

## Union urges solidarity as Telus talks get underway

After lengthy delays, Telus finally handed the TWU a set of bargaining proposals on May 18, setting the stage for the start of negotiations between the company and Union toward a revised Collective Agreement.

In what will be the first set of negotiations between the parties since the merger of the Alberta and B.C. phone companies, Telus and BC TEL, the Union is seeking one collective agreement for all unionized Telus employees across the country.

While the bargaining committee is pleased to have finally received some concrete proposals from the company, Vice-President Bruce Bell says there are serious concerns about the company's delay, and concerns over the tone and content of the package of proposals itself—proposals which Bell describes as “nothing less than an attempt to gut our contract”.

With respect to timing of talks, members will not need remind-

ing that the TWU took a set of proposals to the company more than six months ago at the first scheduled bargaining meeting in early November, fully expecting the company would present the Union with a set of company proposals, as has been past practice in all previous bargaining sessions.

The Union's 56 proposals, approved by convention, included calls for a substantial wage increase, an increase in the company's pension plan contribution rate, numerous improvements of benefits, improvements in the various appendices, and various other changes, some of which are outlined in greater detail further in this article.

To the Union's surprise and consternation, at the November meeting the company did not reciprocate with proposals for specific contract changes, but instead handed the Union a document outlining general “company objectives and issues”.

Over the next number of weeks and months of intermittent talks, the company refused to provide the Union concrete proposals, and the Union insisted talks could not proceed on substantive issues without a set of company proposals.

Finally in March, the company sought a suspension of talks un-

til mid-April, giving the Union the impression that they would present the Union specific proposals at that time.

The Union reluctantly agreed to the delay. As that deadline approached, the company sought an extension of the deadline for the start of talks to May 3. The Union again agreed, reluctantly. Then, just prior to May 3, the company indicated they would not be prepared to proceed until “at least” May 18.

At that point, the Union decided that further ongoing delays were unacceptable, and the TWU filed an “Unfair Labour Practice” complaint against Telus with the Canada Industrial Relations Board (CIRB), charging the company with bargaining in bad faith.

Complicating the picture for the previous months of backing-and-filling by Telus was a dispute over the status of Clearnet, a mobility company based in central Canada which Telus acquired in October 2000.

To make a long story very short, on February 9, 2001, the CIRB issued a ruling (Decision 108) which gives the TWU jurisdiction over Telus expansion into central Canada, but which also requires the Union to apply under the federal Labour Code for any new acquisitions Telus might make. Thus, on March

27, the TWU made a formal application to include Clearnet in the Union. (A decision has not yet been made).

To return to the off-again-on-again negotiating story, Telus did finally hand the Union a set of bargaining proposals on May 18, and while the Union was pleased with that development, was nonetheless very concerned over many of the proposals—*proposed “enhancements” which numbered more than 500.*

Leading the list of Union concerns was the Telus position, outlined in the Introduction to the 72-page document, that Telus Mobility (which presumably would include Mobility employees in B.C. and Alberta, and Clearnet, as well as any others in Canada), be hived off from the rest of Telus and covered in a separate collective agreement.

The TWU described the proposal for a separate Mobility agreement as “nonsense”, and reminded the company that the Board has already ruled against that position. (The company justifies its proposal on the grounds that it is challenging the CIRB ruling in court, and that there could be “further decisions of the CIRB related to this matter”.)

The TWU's response is that there will be one set of negotiations and one Collective Agreement, as per the CIRB ruling, and the Union is looking into the possibility of filing a further Unfair Labour Practice complaint if the company continues to defy the CIRB.

Beyond the major concern over the company's position on Mobility, the Union sees the company proposals as a “take-away” document, which seeks so many changes and concessions that it can only be seen as an attempt to gut the Collective Agreement.

Among the many concessions sought, the company seeks to eliminate the contracting out protections which have been a hallmark of the BC TEL agreement for more than two decades, and substitute the weaker language of the old Alberta agreement.

The company also seeks major concessions in areas such as Hours of Work, ATO and time off, grievance procedure, and the inclusion of a “management rights” clause.

Telus also wants significant changes to the various appendices, including expansion to the entire company of its “competitive operator” agreement currently applying only in Alberta.

Equally disturbing is the tone of the company document emphasizing throughout the need for adoption of the “competitive realities”, which the Union views as a code for concessions and cutbacks.

(The entire set of Telus proposals can be found on-line, as can the TWU proposals, the latter on the Union website. Members are urged to read both sets of proposals carefully, so everyone can fully appreciate where we are starting from, and what obstacles we face in the coming months.)

The TWU bargaining proposals call for improvements in the following areas, among others: Wages, pay equity, time off, vacations, board and lodging, return to headquarters, mileage, transfer expenses, pensions, MSA, Bridging of Service, sickness benefits, group insurance, dental, ATO, Premium pay, Overtime rates, as well as retired benefits, an EAP program, expanded taxi provisions, and others. We also propose changes to the various appendices, for example, reduction in use of temporaries in Operator Services, company supplying all tools in Plant, improvements to the job posting procedure in Clerical, and a number of others.

Vice-President Bruce Bell, speaking on behalf of the Union bargaining committee, called on the membership to remain united behind the committee during the period of bargaining.

“Solidarity is always imperative during bargaining,” Bell said. “But in this instance, in view of the major concessions being demanded by Telus, and in view of the fact we are negotiating for more than one province for the first time, it is evident we are in for a real grind, and it is more important than ever that the membership remain rock solid. It may take a long time to reach an agreement, but I am convinced we will once again prevail if we stick together.”

### Worldwide campaign planned to organize mobile companies

*Union Network International (UNI) has sent its affiliates, which includes the TWU, details of an action plan for a campaign on mobile companies.*

*UNI explains the mobile phones campaign is aimed at developing systematic organizing and recruitment activities in as many worldwide mobile companies as possible.*

*The campaign has five key ultimate objectives: increase membership, elect trade union representatives, get recognition, represent workers' interests through collective bargaining, and develop organizing structures.*

*The campaign began in May of 2001, with unions asked to carry out organizing drives in targeted mobile companies in their respective countries.*

*At the UNI World Congress in September 2001, there will be a report to the Congress on success stories, and a special gathering to raise awareness about the campaign.*

*That will be followed by a meeting of organizers in Nyon on November 5, 2001, followed immediately by the World Telecom Committee meeting in Washington November 8-9, which will concentrate on mobile phones organizing.*

*That will be followed by a conference on working conditions and practices in the mobile sector in February 2002, with a final evaluation of the campaign in May 2002, when all unions involved in the campaign will meet in Nyon for the final evaluation, and to discuss the next steps.*



# LETTERS TO THE EDITOR

## Scholarship thanks

Dear TWU:

I would like to express my gratitude for the \$750 TWU Scholarship you have awarded me. This money will help greatly in my studies as a biochemist and will assuredly be put to good use. I was greatly worried that I might not have enough money to continue next year, but upon receiving this scholarship my fears were alleviated.

Again I would like to express my appreciation for choosing me as the recipient for this award.

**Yours truly,  
Angela Tilley  
Prince George**

Dear TWU:

I would like to take the time to say, "Thank you very much" for the Telecommunications Workers Union Scholarship that I was awarded for the past spring semester. In the fall of 2000 I began my studies in Systems Engineering option at Simon Fraser University and since, have successfully completed my first year in the program. Your financial assistance has been greatly appreciated and has been very helpful when dealing with tuition and residence fees. Many thanks again to the TWU for their support for students entering their post-secondary education.

**Sincerely,  
Aaron Payment  
Summerland**

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## The Transmitter

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## NDP thanks

Dear TWU:

Thank you for your generous donation to Susan Scott's campaign on behalf of the New Democrats in Calgary Varsity. Because of gifts from people like you, our fund-raising drive has been very successful and we have been able to finance and to stage a very credible election. During the campaign, Tory incumbent Murray Smith kept Susan's literature on the wall. He clearly identified her as "the enemy."

Again we do appreciate your contribution to helping Susan spread the word that it's possible to run this province in a fiscally responsible way and to look after the needs of the people at the same time.

**Yours truly,  
Jim Cunningham  
Treasurer of the New Democratic  
Calgary Varsity Campaign**

Dear TWU:

Thank you for your kind donation to our 2001 Alberta election campaign. We really appreciate your support.

**In solidarity,  
Michael Charrois  
Edmonton Castle Downs NDP**

Dear TWU:

It was a tough campaign. But it would have been even tougher without your support.

I want to express my deep appreciation for your contribution to our campaign here in Burnaby-Willingdon.

Your donation made a significant difference to the kind of campaign we were able to mount. And while we're all disappointed in the result, I'm proud of the work we did both to defend our record and hold the Liberals accountable for their promises.

As a long-time trade unionist, I believe the NDP is still the party that best represents the interests of trade union workers, and I'm fearful of what will happen to the trade union movement under Gordon Campbell's Liberals.

We will re-build. Our vision of a just society and our commitment to the interests of working people remain valid approaches. I'm sure you will hear from the Burnaby Willingdon NDP in the not-too-distant future as we begin our efforts to retake this riding. Gordon Campbell promised a fixed election date in four years. Doing anything in May 2005?

Again, thank you for your help and your solidarity during this difficult campaign.

**In solidarity,  
Dave Myles,  
Burnaby-Willingdon  
New Democrats**

## No political donations

Dear TWU:

I wish to add my thoughts to the letter in the April Transmitter written by Long Lost Brother Dean Simpson (Alberta Local 208).

I worked for AGT for 10 years and BCTEL for 21 years, retiring in 1987. I held various Union positions during my service: Shop Steward, Secretary and President of a very proud, active Local 3.

During my years of attending Union meetings, I pleaded for the TWU to refrain from using members dues on Political party.

Our Union claims to be a democratic organization, but on the matter of political funding it has never listened to the members.

In my working days, the subject was never voted on. The Plant Counsellors and Business Agents met at Conventions twice a year, with an attendance of about 100 Union members, meaning that 51 members could sway those attending, never reporting back to their Locals as to why and what amount of funding was channeled in to the support of the NDP.

I give the following reasons for my thoughts on the matter:

1. You can be a good Union member whatever your political preference.
2. Should union funds be used for political activities, an equal amount should be given to all parties, although I do not agree with any union funds being used for political lobbying.
3. Each member can donate their own money to the party of their choosing.

Today we have TELUS, two provinces who have a different voting history. It would be wrong to ask Albertans to use Union funds for the support of the NDP, a minority in their province.

I challenge the TWU to call a Referendum, asking all members if they want TWU funds to be used for political purposes?

I also believe you should report on the amount of money that has been used for political purposes during the past five years.

I remain a retired TWU Brother, proud to be a past member of this great organization.

**Donald M. Wright  
Nanaimo**

*P.S. During my working days I have always voted labour or for the NDP but one thing for sure I like is to have my freedom to vote MY WAY!*

## Retirement thanks

Dear TWU:

I want to take this opportunity to thank you for the \$1,000 retirement cheque and honorary life membership. It was much appreciated. Thank you again.

**Yours truly,  
Clem Quessy,  
Kelowna**

Dear TWU:

Thank you for my life membership and retired TWU member pin. Also many thanks for the cheque. I have enjoyed working the last 25 years at CT&S, BCTel Systems Support and TELUS.

I wish you all the best in coming years.

**Thanks again,  
Lindsay J. Jackson**

Dear TWU:

Thank you so much for your caring over the last 30 years. And thank you for the cheque & Life Membership.

**In solidarity,  
Sister Heather T. Mitchell  
Local 52**

Dear TWU:

I would like to thank Tim Williams and the Surrey members of Local 60 for attending my retirement dinner and for the presentation of a lifetime membership in the TWU, with the retirement pin.

**Del Schmirler,  
Local 60, Surrey**

## Job Smart congratulations

Dear TWU:

On behalf of the Nanaimo, Duncan & District Labour Council, I wish to congratulate the TWU for passing a motion at your convention providing release time for members who act as facilitators with the Job Smart program.

Since 1997, the Education Committee of our Labour Council has been presenting Job Smart at local secondary schools. In the last two years, instructors have made almost 140 presentations in seven secondary schools to over 3,000 students. For many students, it is the first introduction many of them have had to their rights and responsibilities as workers, and the importance of unions in protecting their rights. Job Smart has been very well received by both students and secondary staff.

As you are aware, Job Smart was developed by the Pacific Region of the Canadian Labour Congress, and is approved by the BC Ministry of Education as part of the CAPP (Career and Personal Planning) program at the secondary level. It focuses on five areas of interest and importance to young workers: employment standards, health and safety, equity and human rights (including harassment), the role of unions, and child labour.

Two of your members have been very active with the Job Smart program. From the beginning, Donna Hollett, Local #14, has been instrumental in introducing the program to schools as well as instructing. This year, Elena Uusikartano, Local #27, has taken the instructor training and has facilitated many presentations to secondary school students on her own time. It is nice to see an incentive for Elena, Donna, and other members to continue their involvement.

Our Education Committee is very appreciative of your union offering release time for its members to provide this important education work in our community, and we congratulate you for being the one of first in British Columbia to do so.

**Sue Creba  
Labour Council Secretary**

## Variety Club thanks Hiebert

*Letter to TWU President Rod Hiebert from Variety Club President William Webster.*

Dear Mr. Hiebert:

I would like to take this opportunity to thank you for your contribution to the success of the 35<sup>th</sup> annual Variety Club Show of Hearts telethon.

We are very grateful for your contribution to the Show of Hearts. As you may have already heard, the 2001 Show of Hearts raised an incredible \$5,479,083 – a remarkable testament to generosity of the people of British Columbia.

At Variety Club, we believe that the entire Variety Club organization is the sum of its parts. Our "parts" are the strong partnerships we have forged with like-minded friends – we could not do the work we do without these partnerships. We could not succeed without your help. We are very proud of the fact that over 4,000 volunteers, members, and fundraisers help make our Show of Hearts a success each year. For your part in this success, we say "Thank you."

**Yours truly,  
William Webster  
President**

## Weekend seminar set for SFU Oct. 13-14

The Vancouver and New Westminster and District Labour Councils in conjunction with the CLC and Simon Fraser University are jointly sponsoring a weekend seminar for the fall of 2001. It will be held at the SFU campus on Burnaby Mountain October 13-14.

The courses are designed to equip trade union members with the knowledge and skills to handle the many roles in the Union.

Courses offered this fall include:

- Assertiveness Training
- Facing Management
- Health and Safety II
- Parliamentary Procedure
- Provincial Labour Law
- Health and Safety in the Federal Sector
- Introduction to Collective Bargaining
- Stress in the Workplace
- Steward Training
- Grievance handling
- Introduction to Arbitration.

Registration is on a first-come first-served basis. Registration deadline is October 4.

For more information on course registration or fees, contact the BC Federation of Labour by telephone at (604) 430-1421 or the CLC at 430-6766.



TWU supporters, and budding supporters, attend Day of Mourning ceremonies in Vancouver April 28

## 'Telecommunications Craftsperson' TWU pleased new trade formed

In a recent development which the TWU applauds, the British Columbia Industry Training and Apprenticeship Commission (ITAC) has formed a new trade to encompass the craft group at Telus.

The trade will be known as Telecommunications Craftsperson.

The move came about after the TWU, ITAC and Telus met to resolve an impasse over the adoption of a by-law by the ITAC board of directors that would have seen the Electronic Communications Technician trade require pre-requisite training in Electronic Common Core, as well as the Telecom Option.

These requirements would make it extremely difficult for a person from outside the Lower Mainland or on a low income to enter the trade. The TWU had long been arguing for an equivalency to the pre-requisite that would see our existing craftspersons, as well as our non-craft to craft people, allowed automatic access into the trade.

Alternate Business Agent Lori Ruggles of Local 18 is the TWU representative on ITAC, the group that oversees the various trade advisory committees. It was at the ITAC board level that the creation of the new trade designation occurred, and credit must go to Sister Ruggles for not succumbing to the pressure from various interest groups there. TWU President Rod Hiebert has been involved at meetings with Prince George Business Agent Ron Williams, Local 7 member Mari McCracken and Lori Ruggles dealing with the BCFed, Telus and ITAC.

Under the old Electronic Communications Technician trade certification, the pre-requisite for apprenticeship was Electronic Common Core training, available at BCIT and several other schools throughout the province, as well as the Telecom option, which was only available at BCIT. While the trade is not mandatory, this still could have caused difficulties for anyone not currently at the journeyman level, including the non-craft to craft people. The TWU has consistently been arguing against any road-blocks being put in place that would make it more difficult for our members to get into the craft group. The old TAC rejected the pre-craft course as an equivalent to the pre-requisites, and would not deem Telus hiring standards and subsequent training as equivalent either.

The new trade has no pre-requisites. The trade will require a 42-month apprenticeship, which

is consistent with the TWU collective agreement. Anyone who is currently a journeyman at Telus in B.C. is already qualified. Apprentices will receive at least 320 hours of classroom training with Telus. There will eventually be a written exam upon completion of the apprenticeship, but until that time people can be deemed as qualified.

This will be a non-mandatory trade, but will give our existing craft people a Certificate of Qualification in their existing trade. Members who qualify can also challenge the exam for the Electronic Communications Technician Certificate of Qualification if they feel it is beneficial, and can become ticketed in both trades.

The new Trade Advisory committee will consist of Ron Williams and Mari McCracken who both also serve on the Electronic Communications Technician TAC, and Don Fehr from Local 5, as the TWU representatives. The Company will have three representatives as well. The first meeting of the TAC was held on Monday, June 18.

Members in Alberta are part of two separate trades. They can be either Communication Electricians—Construction, or Communication Electricians—Network. Like the trade in B.C., these are non-mandatory certifications. The Union will be looking at some point in the future at trying to align the trades in both provinces, with an eye towards an inter-provincial Red Seal trade certificate which would be valid across Canada. This requires the approval of at least three provincial apprenticeship boards.

Members will be updated through local meetings and the Transmitter as further developments occur. All existing Craft journeymen should soon be deemed as qualified in the trade.

The Union will continue to work hard to ensure that members receive the trade certification that they have already worked for.

## Shaw fires 4 members, Union will arbitrate

Shaw Cable has terminated four members of TWU Local 60 who were involved in a job action June 1.

Grievances have been filed, and the Union will go to arbitration over the firings if the issue cannot be resolved.

The members, who worked for Shaw Cable in Vancouver, were a Vice-President, Counsellor and two shop stewards, in Local 60.

The members had returned to work before the end of the same day, Friday, June 1. However, the following Tuesday, June 5, they received termination notices.

The following day, June 6, Shaw

management began an investigation of the job action, which included interviewing other members who they believed were involved. The company refused to allow Union officers, including the Business Agent who services the Local, to attend the interviews, and in fact kicked the two officers off the premises.

The next day, June 7, several Union officers leafleted the Vancouver Shaw office detailing workers' rights, and eventually were invited in and allowed to represent the workers at the meetings.

The matter is ongoing as we go to press.

## COTC hearing held on Mobility access

The Union has challenged Telus Mobility at the Contracting Out and Technological Change Committee (COTC) over the issue of cell phone dealers hooking up to the network without involvement of TWU members.

A hearing has been held in front of COTC Chair Stephen Kelleher and a decision is pending.

The dispute involves "Remote Dealer Activation" or RDA, a software package which allows dealers to access Telus Mobility through the internet. RDA is an additional component of "Knowbility", a billing and activation system made by Amdocs which the company is installing in B.C.

With the new system, when a cell phone is sold, the dealer can go directly through the system to credit check, billing activation and switch activation.

Under the old system, the order would go to an Activations Clerk (a TWU member), who would be responsible for billing, credit check and switch activation.

The Union's position is that activation is bargaining unit work, and that dealers should not have direct access to Knowbility. The Union argues direct dealer access

is a clear violation of the contracting out provisions of the TWU agreement covering B.C. members.

The RDA system has already been installed in Alberta, where it is up and running. The Union has been unable to prevent its operation in Alberta, because of the absence of an effective contracting out clause in the Alberta agreement.

The Union's COTC members say this issue should serve as a vivid reminder to members of the importance of preserving the contracting out protections in the B.C. agreement and ensuring that such protections are extended to all members.

## MarkTrend workers join TWU

The TWU has been certified as the bargaining agent for the Interviewers at MarkTrend Research, a Vancouver market research company.

In a vote in late April supervised by the BC Labour Relations Board, the majority of voting workers opted to join the TWU.

The Union's Organizing Department, which conducted the organizing drive, explains that the new TWU members are some 60 to 70 Interviewers who work in the MarkTrend Call Centre. The workplace was previously non-Union.

The TWU is actively recruiting new members who work in the Communications Sector, specifically those working in a Call Centre environment says Organizer Raymond Chrétien. For example, companies with operations in telemarketing, market research, travel reservations, customer service etc., often have inbound and outbound Call Centres as the hub to the companies' operations. It is estimated that 30,000 British Columbians work in the 1,650 Call Centres operating in this province.

## Constitution changes ratified

Secretary-Treasurer Kathy Pearn announced in early May that two changes to the TWU constitution were ratified in a membership vote.

The first amendment will change the date of the TWU convention to the first week of March, from the third week of January. That was passed by 97 per cent of the voting members.

The second amendment, endorsed by 79 per cent of the voting members, will change the term of office for Business Agents and Alternate Business Agents to three years, from the current two years.

## Alternate BAs assisting officers during talks

In the April Transmitter, we ran a list of duties of Business Agents. We noted that some duties have been temporarily assigned to Alternate Business Agents, to assist Business Agents who are currently on the Bargaining Committee negotiating with Telus, or assisting in Alberta.

One of the newly-elected Alternate BA's who has been assigned specific Locals to service, on a temporary but longer-term basis, is Nancy Curley. Nancy has been given responsibility for Locals on Vancouver Island which had been serviced by Mike Slade until his retirement as Business Agent in January. These include Nanaimo Locals 3, 14 and 27, as well as Campbell River/Port Hardy Local 35. Nancy is also assisting with New Westminster/Surrey Local 23, with Business Agents Peter Massy bargaining and Fran Guillet in Alberta.

Alternate B.A. Lesley Hammond is assisting with Abbotsford Locals 17 and 32 and Vancouver Local 20 while the B.A.'s assigned to those respective Locals (Massy and Hope Cumming) are bargaining. Lesley has also assisted with North Vancouver Local 30.

Earlier in the year, Alternate B.A. Lori Ruggles filled in servicing the Prince George and area Locals while B.A. Ron Williams was working in Alberta.

Several other Alternate BA's have assisted on short-term assignments, and may be called on if and as needed, as bargaining proceeds.

# TWU table officers host NACU meet in Whistler

The National Alliance of Communications Unions (NACU) met in Whistler May 27-29. The meeting brought together leaders from communications unions from across Canada. Representing the TWU were the four table officers – Rod Hiebert, Neil Morrison, Bruce Bell and Kathy Pearn.

President Rod Hiebert, who hosted the meeting, reported on a number of issues, including updates on several TWU initiatives, as well as issues of direct relevance to all NACU members.

Among other things, Hiebert outlined the TWU's pending application to the CIRB with respect to Scope, Clearnet and competitive operators.

He also reported on concerns over the use of prisoners in Call Centers. He will be involved in drafting a more detailed paper for NACU's consideration in the near future.

Another issue raised by Hiebert is the growing push to allow greater foreign ownership in the telecommunications sector, a move NACU will be opposing. NACU will be making its objections known to the federal government.

Neil Morrison took extensive notes of the proceedings and the reports presented by the non-TWU participants, and has made the notes available to the Transmitter for this report. The first item on the agenda was "Reports on Bargaining".

**Ervan Cronk, CEP Atlantic Region:** Cronk reported that the Aliant merger is taking place. The company has applied to the CIRB to put all the unionized workers into one bargaining unit. The company wants to open up the Collective Agreements. They also want first level management in PEI, currently unionized, to become non-union. The Union's position before the CIRB is that there is no need to decide on one Union, as they already have a Council of Unions. The Council of Unions is not opposed to re-opening the Collective Agreements. The organizing drive in Clerical in New Brunswick has been put on hold, and the Union is asking the Board to sweep them in. The appropriate bargaining unit is to be determined, and the company has declared some people management overnight. CAW has an application to the CIRB for review of the bargaining

unit at AT&T Canada. CEP at SaskTel has also applied to the CIRB for a review of the Bargaining Unit. The Unions will circulate transcripts of CIRB hearings to other Unions.

**Bruce Bell, TWU V-P:** He reported on the all-new bargaining committee at Telus, and on the TWU-Telus negotiations. (A detailed report on this Union's talks are reprinted elsewhere in the Transmitter.)

**Bruce Lambert, AC&TWU:** Lambert reported the Union negotiated scope language in the last Collective Agreement. The Union took on Aliant on the issue of outside contractors, and contractors stayed only for two or three weeks in the face of threats of job action. There were big problems relating to ADSL provisioning. Three of four collective agreements in Atlantic Canada are up at the end of this year. The company is trying to divide CEP and AC&TWU. Every union is having problems with the length of time the CIRB is taking to deal with applications.

**Ron Carlson, CEP (Saskatchewan and Manitoba):** In Manitoba, the company is centralizing everything to Winnipeg, Brandon and Thompson. A lot of members took the VSP, and now MTS (Manitoba) is hiring 150 new people. The union will begin bargaining at MTS in the fall, and they have had a conference to prepare the membership for that round of bargaining.

SaskTel and CEP are moving that certification over to federal jurisdiction because the moratorium is ending. SaskTel is moving people out of areas where they don't face competition into areas where there are competitors. There is more construction work for members outside of the province than within, with 30 construction people working in Saskatchewan and 50 to 60 outside the province. The company appears to want to be only in the high tech area. SaskTel has been purchasing home monitoring security businesses across Canada.

**Michelle Ouimette, CEP Quebec:** Ouimette reports that negotiations are starting with Bell's construction arm, Expertec. Expertec bought Nortel's installation arm. Expertec wants three bargaining units, one in clerical, one in access and one in con-

struction. Expertec recently bought Telebec and the deal hasn't been closed yet. Now Expertec wants to bring Telebec into the mix, so everything is going to the CIRB.

Progistix, Bell's warehousing and material distribution arm, has been sold to Canada Post. Nexicor, Bell's building services arm, has been sold to Proflex and SNC Lavelin. Nordia, the company Bell spun off along with the operators, has taken over all conference calls and hearing impaired calls. They have gone from 2,000 operators in Quebec to only 250. Bell now has IVR system for operator-assisted calls. The Sherbrooke office with 60 operators is being closed at the end of September.

With regard to pay equity, the Union won the last round in the Federal Court of Appeal. That court action was the fourth delaying tactic by Bell, and CEP has won all four. Bell is pulling out all the stops to stay away from the Canadian Human Rights Tribunal.

With respect to other companies in which the CEP would logically have had an interest, Williams Communications has been bought by Telus, as well as Quebec Tel. Videotron Telecom is up for sale. In view of these changing corporate realities and competing Union interests, Ouimette said the Unions in NACU must seriously discuss these issues and even consider mergers.

**David Coles, VP Western Region, CEP:** There was a recent media merger conference in Edmonton (which TWU attended). The membership doesn't believe it could happen to them, but the Telcos are into everything. We must focus on educating our members about the issues involved.

**Joel Carr, CEP, Ontario Region:** They are getting their first Collective Agreement at Cogeco, covering 12 to 15 members.

There was a two-week strike involving newspaper carriers at Toronto Star, and lost the strike. The big problem was the fact it took 18 months to get certification from the OLRB. They achieved a good agreement at Sing Tao newspaper.

Northern Telephone in northern Ontario and Telebec in northern Quebec, both owned by Bell Canada, have formed an alliance. It seems likely Bell will also roll in

Northwestel from the territories.

**Dave Halicowski, CAW, representing workers at AT&T Canada:** AT&T Canada has got more money out of U.S. markets. Most business is in Ontario's golden triangle. AT&T is doing some reorganization, resulting in surpluses. Each province has its own separate seniority list. The Union is seeking to enhance severance payments. On the whole, the company is running fairly well, but there are lots of little problems.

Tiger Tel owns Netcom which is the internet company for AT&T. CAW making application to CIRB because employees in Netcom should be in bargaining unit.

There are problems with AT&T contracting out network installations. CAW has a contract clause that guarantees minimum number of equipment installers. CAW believes use of contractors is causing shoddy workmanship and affecting service to subscribers. If the company refuses to abide by contract, the CAW can take the issue of quality of service to CRTCC.

**A number of proposed future actions were also discussed and/or set in motion:**

Discussion took place on the upcoming NACU convention in Montreal. Expected to attend are at least 15 from CEP in Quebec, 25-30 from CEP in Ontario, 18 from TWU, 15 from CAW, 20-30 from CEP in Saskatchewan, and 20 observers from CEP media.

It was agreed that a paper on convergence would be drafted by the end of August.

A paper on use of prisoners in call centres will be drafted and circulated to NACU affiliates.

Leaders of the various NACU member unions will contact other unions under the federal labour code to sound out their interest and seek their involvement.

**Ron Carlson of CEP** presented a report on **Operator Services**. He said operators across the country are concerned their jobs are disappearing.

Operators at Bell are being denied jobs in clerical because of screening by Bell on issues such as absenteeism. Companies have access to other companies' data bases.

There are only 200 operators left in Atlantic Canada.

## Two officers take part in media convergence conference

CEP media sector members held their seventh media Council Conference in Edmonton, on March 30 to April 1st, under the theme: *In the Age of Convergence*.

This well-attended Conference dealt with the many issues industry and technological convergence are raising in the Communications sector. In his opening remarks, Peter Murdock, CEP Media V.P. reviewed the many mergers, public interest issues and struggles shaping the industry and impacting on CEP members. Noteworthy are CEP's Global Television bargaining units' push for a common certificate covering 1,000 members in 12 Locals; the Atlantic's CTV locals in Moncton, Sydney and Halifax re-negotiation with the employer as a single bargaining unit and CEP's successful organising drive at the Star Phoenix in Saskatoon.

The lengthy CIRB hearings on the CBC merging of units was also discussed as CEP prepares for a possible vote. Brother Murdock stated that "while the odds are two-to-one against us by numbers, we are optimistic that CBC employees will want to be

represented by a Canadian union, not one centred in Washington".

Amongst the keynote speakers, Dwaine Winseck from Carleton University in Ottawa gave an overview of where convergence is now, where it's headed and the issues facing CEP members in this sector, noting that cross-media ownership has, within a few years, gone from being the exception to being the norm: "60% of Canadians now receive their newspaper from the same people who offer them their TV programming."

Professor Winseck further elaborated on how cross-media concentration of content based on network configuration and bandwidth allocation.

Dan Rogers, from Rogers Law Office in Vancouver, also gave an in depth analysis of where convergence is headed, focussing in the many yet untested jurisdiction issues surrounding the emergence of "New Media" and the cross media merging of provincially and federally regulated industries, such as the newspaper, broadcast and telecommunications industries.

Amongst the many cases before provin-

cial and federal boards, Rogers cited CEP's successful common employer declaration by the CIRB in the case of IslandTel's and its internet provider arm, Island Tel Advanced Solutions (ITAS).

Ron Carlson, CEP administrative V.P. in the Western Region, as well as Neil

Morrison and Bruce Bell, who attended the Conference from the TWU, all concurred on the common jurisdiction and bargaining issues now facing workers in the merging telecommunications and media sectors.

*NACU Bulletin*

## CEP wins injunction against Bell's VSP offer

The Canada Industrial Relations Board (CIRB) on April 3 granted CEP's application for an interim injunction against Bell over the VSP which was being offered to 120 of its members.

After two days of hearings, the Board unanimously decided that the question of whether Bell's unilateral implementation of the VSP constitutes an interference with the union's right of representation and therefore a breach of the Code is "both an arguable and a serious question in the present circumstances."

The Board thus forced Bell to withdraw the VSP and encouraged the parties to meet in an attempt to resolve their differences in regards to the implementation of the VSP."

Because of its interim nature and following scheduled discussions with the company, several other hearing dates could be pending on the Union's main application, which was seeking a declaration from the CIRB that all future VSPs must be negotiated with CEP.

*NACU Bulletin*

# Great Financial Plans



By **BILL BILES, CFP**  
**Financial Planner**  
**Van Tel Credit Union**

This issue of "Great Financial Plans" will address more of the questions forwarded by you, the readership of the TWU Transmitter. I'm very impressed with the number and quality of the questions, so please keep them coming. I promise to answer every question either here in future articles or with a phone call.

1. *When are you going to come to our town to do some Financial Planning Seminars?* – from M.M.

**Answer:** I will travel to any town in BC (or Hawaii) to present Financial Planning Seminars where someone is willing to do the following:

"Get us a meeting room (a board-room at work, classroom, union hall – i.e. anywhere you can hold a group meeting for an hour or two. Van Tel will pick up any costs associated with room rental);

"Invite your friends, family, and co-workers (any group of ten or more people is ideal) to attend;

"Determine what seminar topics you and your fellow attendees would like to learn about (e.g.: Planning for Your Retirement, Building an Investment Portfolio, Estate Planning, etc. – and please feel free to come up with your topic); and

"Tell me when you'd like to hold the sessions. I'll travel to your town (again at Van Tel's expense) and deliver a free seminar on the topic(s) of your choice. Just give me a call or drop an email and we can get the ball rolling.

2. *What do I do with my RRSP when I need to draw an income from it?* – from M.A.

**Answer:** If you want to, or have to, begin drawing from your RRSP, you have three basic options:

■ Take the funds out of the RRSP in a lump sum (the Tax Man would be very happy);

■ Purchase an Annuity (for most people, annuities do not provide the withdrawal flexibility, investment rates or estate protection necessary); or

■ By far the most common choice, purchase a Registered Retirement Income Fund (RRIF). RRIFs allow you to tailor your withdrawals and invest-

ments to suit your personal needs and you may name anyone as the beneficiary of the funds. There are some tax incentives that may make it worthwhile to begin withdrawals from RRIFs before you actually have to. Contact me for more information.

3. *When will these poor stock markets turn around?* – from L.K.

**Answer:** Interest rates keep dropping and the markets keep churning. Historically whenever the U.S. Fed drops its interest rate two times in a row, the markets have surged forward. We have now seen five U.S. rate cuts this year and still the markets will not advance consistently. There are obviously bigger economic troubles down south than Mr. Greenspan (Chairman of the U.S. Federal Reserve Board) has been letting on. Identifying the bottom of these markets may be impossible, but remember, the absolute bottom is not essential for the long run. Most long-term investors already "in the market" should stay in, and stay diversified. Investors with a large lump sum to invest should consider buying their fixed income investments, but be cautious about their equity purchases. Investors entering the markets gradually (through a payroll deduction plan or some other regular purchase plan), should go ahead, but again, buy diversified portfolios. Make sure you know your investor profile and buy fixed income and diversified growth investments accordingly. Well diversified, balanced portfolios purchased even within the past six to 12 months should be down only a few percentage points – not bad for such a poor market!

4. *Why should I borrow for a new car from Van Tel when I can get rates as low as 1.9% directly from the dealer?* – from N.M.

**Answer:** Most low-interest rate promotions at auto dealerships feature a second option of: "... or so many dollars off the listed price". If you do the math, you quickly realize the savings on the loan rate are offset by the higher cost of the vehicle. What you should compare is the overall cost of purchasing at the higher price tag with the lower-cost dealer financing, versus negotiating the best price you can and financing using Van Tel's New Car Loan Rates. Our rates and features will look pretty attractive!

5. *You don't really think you're going to Hawaii to do a seminar do you?* – from my wife

**Answer:** I'm an equal opportunity seminar presenter, if any of you TWU members in Hawaii want me to come present to your group, I'll find some way to work it out!

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



Shaw and TWU negotiators put finishing touches on contract for Abbotsford workers in late April. From left, Shaw negotiator Richard Morris, Local 60 TWU bargaining team members Kelly Hope and John Hughes, and Officers Neil Morrison and Tim Williams.

## Shaw Abbotsford Local 60 members ratify new Collective Agreement

Shaw cable workers at Abbotsford, members of Local 60, have ratified a Collective Agreement reached between Shaw and the TWU on April 30.

The agreement, similar to the contracts reached earlier on behalf of Shaw workers in Vancouver and Surrey, expires March 31, 2005. It includes pay raises in each year of the contract, Contracting Out rights language, pension improvements, improvements to the grievance/arbitration procedure, a trades qualification provision, and jurisdiction language, among other things.

The agreement, which covers 12 workers, was reached after nearly two years of negotiations.

Officers Neil Morrison and Tim Williams, who were on the Union bargaining team, join with the members of the Abbotsford work group in thanking the other members of Local 60, and the entire TWU membership, for their solid support of the Abbotsford workers during their long struggle.

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

### TWU Organizing Department Inquiry Form

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

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

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

Person you think would benefit from belonging to a Union:

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

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

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

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

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

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

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

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

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

**TELECOMMUNICATIONS WORKERS UNION**

**Organizing Department**

**5261 Lane Street**

**Burnaby BC V5H 4A6**

**Phone: 604-437-8601 ext. 630 (all collect calls will be accepted).**

**Fax: 604-435-7760**

**Website: [www.twu-canada.ca](http://www.twu-canada.ca)**

**E-mail: [organizer@twu-canada.ca](mailto:organizer@twu-canada.ca)**



## TWU team supports P.G. walkathon

On May 6-7, TWU members in Prince George and district once again participated in the Canadian Cancer Society's "Relay for a Friend"

The 24-hour walkathon is held every spring in Prince George, and this is the fifth consecutive year the TWU has entered its own team. This year's relay set a record for donations, and raised over \$243,000. Pledges and donations stay in the Prince George district.

TWU team captain Lisa Sitter would like to thank everyone who walked as well as those who generously contributed to this worthwhile cause.

This year's participants were Laurie Bergestad, Tracy Cammazola, Angela Ceal, Lee Ann Cooper, Jay Dumas, Louise Hartnagel, Cathy Moe, Marlene Pauls, Don and Lori Ruggles, Elaine Schlivinsky, Lisa and Lyle Sitter, Esme Stuckless, Judy Vallee, Nicole Warner, and Ron and Linda Williams

-Lori Ruggles

## Will brainy software engineers replace brawny workers in unions?

From CIO: on IDG.net site  
By Meridith Levinson

(IDG) - In the 1930s, muscle-bound steel workers served as poster boys for the American Federation of Labor, then a rising power as the country's umbrella union organization.

Workers were in the driver's seat of the American economy, they called the shots. Today, it's the often less-than-strapping IT worker who has slipped behind the wheel. Can brainy software engineers replace brawny men of yore as spokesmodels for labor unions and exploited workers in the new economy? The answer is yes. And no.

In a poll taken in February by TechRepublic.com, a Web site for IT professionals, 45% of responding IT workers said they're interested in joining a labor union for high-tech employees.

Others have more than a passing interest. They're joining existing unions. One of them is the 740,000-member Communications Workers of America (CWA), based in Washington, and the 75,000-member International Federation for Professional and Technical Engineers (IFPTE), with offices in Silver Spring, Maryland.

And some are forming their own unions, among them the 250-member Seattle-based Washington Alliance of Technology Workers (WashTech). That one has organized programmers at Microsoft and helped bring to resolution a lawsuit against the company involving alleged misclassification of long-term contract workers as temps.

Surprised by all this interest in unions? You're not alone.

Randy Wiley, CIO of the state of Arizona Department of Water Resources, speaks for 60 percent of CIOs, according to a CIO survey.

"I can't figure out why anyone in IT would want to go union," says Wiley. "We're at the top of the scale as far as salary goes. It's not like someone's cracking a whip over you. Overall, IT people have it pretty good. I know I've always felt like I have."

Wiley and some of his CIO colleagues say they're perplexed by media attention to the issue of labor unions in tech. So far, organizing efforts have been limited enough to create little inconvenience in corporate offices.

But common themes run through these fledgling unionization efforts, themes some may find worth listening to. They often address poorly crafted corporate policies that don't take into account the special needs of IT workers (training, for example). In fact, the high-tech union members gathering so far look less like the locals in a mob movie and more like professional guilders interested in promoting their crafts.

As CIOs struggle to attract, recruit, retain and reward top IT workers, they might find that unions and their contracts actually provide them with extra impact in the fight against stodgy corporate policies to obtain additional training and benefits for their staffs. And some CIOs may find that unions can boost productivity. Researchers at Tufts University and the New York Federal Reserve found that unionized enterprises tended to adopt formal quality programs and that reported productivity levels rose 16 percent in such organizations.

The term *union*, with the images it conjures of manual laborers and picket lines, poses the biggest problem to CIOs who are confronting unions either in the news or in their companies, and to traditional labor groups trying to recruit IT workers. These days, however, the term is being redefined to accommodate new organizations forming, particularly in the IT sector, like WashTech.

Candice Johnson, spokeswoman for the CWA, like other labor leaders recognizes that the type of union that works for construction workers may not necessarily work for IT workers. "You can't apply a cookie-cutter approach," she says.

## Telus moves aimed at creating national company

From the May 11 Province

Telus Corporation took more steps in May towards building itself into a national telecommunications company by signing a lucrative federal government contract and purchasing an eastern-based e-business company.

Telus announced May 10 that it has won a four-year contract from Public Works and Government Services Canada worth about \$200 million to provide the design, engineering, implementation operation and maintenance of a high-speed data network which will link 650 federal department and agency locations across Canada.

The contract will create about 200 jobs across the country and it has an option to extend the term by four additional years.

"This is clearly an important contract win for Telus," said Telus

President and Chief Executive Officer Darren Entwistle. "Not only is this a significant national data contract with the Government of Canada, it demonstrates execution on accelerating our national data and Internet-Protocol strategy."

The contract represents a breakthrough for Telus which last November failed to overturn an \$88-million contract with the Defence Department that was awarded to a subsidiary of rival BCE's Bell Canada.

However, Telus had won a two-year contract last spring to provide calling-card services to the federal government. The contract value was not announced.

Telus also announced yesterday that it has offered to purchase Toronto-based Daedalian eSolutions, an e-business company with about 200 employees, in an all-stock deal worth about \$29 million.

KEEGAN  
©CALM/010302



## BC TEL EAST KOOTENAY REUNION

Anyone who has worked for BC TEL in the East Kootenays is invited to attend a reunion:

Saturday, September 1, 2001  
Cranbrook,  
Town and Country Inn

Cocktails 5 p.m.,  
Buffet dinner 7 p.m.,  
Dance 9 p.m.

Tickets: \$25

Contact persons:

Debi Hart: Telephone: (250) 489-6756 or 489-1144

Mail: 45-12 Ave. S., Cranbrook, VIC 2R8

Sandy Hunter: (250) 489-6787 or 426-2379

Mail: 1325 Industrial Rd. No. 2, Cranbrook, VIC 5X5

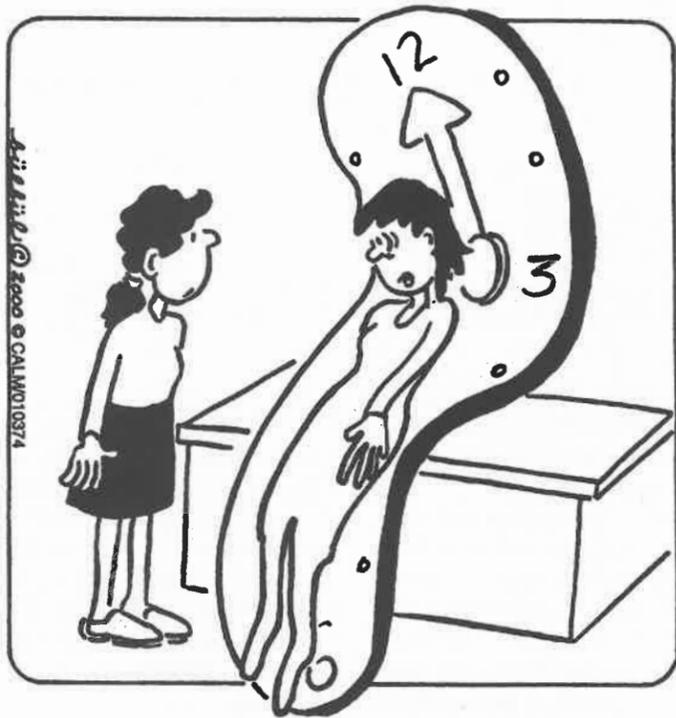
Town and Country Inn is offering a special room rate for out-of-towners attending the reunion.

### Georgetti named to Order of Canada

CANADIAN LABOUR Congress President Ken Georgetti became a Member of the Order of Canada on February 28.

The citation from Governor General Adrienne Clarkson said: "He is a respected champion of social justice and workers' rights. The youngest-ever President of the British Columbia Federation of Labour, he established a strong reputation as a consensus builder. Now President of the Canadian Labour Congress, he remains committed to a wide variety of organizations and causes. The University of British Columbia, the Association of Learning Disabled Adults and the Literacy Foundation ABC Canada all benefit from his dedication and insight."

"It is a very flattering distinction," said Georgetti. "But I really see this as a sign of recognition for the achievements of all the brothers and sisters I have been privileged to work with at United Steelworkers of America Local 480 in Trail, at the British Columbia Federation of Labour and at the Canadian Labour Congress. To everyone I say: thank you, my Order of Canada is for our work on behalf of working families in this country."



"This is a mandatory overtime overwork meltdown."

## Sinclair congratulates Campbell on victory

On May 17, the day after the BC Provincial Election, BC Federation of Labour President Jim Sinclair congratulated Premier-elect Gordon Campbell on his election victory and pledged to work with the government on areas of common concern.

"Whatever our political differences, we are united in our commitment to ensure the people of our province enjoy a strong economy, economic security and opportunity, world-class public services, social justice and a clean environment," Sinclair said in a letter to Campbell.

Sinclair said the labour movement has been heartened by Campbell's campaign commitments to dialogue, constitution, openness and accountability. The Federation has asked Campbell for an early meeting to establish a working relation-

ship with the new government.

"There are issues like pay equity that require immediate attention," Sinclair said. "But BC's unionized workers have a lot to offer in almost every area the government touches. Before the government proceeds on elements of its program - particularly those which affect the rights of working people to organize and to bargain collectively - we expect an opportunity to make our case."

"The election mandate carries with it enormous responsibility," Sinclair said. "Our job is to advocate on behalf of the nearly 450,000 British Columbians who are union members as well as those outside the unionized workforce who expect the government to ensure decent minimum wages, employment standards and safe workplaces."

# Court slaps Bell on pay equity

Ottawa - For the third time in May, the Federal Court of Appeal condemned Bell Canada for abusing the judicial process in order to prevent its employees' pay equity case from being heard at the Canada Human Rights Tribunal.

On May 24, the Federal Court of Appeal dismissed the last of Bell's preliminary objections, ruling that the tribunal is independent and impartial. The unions - CEP and the Canadian Telephone Employees Association - were also granted costs.

"I hope Bell finally gets the message," says Communications, Energy and Paperworkers Union President Brian Payne, noting that the company has gone to unheard of lengths to frustrate the human rights process and thus deny justice to these mostly women workers.

"It's despicable," he says. "These operators and clerical workers have been waiting for 10

years for money they are owed while their employer, a corporation with deep pockets and nothing to lose but its once-respectable reputation, keeps the courts and the lawyers busy."

Earlier in May, the Federal Court of Appeal dismissed two other appeals brought forward by Bell Canada. The Judge called the appeals premature and in one case an abuse of process. The Court also imposed punitive costs

against Bell Canada specifying that the costs should be at the high end of the scale.

"They have to admit they're at their at the end of the line," adds Payne, noting that Bell Canada has dragged the unions through at least five years of court and tribunal hearings resulting from more than 20 technician objections.

"It's high time the company sat down with us to resolve this matter."

## Organ donors sought

The British Columbia Transplant Society (BCTS) is urging British Columbians to register as organ donors.

The BC Federation of Labour has agreed to partner with the BCTS to encourage union members to register for organ donations, and the TWU is joining in that campaign. We encourage members to fill out the form below and clip it and return it to the BCTS.

The British Columbia Transplant Society is a provincially-funded health organization that supports the needs of transplant patients and families. Since 1986, hundreds

of British Columbians have received life-saving or life-enhancing transplants.

BCTS is responsible for organ transplantation and the promotion of organ donation in B.C.

For more information, call the BCTS at 1-800-663-6189 or e-mail [www.transplant.bc.ca](http://www.transplant.bc.ca).

It's easy to register as an organ donor. Fill out the form below and mail it to:

**British Columbia Transplant Society,**  
West Tower, 3<sup>rd</sup> floor,  
555 West 12<sup>th</sup> Ave.,  
Vancouver, B.C. V5Z 3X7

## OT ban ruled illegal strike

The Canada Industrial Relations Board has ruled that the Telus-wide overtime ban imposed by the TWU on May 3 constitutes an illegal strike.

The day after a hearing held May 9, the Board issued a cease and desist order, requiring the Union to lift the overtime ban immediately, and to notify members of the contents of the order.

The Union was further ordered not to discipline members in any way if they did not observe the overtime ban. The Board also ordered Telus to post copies of the order at conspicuous locations in all its facilities in Canada where it can be read by its employees represented by the TWU.

The TWU imposed the ban after the Telus CEO stated that the company planned to downsize by as many as 2,000 employees. He indicated the staff reductions could be achieved in part through the sale of Telus Advertising Services (since announced), and Telecom Leasing Co., but also through layoffs.

In imposing the overtime ban, the Union took the position that when the company threatens layoffs, members should not be forced to work overtime and put even more jobs in jeopardy.

The Union lifted the overtime ban in the face of the CIRB order.

## 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

## New provincial cabinet

The new Liberal government of British Columbia elected May 16 was sworn in on June 5. Following is a list of the members of the provincial cabinet.

**Premier:** Gordon Campbell  
**Education and Deputy Premier:** Christy Clark  
**Finance:** Gary Collins  
**Skills Development and Labour:** Graham Bruce  
**Forests:** Michael de Jong  
**Intergovernmental Relations:** Greg Halsey-Brandt  
**Advanced Education:** Shirley Bond  
**Agriculture, Food and Fisheries:** John van Dongen  
**Attorney General and Min. for Treaty Negotiations:** Geoff Plant  
**Children and Family Development:** Gordon Hogg  
**Early Childhood Development:** Linda Reid  
**Community, Aboriginal and Women's Services:** George Abbott  
**Community Charter:** Ted Nebbeling  
**Women's Equality:** Lynn Stevens  
**Competition, Science and Enterprise:** Rick Thorpe  
**Deregulation:** Kevin Falcon  
**Energy and Mines:** Richard Neufeld  
**Health Planning:** Sindi Hawkins  
**Health Services:** Colin Hansen  
**Mental Health:** Gulzar Cheema  
**Intermediate, Long Term and Home Care:** Katherine Whittred  
**Human Resources:** Murray Coell  
**Management Services:** Sandi Santori  
**Provincial Revenue:** Bill Barisoff  
**Public Safety and Solicitor General:** Rich Coleman  
**Sustainable Resource Management:** Stan Hagen  
**Transportation:** Judith Reid  
**Water, Land and Air Protection:** Joyce Murray



British Columbia Transplant Society

Registration to Become an Organ Donor

Print in BLOCK LETTERS using ink

No registration confirmation will be sent. If you wish confirmation, please contact us at 1-800-663-6189

BC Care Card No. (Personal Health No.)

Date of Birth

Sex

Male  Female

Surname

First Name

Address






I hereby consent to the following donation after my death: (Please circle ONE number only.)

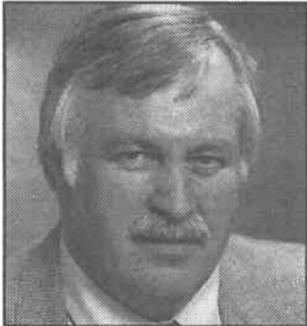
- All organs or tissues needed for transplant or transplant research or
- All organs and tissues needed for transplant only or
- Any organs/tissues needed for transplant EXCEPT the following:
 

<input type="checkbox"/> Heart	<input type="checkbox"/> Kidneys	<input type="checkbox"/> Cornea
<input type="checkbox"/> Lung	<input type="checkbox"/> Pancreas	<input type="checkbox"/> Skin
<input type="checkbox"/> Liver	<input type="checkbox"/> Bowel	<input type="checkbox"/> Bone <u>or</u>
- I do not wish to be a donor.

This completed form constitutes a legally valid consent under the Human Tissue Gift Act and meets the criteria of the BC Freedom of Information and Protection of Privacy Act

Signature of donor: (A parent/guardian must sign if donor is under the age of 18)

Date of Signature:



Rod Helbert

## President's Report

# TWU seeks greater corporate responsibility

The TWU is working to form a Telus "Shareholders Activism Group" or SAG with a view to promoting greater corporate responsibility at Telus. We are encouraging all members who are Telus shareholders to support SAG.

For many years, BC TEL and TELUS have been solid, strong, profitable well-run corporations. But since the merger of the two, and a wholesale changeout of senior staff, things have changed, and in our view, changed for the worse. Debt has increased dramatically, recent acquisitions and sale of assets are questionable at best, share values have dropped dramati-

cally, employee relations have deteriorated, and Telus has slipped seriously from their long-term position as a preferred corporation to invest in.

Numerous shareholders are expressing major concerns on a variety of issues. For example, they feel:

- Telus is accumulating too much debt.
- At the same time, the CEO and Telus senior management have given themselves huge increases in compensation.
- Telus is in constant reorganization, with no apparent purpose or long-term strategy.
- Telus is paying too high a price for new acquisitions like

Clearnet. The value of the companies is much less than the premium price Telus has paid.

• Two-thirds of long-term senior managers who in the past maintained a profitable, stable blue-chip company have been unceremoniously and arbitrarily replaced by less experienced people who appear to lack the loyalty and respect required to build a successful company.

• The Telus level of service in rural areas is slipping or about to be compromised, increasing future liability at Telus.

• Telus is selling off "non-core" assets that have been paid for by telephone users.

These assets are being sold at firesale prices and will likely lead to increased cost and future regulatory risk.

• Telus senior management refused to answer questions or disclose information at the 2001 Annual Meeting, cutting off shareholders' questions.

As shareholders, we have rights, and a responsibility to organize and get involved if we expect things to improve at Telus. If we join together, we can make the executive and Board of Directors responsible and accountable. I and the Union executive are urging concerned members who have shares in Telus to join the Shareholders

Activism Group.

We intend to work with the many shareholder activism groups that have formed across North America to address the same types of concerns that we are today facing at Telus. We intend to coordinate our actions with the many large institutional investors that still support the company.

We believe we can make a difference and by working together can rebuild Telus as a first-class company with pride, responsibility and loyalty.

The Union will be mailing out more information on how you can get involved. We look forward to your participation.



Vice-President Neil Morrison and Secretary-Treasurer Kathy Pearn report to annual meeting of Benevolent Society held in Richmond May 22

## When Unions are weaker, the only people 'freer' are employers

Louis Erlichman  
IAM Journal/CALM

Are unions too powerful? Is it too easy to organize workers? Are workers forced, against their will, to be represented by unions?

A lot of employers seem to think so. And their governments, like the Tories in Ontario, are eager to change laws to weaken those "too powerful unions" and strengthen the hand of poor, oppressed employers.

The Ontario Tories have introduced legislation to make it harder to unionize new groups of workers to encourage decertification of existing unions and to make it harder to get a first agreement for newly organized groups.

You would think that we've had a big boom in union organizing over the last few years. In fact, the latest figures, from the first half of 2000, show overall union membership in Canada up by less than 50,000 since 1997. Since total employment over the same period grew by more than 650,000, the proportion of employed workers who are union members actually declined, from 31.1 to 30.4 percent. This continues a trend that has seen the unionized proportion of the workforce decline from 33.2 percent in 1992.

The long-term decline in union density can be attributed partly to structural changes in employment, specifically the growth of harder-to-organize part-time and casual work in the service sectors. There was a slight jump in the unionization rate in the first half of 2000, probably related to an increase in full-time jobs.

The decline has affected both the highly organized public sector and the much-less-organized private sector. While the public sector unionization rate fell from 72.5 to 69.9 percent between 1997 and 2000, the unionization rate in the private sector also declined from 21.9 to 18.7 percent.

Despite the Harris Tories' claims, Ontario is not an especially strong center of union activity. In fact, it has the second lowest in Canada. At 27.3 percent, it's ahead only of Alberta. Newfoundland has the highest unionization rate, followed by Quebec and British Columbia. The rate in BC is 35%, in Alberta 21%.

In spite of the decline in unionization rates, belonging to a union still helps workers, which is why the right-wing parties continually work to weaken unions. The average hourly wage for full-time

unionized workers was \$19.43 in 1999, 21.5 % more than the average for non-unionized full-time workers, \$15.99.

The pay gap is even greater for part-time workers, with an average hourly rate of \$16.66 for the unionized being 67.6 percent higher than the hourly average, \$9.94, for part-timers.

Unionized workers also have much better pensions and other

benefits than their non-union colleagues. Perhaps even more important to workers are the protections unions and collective agreements provide from arbitrary employer actions - discipline, layoffs, favouritism, scheduling and threats to worker health and safety.

The protection provided by a collective agreement and a strong union grows more important as governments weaken workplace

standards legislation and enforcement.

So, while employers and their governments use the rhetoric of "freeing the workplace" to justify weakening unions and employment standards, it is important to remember that, when unions are weaker, the only people freer in the workplace are employers.

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## NACU Montreal conference set for October

At its last meeting of the National Alliance of Communications Unions held in Montreal, on the 27-28 January, NACU Officers dealt with the many recommendations flowing from its sub-committees on:

- Short and Long Term Strategies;
- Scope and Jurisdictional Issues;
- Arbitration, Labour Boards and the CRTC.

NACU Officers have, amongst several key recommendations, endorsed the development of coordinating and support mechanisms to enable the various unions (TWU, AC&TWU,

CEP and CAW Local 2000) to function more like one integrated union, while maintaining each union's autonomy.

With the purpose of ensuring that NACU members put their best collective foot forward through a coordinated effort in bargaining and other activities, the Alliance has scheduled a second National Conference to deal with Bargaining Issues. The second-day Conference will be held on October 22-23, 2001 in Montreal.

In addition to reviewing NACU activities and allowing for presentations by guest speakers, the Conference is

meant to be a working Conference giving participants a chance to have more input and in-depth discussions on common bargaining issues.

At present, three workshops are planned, allowing for group discussions on topics such as: 1) Contracting out, scope, jurisdiction, organizing, downsizing and centralizing; 2) Hours of work and related subjects; 3) Pensions and benefits including career earnings versus defined benefit plans and the need for benefits to be tied down in the collective agreement.

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