IBEW would be dissolving our current 44 telecom locals and turning our union into just another local of the International.

Newspaper boycott over Calgary Herald strike

The Canadian Labour Congress has endorsed a national consumer boycott of the National Post and Calgary Herald newspapers.

The boycott was requested by the CEP and CGIU, unions representing workers on strike at the Calgary Herald. The Herald workers have been attempting to negotiate a first collective agreement for over a year, and have been on strike since early November.

Both the Herald and the Post are owned by Conrad Black.

The TWU has endorsed the boycott and is urging members to cancel subscriptions to the Post.

The TWU has also made a financial donation of \$1,000 to the Herald Unions to support the striking workers.

Corporate consolidation big in Canada in 1999

From: Toronto Star

Corporate consolidation was the name of the game in Canada and around the work again in 1999.

Here are some of the big Canadian deals this year in just one sector, telecommunications:

- * \$8.9 billion, JDS Fitel Inc. merges with Uniphase Corp.
- * \$5.1 billion, Ameritech Corp. buys 20 per cent of Bell Canada from BCE Inc.
- * \$3.25 billion (U.S.), Nortel Networks Corp. acquires Qtera Crp.; \$3.13 billion, Nortel acquires Clarify Inc.
- * \$2.8 billion (Canadian), Maritime phone companies merge into Aliant Inc.
- * \$2.45 billion, EDS Canada acquires SHL Systemhouse Inc.
- * \$1.57 billion, AT&T Canada merges with MetroNet Communications.
- * \$1.56 billion, Bell buys BCE Mobile Communications.
- * \$1.39 billion, AT&T Corp. and British Telecom PLC buy into Rogers Cantel.

Then there was major new investments and alliances — transactions that often have the same intent as mergers: market dominance to increase efficiencies and profit. Among such deals complicating the lives of competition watchdogs:

- * Microsoft Corp. invested \$600 million in Rogers Communications.
- * British Telecom bought a \$600 million interest in AT&T Canada.

Telus plans HQ changes in Lower Mainland Field Ops

Business Agents Karen Whitfield, Jim Christensen and Hope Cumming report that Telus made a presentation to the Union January 28 on a large number of headquarters changes planned for the Field Operations Division in the Lower Mainland.

As we go to press, the Union will shortly be calling for a meeting of Union reps from the affected Locals.

The Business Agents advise the changes will affect upwards of 200 TWU members.

No surpluses are anticipated as a result of this movement by the company.

Home safety & security tips

Health and Safety Officer Tim Williams has asked that we reprint the following safety and security tips for the home:

- Lock all doors and windows. Regularly inspect to confirm security.
- Invest in a quality door and dead bolt.
- Install an anchored door stop.
- Avoid feminine identification in telephone books and mail boxes.
- Do not list your first name in the phone book.
- Do not give out personal information on the telephone.
- Do not open doors to strangers of any kind without first checking them out.
- Do not let strangers into buildings.
- Treat all unexpected callers or visitors with extreme caution.
- Do not enter your residence if it appears to have been broken into.
- Do not confront intruders. Leave residence and call police immediately.
- Report all security concerns to building management.
- Report any suspicious activity immediately to police or building management.
- Close curtains, drapes or blinds after dark.
- Never leave signs that your home is vacant.
- Regularly leave lights and music playing when away.
- Have neighbours look out for you when you are not home.
- Arrive home with your keys ready.
- Never leave your vehicle until your garage door has completely closed. When arriving home look for signs of break-in or the possibility that someone may be in your residence, i.e. movement in windows, noises, and so on.

Canadian medicare lauded

AFL Labour News/Calm

Canadians have one of the best health care systems in the world and they would be foolish to give it up in favour of a system dominated by private, for-profit medicine. That was the message delivered by Dr. Claudia Fegan, a prominent American physician and author, who was visiting Alberta.

"If you let American health insurance companies come up here, shame on you," said Fegan. "Don't you dare give up on Medicare. Don't you dare turn a blind eye on these companies that are threatening your health care system."

Fegan, a family physician from Chicago, is co-author of a book called *Universal Health Care: What the United States can learn from the Canadian Experience*.

Fegan argued that Canadian Medicare is cheaper, more efficient and provides more comprehensive coverage than the profit-driven health care system in the United States.

Fegan pointed out that Americans spend almost twice as much per capita on health care as Canadians - yet 43 million Americans have no health coverage and 50 million do not have enough to cover the cost of a major injury or illness.



Labour standards changes proposed

By PETER MASSY, B.A.

The Labour Branch of the Human Resources Development Canada (HRDC) is currently proposing changes to the Federal Labour Standards. The Canadian Labour congress's working committee on changes to the Federal Labour Code met in Ottawa, January 18 & 19, to review and provide input. Also in attendance were employees from the banks, telecommunications and other employers under federal jurisdiction.

The changes proposed by HRDC fall into two categories - short-term and long-term. The short-term changes focus primarily on work and family issues and include the following:

- Lengthen parental leave from 24 weeks to 35 weeks. (This is in line with proposed changes to employment insurance which would give members up to one year on EI).
- Provide for 12 weeks leave under the Code for employees to care for family matters. (This would provide for continuity of employment, benefits, seniority, etc., similar to maternity leave).
- Provisions to allow workers to bank over-time. (This is already in our Collective Agreement; however, few if any non-union employees have this benefit).
- Provisions that require employers to accommodate requests for flexibility in working hours for workers trying to reconcile time demands of family care or training.
- Expand the definition of harassment under Part 3 of the Code to include all types of harassment such as abuse of authority, poison work area, etc., and require specific procedures for handling all cases.
- Add a new child labour section.
- Improved severance pay provisions.
- New procedures for dealing with payment orders and collection of unpaid wages.

The CLC Working Committee considers that most of these proposals are going in the right direction. The committee put forward that employment insurance needs to be raised and the qualifying period changed to allow more employees access. On the issue of severance pay, the amount should be increased. The committee proposed that over-time should be voluntary as well as bankable. The HRDC has stated that they want to have the above proposals ready for legislation by January 2001.

The CLC Working Committee would like to see the following issues put onto the long term agenda for changes to the Federal Labour Standards:

- Limit over-time to 100 hours per year.
- Four weeks minimum vacation.
- Better severance provisions.
- Right to one week training per year.
- Minimum advanced notice and minimum shift duration's for on-call workers.
- Minimum hours between shifts.

Some of these proposals are already covered in Collective Agreements; however, few in any non-union workers have these rights. The Federal Labour Standards are the minimum standards in the workplace.

Human Rights Committee report

The Human Rights Committee would like to wish all TWU members a very Happy New Year.

We would like to start the year by drawing everyone's attention to the Human Rights Calendar of Events, which can also be found on-line at the TWU website: (site url).

There are many events throughout the year that give us the opportunity to mark the importance of human rights work in our communities and within our Union. With the use of this calendar, we would like to encourage locals to highlight awareness of dates and events happening in their communities to mark and celebrate certain days, for example, The Elimination of Racism Day on March 21 and Human Rights Day on December 10.

If there are other days of importance we have not included here, please forward them to our committee so we can update the calendar.

We will endeavour to send out information and posters on these events as we acquire them. We also hope through our Local Human Rights Liaisons to promote a poster competition with the schools to develop our own Human Rights poster.

Human Rights Calendar of Events

January	February	March	April
	<ul style="list-style-type: none"> • African Heritage/Black History Month • 14 - 20 BC Multiculturalism Week 	8 - International Women's Day 21-International Day for the Elimination of Racial Discrimination	7 - World Health Day 28 - Health and Safety Week
May	June	July	August
Access Awareness Week	21 - National Aboriginal Day		9 - International Day of the Worlds Indigenous People
September	October	November	December
7 - Labour Day ? - International Literacy Day	Women's History Month 17 - International Day for the Eradication of Poverty	20 - Universal Children's Day 25 - International Day for the Elimination of Violence Against Women	1 - World Aids Day 3 - International Day for Disabled Persons 6 - Day for the Elimination of Violence Against Women 10 - Human Rights Day

TWU opens Alberta offices

Since early in the New Year, the TWU has opened offices in Calgary and Edmonton and had Officers staffing those offices to provide information on the TWU and on our collective agreement to unionized Telus employees in Alberta.

Business Agent Bill Silvester is staffing the office in Calgary.

It is located at:

#627 - 604-1 Street S.W.,
Calgary, Alta., T2P 1M7

The office telephone is 1-403-237-6990 and the Cell phone is 1-403-8616328.

E-mail Bill at bill_silvester@telus.net

Business Agent Ron Williams is in the Edmonton office. The address is:

11305 - 95 Street,
Edmonton, Alta., T5G 1L2

Ron's numbers are as follows:

Phone: 780-448-8911

Pager: 780-480-3778

Cell: 250-960-0005

Telus employees interested in learning more about the TWU are invited to get in touch with Bill or Ron.

Financial Facts



By **FAIZA WILSON**
Certified Financial Planner
Van-Tel Credit Union

There is common law that states that you have to give consent for certain things prior to them being provided. Some examples of these are:

- Medical treatment;
- Financial matters such as bill payments etc.;
- Legal services; and
- Personal care such as house cleaning.

All of the above without consent could lead to further complications. Also, consent has to be given of your free will and while you are of sound mind. If you should become incapable, your consent or ability to transfer your powers to other indi-

viduals may become lost.

To help with this situation, a number of provinces in Canada have recently reformed their adult guardianship legislation. Alberta, British Columbia, Manitoba, the North West Territories, Quebec and Saskatchewan all have a new form of legislation that has been or is in the process of being adopted.

Sections of British Columbia's *Representation Agreement Act* were proclaimed on June 29, 1999 and will be in force on February 28, 2000.

The following explains the Act and its implications. It will:

- Allow adults to arrange in advance how, when and by whom decisions about their health care, personal care and financial affairs will be made if they become incapable of making these decisions.
- Avoid the need for the court to appoint someone to help adults make these decisions when they are incapable.

The representation agreement is a legal document that allows an adult to name another person to make important decisions for them in the future. These decisions can cover any

or all aspects in the individual's life as mentioned above. This agreement will be replacing the document called an "enduring power of attorney", which allows a representative to make decisions for another adult's financial affairs. Other than financial affairs, the representation agreement also allows you to have your representatives make decisions on health care and personal care, as well as legal affairs, and is therefore more flexible than an "enduring power of attorney".

There are two types of representation agreements. A representation agreement with standard provisions is called a "Section 7 Representation Agreement". This gives limited authority to the representative in this kind of agreement, a representative does not have the power to make decisions for life support refusal or for buying or selling of real estate.

An agreement with broader powers is sometimes called a "Section 9 Representation Agreement". This gives the representative powers to manage property and make decisions on health care matters.

It is very important for anyone making these types of agreements to consider and think ahead of the kinds of decisions their representative might have to make and to ensure that they have given the authority to that person to make those decisions. This magnifies the importance of choosing the right person to be the representative. Some considerations on choosing a representative may include the ability of this person to get along with other important people in your life, to carry out your wishes, to handle financial affairs, the trustworthiness of the individual as well as someone who understands your values and beliefs.

You need to talk to the person you wish to nominate as your representative so that you are both clear on what is required and also what may be involved. Your agreement starts the day it is signed but, you also have the ability to have it only take effect when you wish. In order for the agreement to take place on a future date, you need to specifically state how the event is to be confirmed and by whom in order for this agree-

ment to take effect.

You need to realize that your representative is not free to make decisions in any way they want. The representative is bound to act on your behalf and make decisions based on how you may have made them. This is why you need to think about specific instructions to the representative and how it may affect the decision-making process. Because the future is impossible to predict, you may want to set up an agreement that gives general instructions and allows the representative discretion to make the best possible decisions on your behalf.

As with any other document, this agreement once signed needs to be reviewed periodically to ensure that it still reflects your views and that there are no changes that you would like to implement to this document. It is recommended that you review all matters relating to your finances, personal situation and goals at least annually. The review needs to be done if there are any major changes in your life such as marriage, children, divorce or death.

TWU hosts November NACU meeting

The TWU hosted the most recent meeting of the National Alliance of Communications Unions (NACU) at Harrison in mid-November.

NACU, also referred to as "the Alliance", brings together leaders of Communications Unions from across Canada to discuss issues of mutual concern and to work out co-operative strategies to deal with such issues.

Among those attending the November meeting were, from the TWU, President Rod Hiebert, Vice-Presidents Neil Morrison and Bruce Bell, and Secretary-Treasurer Kathy Pearn; from CEP, President Fred Pomeroy, Richard Long, Rejean Bercier, Ron Carlson, Ervan Cronk, and staffer James Kinkaid; from the Atlantic region's AC&TWU, Bruce Lambert and Gary Grant; from CAW, Dave Halikowski; and from TEAM in Manitoba, Bill Hales.

(Neil Morrison took detailed notes of proceedings and has kindly provided them to the Transmitter for this report.)

A good deal of the discussion centred on the mergers and alliances which are taking place within the Communications industry in Canada, and on the growing need for closer co-operation and co-ordination of activity by the various Communications Unions to deal with the challenges posed by the industry mergers.

Fred Pomeroy gave an overview of Bell Canada alliances. He noted Bell Canada owns 20 per cent of Manitoba Tel, and although Bell denies it, that 20% gives Bell a good deal of control of the Manitoba company. For instance, he said, it was

Bell that the CEP had to persuade to end the 1999 strike at Manitoba Tel.

With respect to the new Aliant company in Atlantic Canada, he said they are going to start consolidating departments in the Atlantic region.

Rejean Bercier added that Bell Canada senior executives have been instructed to keep a closer eye on Manitoba Tel and Aliant, and that eventually all the companies will become one main body.

Pomeroy said Ameritec/SBC owns 20% of Bell, and that SBC has a better track record with its dealings with Unions. SBC has dominant holdings in European telcos and Telex in Mexico. CEP is part of an international union group assigned to monitor Ameritec/SBC worldwide. Pomeroy said SBC is focusing on Bell's financial affairs, and he predicted that soon the Chief Financial Officer at SBC will control the money and assign the President at Bell Canada. Pomeroy also touched on the internationalization of the industry in Canada, stating Ameritec/SBC, GTE/Bell Atlantic, and AT&T already control the communications industry in Canada.

All of these mergers are tied together, and that is why we need the Communications International (CI), Pomeroy said. He noted the CEP already had an alliance with CWA in the U.S. and STRM in Mexico, set up for another purpose.

Ron Carlson noted the European Unions in the CI are concerned about the World Com/MCI/Sprint merger because it will control the Internet. These companies are very anti-Union and collectively are worth \$300 billion. Pomeroy added the

CWA has 90,000 members at Ameritec/SBC and the new company is worth \$180 billion.

Gary Grant said the NACU focus must be to ensure the people who do the work are unionized, and Ervan Cronk said it is important to draw the Canadian unions closer together.

Pomeroy said one option is one big Union. He said his Union at Bell merged with the Energy and Paper Workers Unions to form CEP some years ago, partly because the companies involved had a lot of interlocking directorships.

Another option would be a "virtual union", within which the component unions could maintain their autonomy. That would be more effective in dealing with global issues, and within Canada, it would be easier to target one employer and set a pattern for the rest to follow. Another option is to just wait until one Union is in a fight, and then the other unions provide assistance if needed. A growing problem is that companies are more and more inclined to lock-out. Unions could also co-ordinate political action and organizing efforts, he said.

Richard Long said we need a balanced approach, creating a level where everyone feels comfortable, but we can pursue collective efforts. Ron Carlson said the meeting should appoint a committee to pursue this goal, which would report back to the next NACU meeting.

After further discussion about the desirability of common or joint action, President Rod Hiebert said there appeared to be a consensus on the need, and he asked each Union

present to designate a member to work on such a committee, to report to the next NACU meeting on joint issues.

The following day, the committee was struck. Committee members selected were Pomeroy of CEP, Hiebert of TWU, Halikowski of CAW and Hales of TEAM.

Discussions continued on a variety of issues, some of which could be considered by the new committee. Pomeroy suggested the possibility of setting up a NACU chat line, and a NACU Web page. He added his preference would be to disseminate information through their own web page.

Bruce Bell gave an update on the Apprenticeship program brought in by the B.C. government, establishing the Electronic Communications Technician designation. He said the government has set up a Trade Advisory Committee, and the IBEW is overrepresented on the Committee. He explained the TWU does not have an indentured apprenticeship program like that of the IBEW, a fact that has raised some concerns among our members. Some of our concerns he noted is that there will not be automatic grandparenting, that an exam has been devised and tested and that our members had difficulty passing it. It is also causing a problem with our non-craft-to-craft procedure.

He noted that in Alberta, there are indentured apprenticeships through the institutes of technology, NAIT and SAIT.

Ron Carlson said that in Saskatchewan, they had an opportunity to participate in such a pro-

gram, but declined because of concerns about the Collective Agreement.

Gary Grant reported that in Nova Scotia, the IBEW tried to get the government to bring in a provision that only workers with certifications could wire "smart homes". He said the IBEW wanted all of the work, and tried to exclude the AC&TWU members because they weren't members of the Trades Council. Rejean Bercier said the union is facing the same issue in Quebec. Richard Long said part of the problem is that companies want training costs paid for from the public purse.

Some discussion on the WTO also ensued. Rod Hiebert said the TWU had had indications from Herb Grey that he is willing to meet with us about foreign ownership concerns, and Hiebert invited others to attend if such a meeting is arranged. James Kinkaid noted the CLC is insisting any deal at the WTO must include basic ILO standards.

Bruce Bell reported on Union concerns with SAP at BCTEL (Telus). He said the TWU has a study underway on SAP and will send results to NACU members.

Before the meeting concluded, further discussion took place about the new committee that had been struck and the desirability of holding a telecommunications conference on a weekend in late April or early May. Pomeroy proposed April 30-May 1. The Committee agreed to start working on organizing a conference. It was proposed the format be workshops and plenary speakers, with some 130-150 participants.

PENSIONERS' DINNER, 1999



Oldest pensioners at dinner, Melba Dunbar and Einar Hopen, with Officers Kathy Pearn and Neil Morrison





Rod Hiebert

President's Report

Closer telecom Union ties needed

For some time now — well before the Telus merger was announced in the fall of 1998 — I have been concerned about the increasing globalization of the telecommunications industry. The focus of my concern, of course, is the impact these changes are having and will continue to have on workers in the industry. It is clear to me that mergers of Canadian companies, and perhaps even more mergers with international corporate giants, can have a dramatic impact on workers in this country.

The first negative implication which immediately springs to mind is the loss of jobs, or "downsizing", which almost always results from corporate consolidations or mergers. But the potential problems run even deeper than initial downsizing. Globalization combined with rapidly changing communications technology in many cases gives companies the ability to shift work around, even outside our own country, to move work to lower-wage areas and to lower-paid classifications, to contract out, and in some instances, to de-unionize.

Mergers and potential mergers within Canada pose serious enough problems for communications workers and their unions. But if the current restrictions on foreign ownership within telecommunications are lifted, those difficulties will be magnified considerably. We are strongly opposed to the easing of foreign ownership limits, but it would be naive to assume that our views alone will carry the day with the current federal regime, and it is only prudent to plan for a time when those restrictions may not apply.

We have already seen evidence of the route telecommunications giants would like to follow. Attempts to sell-off telephone operators' work, to hire operators at wages well below the contracted wage for regular operators, to have inside wire work go non-union or be purchased by former employees — these are only the tip of the iceberg we could be heading toward.

With all of that in mind, I have been a strong advocate of closer ties and increased co-operation between Communi-

cations Unions both within Canada and internationally. At the international level, I support co-operative actions between communications unions around the world, and attended a meeting of the Communications International (CI) in Geneva in September. I served as an alternate on the world committee of CI, and now am an alternate on the UNI world committee. I am convinced that over the coming decade we will see a strong trend toward international union solidarity and co-operation, and I hope the TWU will continue to be in the forefront of such change.

At the national level, I am a strong and active supporter of the National Alliance of Communications Unions (NACU), the body which brings together leaders from Communications Unions across Canada. For the past few years, we have met three or four times a year to exchange information and discuss issues of mutual concern.

More recently, and particularly since the Telus merger, I have come to the conclusion that we need to move beyond

the discussion and exchange of information stage, and that if we are to adequately serve the needs of communications workers in Canada, we must broaden the role played by NACU. At the most recent NACU meeting, which the TWU hosted in November, I was pleased to see that a similar sentiment was shared by almost everyone else in the Alliance. There was a clear recognition that we can meet the challenges posed by the trend to globalization of the industry, and can serve our members much better, only if the communications unions forge closer links, and develop co-operative and coordinated strategies for dealing with the various employers. Exactly what form those links will take is not yet clear, but as one example, I believe we should be moving toward a national bargaining strategy, to help us counter moves by the companies to whipsaw one union against another, and play off one worker against another.

At the November NACU meeting, participants took a major step forward by agree-

ing to organize a conference of member Unions, with a view to formally broadening the alliance. A committee was struck to organize the meeting.

It has now been agreed that the NACU conference will be held in Ottawa April 28-29, and it is expected that between 150 and 200 representatives will attend from the various member Unions.

Executive Council is proposing sending some 20 representatives to the conference, and convention will be asked to endorse the proposal. We propose that the TWU delegation include the newly-elected bargaining committee, and eight delegates elected at convention, as well as a number of Officers.

I am convinced we must move in the direction of much greater co-operation between communications unions in Canada, and that we would be negligent in our duty to our members if we failed to do so. I believe that would be the case even if the Telus merger had not occurred. Given that corporate merger, it makes a stronger Canada-wide Union movement all the more urgent.

Following is the seniority list for TWU members at Telus as of January 7, 2000, by Division and Total

YEAR	CLERICAL	PLANT	TRAFFIC	TOTAL
1957	1	1	0	2
1958	0	1	0	1
1959	0	1	0	1
1960	0	3	0	3
1962	0	2	0	2
1963	1	6	0	7
1964	5	19	1	25
1965	18	44	0	62
1966	27	99	5	131
1967	23	69	7	99
1968	59	48	5	112
1969	77	223	11	311
1970	77	183	7	267
1971	92	136	9	237
1972	101	240	13	354
1973	161	418	19	598
1974	219	425	25	669
1975	126	129	22	277
1976	135	305	12	452
1977	156	113	27	296
1978	121	88	24	233
1979	161	203	38	402
1980	222	279	64	565
1981	330	619	94	1043
1982	48	66	10	124
1983	55	19	14	88
1984	31	11	16	58
1985	52	16	13	81
1986	86	20	28	134
1987	124	25	33	182
1988	189	60	44	293
1989	240	81	47	368
1990	337	148	52	537
1991	52	47	7	106
1992	89	11	7	107
1993	48	5	2	55
1994	390	37	30	457
1995	276	12	38	326
1996	174	17	4	195
1997	269	53	32	354
1998	95	27	8	130
1999	86	41	6	133
TOTAL	4753	4350	774	9877

Pension Plan in good shape

By **ROD HIEBERT,**
President,
Pension Plan Trustee

At a meeting of the Trustees of the Telecommunication Workers Pension Plan held on January 20, 2000, the Plan Actuary presented the results of the January 1, 1999 actuarial valuation. I am pleased to report that even with the significant decline in interest rates that has occurred over the past few years, which has caused the Plan's actuarial liabilities to increase, our Actuary has reported that the Plan continues to be in good financial condition and has a sufficient excess of assets over liabilities for accrued benefits for the Trustees to do an "update" at January 1, 2000 as well as make certain other Plan improvements.

In addition our Plan Actuaries have stated that because of the increase in interest rates that has occurred in 1999, if a further Actuarial review were to be carried out as of January 1, 2000, they expected it would show the Plan in a better financial position at that date than it was at January 1, 1999.

The Trustees and the Plan Actuaries will be providing further information in this regard to the delegates at our upcoming con-

vention and to the Plan members through written material that will be prepared over the next few months.

All Plan members can be as-

ured that the Pension Plan is not only in good condition, its financial position is not exposed to the risks inherent in the stock market.

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 2000 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 (which are referred to as "Affiliated Awards" application forms) will be sent to all B.C. high schools in March, or may be requested anytime after March 1, 2000, 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, 2000.