



Patience, solidarity urged as bargaining proceeds

When we get a collective agreement rests largely with Telus management...

The big stumbling block remains the company's demands for massive concessions...

We look for speedier progress when the company accepts reality...

When will we have a Collective Agreement?

That question is being asked more and more by members working for Telus as they return from summer holidays and settle into the fall work routine.

The answer, says the TWU Bargaining team, rests largely with Telus management.

The two parties, after months of delays, finally got down to serious negotiations toward a revised Collective Agreement in May. Talks have continued on a more-or-less regular basis since then, and indeed by mid-

September the parties had reviewed most of the agreement although slow, is being made.

But according to the Union bargaining team, the big problem all along, and what remains the stumbling block, is the company's set of proposals – demands for massive concessions which the Union regards as nothing less than an attempt to gut the Collective Agreement.

"The membership will not accept the concessions the company proposes, and the Bargaining team will not accept the concessions, and Telus knows the membership and the bargaining team will not agree to a gutting of the contract," says Vice-President Bruce Bell, spokesperson for the Union Bargaining team.

"When the company accepts that reality and drops its demands for concessions and is prepared to negotiate seriously with a realistic set of proposals, we can look forward to speedier progress toward a contract settlement."

Meanwhile, says Bell, what we ask of the membership is patience – patience and solidarity and the realization that although it could be a long haul, we expect in the end to achieve an agreement that will serve the membership in B.C., Alberta and elsewhere in the country.

In contrast to the 500 or so company issues and objectives, the Union has brought 56 proposals to the bargaining table. Approved by convention, our proposals include calls for a substantial wage increase, an increase in the company's pension plan contribution rate, numerous improvements to benefits, improvements in the various appendices, and a number of other changes.

For their part, the company's



TWU bargaining committee meets prior to negotiating session with Telus. From left, Lila Hackett, Greg Lorne, Sandi Mutter, Bobby Schneider, Joe Benn, Darlene Foley, Marcel LaFond, Peter Massy, Bruce Bell, Hope Cumming, Ron Driscoll, Donna Hikoro, Kelly Gray, Dave Tingle and Tom Robson

demands for concessions cut through the entire collective agreement and include (this is by no means an exhaustive list): an end to contracting out protection, and end to seniority as the basis of arrangement of staff (management rights would prevail), a severe narrowing of the scope and jurisdiction clauses, job postings and scheduling to become management prerogatives, an end to joint committees including the COTC and Jurisdiction committees, deletion of many letters of agreement including the pre-craft-to-craft letter, an increase in hours of work in Operator Service, a rewrite of the home dispatch letter in Plant, cancellation of job sharing in clerical, and unspecified changes in various benefits.

The above is only a sample of the concessions the company is seeking.

While the concession demands pose a major stumbling block in themselves, the situation is further complicated and bargaining further hindered by a number of unacceptable company initiatives in the area of industrial relations, as well as by several disputes currently in front of the Canada Industrial Relations Board (CIRB).

Of these disputes, one of particular concern to the Union and the membership is the company's position that there should be a separate contract for Telus Mobility employees, and a related dispute over the status of newly-acquired Clearnet. The Union has an application before the CIRB to include Clearnet employees in the bargaining unit.

The Union's position is that Mobility has been and must remain an integral part of Telus and that employees must be able to bid in and out of Mobility

without restriction, and that's what's happening today. The company continues to insist that Mobility has been sold to Tele-Mobilite and is a separate company. That issue is before the CIRB, and until a final decision is handed down by the Board, the TWU continues to bargain for all bargaining unit Telus employees. There is also a dispute over Telesales personnel and sales people in Alberta still before the Board, even though the Union feels this issue should have been settled more than a year ago. In March of 2000, the Board ruled that the telesales and Alberta sales members were part of the bargaining unit. In the Union's view, that should have ended the question. However, the company has continued to restructure these groups and terminate members. The Union has applied to the Board for a ruling that these members who were originally non-Union should be covered under the TWU collective agreement. The Board has subsequently asked for further submissions from the parties on that subject, which has been done. A decision is pending.

Until Board decisions are handed down on the telesales/sales issue, the Clearnet/Mobility issue, and two or three other matters before the Board on issues relating to scope, previous delays in bargaining and competitive operator services, the Union does not anticipate a pick-up in the pace of negotiations.

Bruce Bell also notes that the bargaining process is further complicated by an increasingly aggressive company attitude on a number of workplace issues. For example:

- In Operator Services, Telus recently announced pending

changes to scheduling, coverage and trades which will impact on operators' rights;

- In Clerical, management is taking an aggressive stance, including stepping up coaching, and new guidelines linking productive to ability to work overtime, and an increase in the number of cancellations of job postings.

- In Plant, members are being pressured to sign up for corporate credit cards, and the company is canceling more job postings, among other things.

- Contracting Out violations are on an increase, and more and more issues are having to go in front of the COTC chair for resolution. Members are urged to maintain vigilance for examples of contracting out, particularly in this difficult period of negotiations.

In short, says Bell, Telus's set of issues and objectives, its tactics in the workplace, and its position in front of the Board, taken together, clearly demonstrates it has little respect for the Union, either in the workplace or at the bargaining table, or for the history between the parties. "The company is making it clear it wants to severely weaken the process that allows the union to protect our members' interests, or to challenge management's decisions," says Bell.

"We want to get down to serious negotiations, but it is clear we will have to see the company change its approach and attitude a good deal first. Again, we are confident the membership will respond positively to our call for rock solid support during this difficult time. We will get a contract, and a good contract. It is only a matter of time, faith in ourselves, and as always, solidarity."

LETTERS TO THE EDITOR

NDP thanks

Dear TWU:

I would like to take this opportunity to personally thank you for all of your time, efforts, and contributions to the Re-elect Jenny Kwan Campaign. I am proud to be re-elected as the MLA for Vancouver-Mt. Pleasant but certainly could not have done it without the support and dedication of volunteers, staff, and donors.

I am honoured to be able to return to Victoria and again serve the residents of Vancouver-Mt. Pleasant. I will work hard to represent the people of this province who believe in equality and social justice. I am committed to ensuring there is a strong voice in the BC Legislature that represents our interests.

Thank you for your hard work and support.

**In solidarity,
Jenny Kwan, MLA
Vancouver-Mt. Pleasant NDP**

Dear TWU:

On behalf of the Gordon Wilson Campaign I wish to thank you for your kind donation.

We fought a good campaign & had a lot of support, but the odds were against us.

However, we shall rearm and be ready for the next election. After all, who else speaks up for the workers, the poor, the needy and the oppressed?

EDMONTON OFFICE
#103 - 10525-170 Street
Edmonton, Alta, T5P 4W2
Ph. 780-444-6945
Fax: 780-488-6911

CALGARY OFFICE
#255 - 525-28 St. S.E.
Calgary, Alta, T2A 6W9
Ph. 403-237-6990
Fax: 403-802-2381

TWU phone ... (604) 437-8601

TWU fax (604) 435-7760

**Pension Plan
office (604) 430-1317**

TWU hotline .. (604) 435-2224

TWU Website addresses:

TWU Home Page: <http://www.twu-canada.ca>
TW Pension Plan:
<http://www.twu-canada.ca/twpp/pptoc/htm>
TW Benefit Plan:
<http://www.twu-canada.ca/twpp/bphome/htm>
TWU Email Address (Union Office):
twu@twu-canada.ca
TW Pension and Benefit Plans:
twplans@twubc.com

We must all work together for the common good.

Again, many thanks for your support, it was a great encouragement.

**Yours sincerely,
Helen G. Evans
Financial Agent for
Gordon Wilson
Powell River**

Dear TWU:

First, let me extend my most sincere appreciation for your contribution to my re-election campaign. As you all know, we unfortunately lost this riding, but your help was nonetheless an important part of our ongoing effort to stand up for the values that we all hold dear.

Our campaign was well run and benefited from the hundreds of volunteers and donors like yourselves who made our re-election bid possible. Despite our loss, our campaign for social justice, environmental protection, human rights, and our traditional New Democrat values goes on. It has never been more important to remember what we stand for and the importance of our movement.

Many people have approached me, and I agree, saying that we must maintain a strong presence here in Vancouver-Burrard in opposition to Campbell's Liberals and to continue the fight and to rebuild our Party.

I encourage you all to continue on and help to rebuild our movement, to keep fighting for the values that matter to us as social democrats. Your con-

tinued support may prove to be just as important as your support, as our Party continues our fight for social justice.

**Yours sincerely,
Tim Stevenson
Vancouver Burrard NDP**

Dear TWU:

Thank you for your generous contribution to Bill Hartley's provincial election campaign. Your support was important to our efforts to re-elect Bill Hartley and retain a New Democratic voice in Victoria. You helped us mount a strong local campaign.

Your support is also critical to the next phase of our struggle - to renew the party and to continue our advocacy for economic and social justice in British Columbia.

**Yours truly,
Bill Hartley,
Candidate
Janet Amsden,
Constituency president
Andy Clevin,
Financial agent
Maple Ridge - Pitt Meadows NDP**

Dear TWU:

Thank you for your contribution to our campaign during the provincial election.

With your help we were able to run a credible race and offer people a choice.

**Thank You,
Barrie MacLeod
Candidate
West Vancouver - Garibaldi NDP**

Dear TWU:

I want to thank you for aiding me in my recent campaign. I really appreciated your assistance.

Although we weren't successful, we held our heads high and fought with integrity.

As for me, I've had the rare privilege of serving for some 19 wonderful years both federally and provincially. I believe I've left a progressive legacy in my small wake.

Thanks again.

**Yours sincerely,
Ian Waddell**

Dear TWU:

Thank you for your support of New Democratic candidates during the recent provincial election. We had an extraordinary team who did an excellent job of communicating the vision and the ideas of the New Democrats, labour and ordinary Albertans.

With your assistance we were able to ensure the voice of New Democrats was heard throughout Alberta. We leave this campaign with a sense of renewed energy and commitment and will continue to fight to build tomorrow's campaign and a more equitable future.

Thank you and best wishes.
**In solidarity and on behalf of New Democrat candidates in Southern Alberta,
Chantelle Hughes,
Southern Organiser
Alberta New Democrats**

Retirement thanks

Dear TWU:

I would like to thank you for the cheque, pin and life membership on my retirement.

At this time I also wish success to the guys from the North and the negotiating team to reach a new contract.

**In solidarity,
Bob Roberts
Local 16**

Dear TWU:

I would like to thank you for the life membership, retirement TWU pin and the \$1000 retirement cheque. This will come in handy to furnish our new home in Kamloops.

**Thanks again,
Carole Lockie**

Dear TWU:

I recently retired from BC Tel/TELUS. I want to thank the TWU for making my years there very comfortable. The wages, benefits and job security are unparalleled.

The TWU is a great organization and I appreciated their representation very much. Thank you for the \$1000 - I am a proud lifetime member.

Thank you very much for the wonderful Pension Plan.

**Tom Baxter
Local One**

CAW thanks

Dear TWU:

On behalf of the Officers and members of the Amalgamated Transit Union, Local 583 I would like to express our deep gratitude for your support during our recent labour dispute with the City of Calgary.

The key issues we went out for were job security for our non-trades, wage parity for our trades and part time/community shuttle conversions for operators. After 49 days on strike, we were able to reach a good settlement that addressed these items and will benefit our members for many years to come.

This fight would have been much more difficult if it were not for the incredible moral and financial support we received from your Local and others like yours.

Because of this generosity, we were able to help hundreds of our more needy members at a time when they have been second-guessing themselves financially.

On April 11th we reached a memorandum of agreement. On April 13th, over 900 of our members came through the office for their final strike pay. Not one member expressed any regrets about going seven weeks without a paycheque. Because of your generosity, every member was able to celebrate the Easter weekend with pride, dignity and ample food on the table.

I am happy to report that Local 583 has emerged from this battle with many improvements to the Collective Agreement and a solidarity that no employer

could break.

If Local 583 can be of any assistance to you in the future, please do not hesitate to call.

**With eternal gratitude,
Mike Mahar
Financial Sec./Treasurer
ATU Local 583**

Dear TWU:

In unity, and with mutual dependence, we will conquer the corporate agenda and win better working conditions and wages for our sisters and brothers, the working women and men.

Our employer has put forward an agenda that this is nothing short of an attempt to break the strength of the labour movement. We are waging a bitter struggle to defeat this agenda.

Your financial and moral support adds to the solidarity of the whole labour movement. It gives our members the impetus to fight the concessions put forward by an insufferable employer. We are not going to give up the gains we have made over the last 60 years. Our cause is just, and we will win in the end.

Thank you for your financial support of \$1,000.

**In solidarity,
CAW Local 111
Donald MacLeod, President
and CAW Local 2200
Joe Elworthy, President**

Sports thanks

Dear TWU:

On behalf of the Abbotsford Minor Lacrosse Association, I would like to thank the TWU for the donation awarded to us for the season just ended. Your contribution is greatly appreciated.

**John Gallant,
Local 7
A.M.L.A.**

Family thanks

Dear TWU:

I want to thank you very much for the cheque I received from the TWU after my husband Larry W. Smith passed away suddenly on April 2, 2001, after more than 34 years with the TWU.

It was greatly appreciated during that most difficult time for our family. Again, thank you.

**Sincerely,
Ellen Smith and family
James, Debbie and Christian**

Thanks for van

Dear TWU:

I would like to thank everyone who donated toward the purchase of an accessible van for myself. It will enable me to continue being mobile.

I am grateful for the wonderful support and generosity.

I thank you again.

Sherry Caves

The Transmitter

Member of

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

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

Editor: Myron Johnson

President: Rod Hiebert

Vice-Presidents: Neil Morrison & Bruce Bell

Sect.-Treasurer: Kathy Pearn

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

*Sweet Land of Liberty
Of Thee I Sing*

**-Myron Johnson,
Transmitter Editor**

'Telecommunications Craftsperson' update

This is an update on our newly designated trade "Telecommunications Craftsperson".

As you will remember from our last Transmitter article, this new trade was officially designated by the Industry Training and Apprenticeship Commission (ITAC) at the March 23, 2001 board meeting. ITAC is a provincially legislated body that was created by government to replace the former BC Provincial Apprenticeship Board. The ITAC board consists of labour, business, education, and government representatives and is mandated to promote skills training and apprenticeship programs within the province.

Following the formal passing of the designation, a Trade Advisory Committee was struck to prescribe further recommendations to ITAC and administer various aspects of the trade. The new TAC will have equal representation from both management and labour. The TWU appointees to the committee are: Brother Ron Williams (Business Agent from Prince George), Sister Mari McCracken (local 7), and Brother Don Fehr (local 5) with

Sister Lori Ruggles (Alternate BA) attending meetings from time to time. Company appointees to the committee are: John Wiseman, Pat Harbord and Jim Hewitt.

ITAC Board Member Lori Ruggles says special thanks are owed to ITAC CEO Kerry Jochen, and ITAC Staff Members: George Douglas, Karen James and Olivier Schittecatte for their hard work in the formation of the new designation and for providing a viable solution to our union's concerns. Sister Ruggles also states that a special mention should go to Ron Williams, Mari McCracken and past TAC member Dave McElheran for their efforts and perseverance in this matter and she would like to thank both President Rod Hiebert and Vice President Bruce Bell for their firm support and the role they took in closing the negotiations. Thanks should also go to TELUS Managers Bernice Benekritis (ITAC Board Member) and Don Kaltenbach (Human Resources) for their assistance in the co-operative effort that finally made our new trade a reality.

For our Members' interest, the official provincial bylaw (#2001-05) states: "Telecommunications Craftsperson" means a person who installs, maintains, and repairs any communication infrastructure and terminal equipment that is necessary to supply data and communication service to individuals and companies, public or private.

Length of Program: 3.5 years
Workplace Hours: 6300 hours
In-School Hours: Minimum of 320

(The official publication of the bylaw can also be found at the ITAC's website: www.itac.gov.bc.ca)

As stated, the trade will require a 42-month apprenticeship (which is consistent with the collective agreement) with a minimum of 320 hours of TELUS training. There are no prerequisites with respect to outside post secondary education. Anyone who is currently a journeyman at TELUS in BC will be automatically certified, and members currently going through the qualification period will also receive automatic certification at the end of their apprenticeship. No exam will be required for TELUS employees who have completed the 42-month training period; however, a challenge

TQ (trade qualification) exam must be created for people outside the company who are seeking the designation.

The TAC is currently in the process of setting up a review committee to look at our member employment records in order to provide ITAC the information they will require to send out the credential. Depending on the availability of this information it could be a somewhat time-consuming endeavour but we expect the process to be underway as early as this fall. It is our hope to have Members beginning to receive their certificates shortly thereafter. The committee has agreed that this process is to include former craft journeymen who have bid out to other areas of the company (so long as they are still employed by TELUS).

Further articles will be appearing in the Transmitter as the matter progresses.

The TWU applauds the hard work of all those who participated in making the trade a reality. We are also pleased with ITAC's move to formally recognize employer-based training with the accreditation of this program. The passing of this designation by ITAC means that our highly skilled Craftpersons will finally be recognized for the intensive training they receive and the expertise they hold in the field of communications. The new trade qualification provides our Members with the competitive and transferable skills that are needed in this highly technical industry and the TWU congratulates our members on their success in their new role as officially recognized Tradespersons.

Shaw Cable terminations at arbitration

The Union is going to arbitration on behalf of five employees of Shaw Cable terminated by the company. Four of the terminations stemmed from allegations of involvement in a work stoppage over jurisdiction issues, the fifth from an allegation of improper driving.

Shaw has agreed to the appointment of Stephen Kelleher as arbitrator in the arbitrations involving Ralph Woods and Paul Yorke. The Union is awaiting agreement on a chair for the other three arbitrations. The TWU has informed the employer that if there is no agreement on a chair for the remaining three, the Union will apply to the Minister of Labour to appoint one.

NACU conference set for Montreal October 22-23

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

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

NACU Officers have, amongst several key recommendations, endorsed the development of co-ordinating 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 co-ordinated effort in bargaining and other activities, the Alliance has scheduled a second National Conference to deal with Bargaining Issues. The 2-day Conference will be held on October 22-23 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 change 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 earning versus defined benefit plans and the need for benefits to be tied down in the collective agreement.

Telus wins appeal on fatality conviction

Telus has successfully appealed a court decision that the company had breached a health and safety provision of the Canada Labour Code in the death of TWU member Brian McDougall.

McDougall, a BC TEL lineman, died August 6, 1997 when he came into contact with a power line while working near Vanderhoof.

Following a BC Supreme Court hearing in Prince George February 15-16, 2001, the court judgment overturning the Telus conviction was handed down August 28.

The trial judge convicted the company on one count, violation of Section 125(s) of the Canada Labour Code, specifically, failure to make McDougall aware of ev-

ery known or foreseeable safety or health hazard in the area where he worked. A number of other charges were dismissed by the trial judge.

In his August 28 ruling, Mr. Justice Chamberlist of the BC Supreme Court overturned the conviction, on the grounds that the trial judge erred in convicting Telus of a different offence than the offence charged.

Mr. Justice Chamberlist ruled that trial judge had erred by referring to every known and foreseeable safety or health hazard in the area McDougall was working, rather than to the particular hazard complained of in the Information in Count 7 (the count on which the company was convicted).

Scholarship terms changed

The Union is changing the procedure on the awarding of TWU scholarships to make them available to members across Canada.

The Union offers five scholarships annually: three worth \$750 each and two worth \$1,000 each.

Under current procedures, with the TWU scholarships administered by the UBC Awards and Financial Aid Department, scholarships were effectively restricted to sons and daughters of members or retired members living in British Columbia and entering a post-secondary institution in B.C. UBC would not allow changes to those conditions and continue to administer the scholarships for the Union.

With the Telus merger and subsequent Union merger vote, resulting in several thousand employees in Alberta joining the TWU, as well as expansion across the country, almost half of the membership was effectively prevented from applying on behalf of their daughters and sons.

The Union is therefore handing over administration of the scholarships to the Columbia Foundation. The terms of reference will be changed somewhat, and the scholarships will be available to members in B.C., Alberta, and the rest of the country.

The scholarships for the 2001-02 school year have already been awarded, but the new procedures should be in place for students entering a post-secondary institution in the fall of 2002. We hope to have more details on specifically how and where to apply, and what the deadline is, in the next Transmitter.

Sports thanks

Dear TWU:

I would like to thank you for your contribution to our Renegade midget girls softball team.

Renegades I is the senior minor team in the White Rock Renegades Fastpitch Club. We have a total of 14 players, ages 18 to 19, all from the Lower Mainland area. Several of these girls are daughters of TELUS employees.

Our program has given these dedicated athletes the opportunity to develop their skills to a very high level. As a result, many of our players are receiving scholarships to attend American universities and colleges. Several of our athletes will be selected to Team BC, representing our province, at the upcoming Canada Summer Games.

Your contribution was deposited to our team fund, and will be used to pay a tournament entry fee. Once again, thank you for your support.

Yours truly,
John Elden,
Head Coach

Renegades 1 Fastpitch Club
White Rock BC

Dear TWU:

The \$220 donation from the TWU towards my son's hockey team was greatly appreciated. This was the first year that I was formally involved in the running of the team, acting as both team manager and treasurer. To say that I was overwhelmed at the amount of work that goes into this job would be an understatement, but it was nice to know that the TWU was there to support us financially.

Wade Shelton
Local 50



TWU officers, bargaining team members, and other Union activists, join in demonstration July 12 in support of striking Lower Mainland transit workers.

Union meets with Clearnet workers

Since the recent purchase of Clearnet by Telus, the TWU has established contact with many of the employees of what was formerly Clearnet, as part of the Union's broader initiative with respect to the acquisition.

The Union has also applied to the Canada Industrial Relations Board (CIRB) for acquisition under Board Decision #108, and at this writing, we are awaiting a hearing date.

Earlier this year, TWU President Rod Hiebert established a working committee to deal with the Clearnet acquisition. Committee members include Hiebert, Vice-President Bruce Bell, Business Agents Sherryl Anderson and John Carpenter, and Organizer Raymond Chrétien.

Over the past few months, the TWU has met with a number of former Clearnet employees across Canada. On August 27, President Hiebert hosted an information meeting in Scarborough, Ontario, for the TELUS Mobility employees there. A great number of former Clearnet employees work and live in the Greater Toronto Area.

The Union was very pleased with the turnouts and the opportunity to meet in group settings with the workers. The pur-

pose was to be able to share with them our history and successes and to be able to answer the various questions they still had as we wait for the CIRB to schedule a hearing into the TWU's application. The Union is encouraged to see the strong level of support from all the employees we have met and communicated with over the past few months.

As part of our effort to have a permanent presence in the Eastern Canada, the TWU has recently set up an office in downtown Toronto.

The TWU Committee representatives have toured former Clearnet offices in Scarborough, Burnaby, Calgary and Edmonton. Future information meetings will be scheduled.

With respect to our application before the CIRB, the TWU's position is that the former Clearnet employees being integrated into TELUS should be swept into a single TWU bargaining unit similar to what occurred in past acquisitions.

We want our eastern co-workers to be able to enjoy one of the best collective agreements in North America that the TWU members have fought long and hard for.

Long transit strike ended

From: CAW Contact

After a tough 126-day strike, CAW members employed by the transit system covering B.C.'s Lower Mainland were back at work August 7 after the provincial Liberal government brought down legislation requiring the employer to finally accept the recommendations of a special mediator.

The CAW has 3,400 members at Local 111 and Local 2200 who on June 10 ratified by 98 per cent the recommendations of special mediator Vince Ready to end the labour dispute with Coast Mountain Bus Company.

The provincial government held a special emergency session of the legislature and passed legislation requiring the employer to accept most of the mediator's recommendations, which include wage increases of 8.5

per cent over three years, some benefit gains as well as a \$1,000 signing bonus.

The key issues of part-time work and contracting out have been referred to a special committee. If the committee can't reach agreement it goes to binding arbitration with a ruling by December 31.

CAW area director Len Ruel said the membership showed incredible solidarity on the key issues during a difficult and lengthy strike. He said the employer should have accepted the special mediator's recommendations after they were first issued early in June.

Ruel said the leadership and membership of the two CAW locals are thankful for the strong financial and moral support provided by the CAW local unions across the country.

MarkTrend bargaining begins

Business Agent Tim Williams reports that the Union has presented a set of bargaining proposals to management at MarkTrend Research.

In late April, the TWU was certified as bargaining agent for interviewers at MarkTrend, a Vancouver market research company.

The Union will now begin negotiations toward a first collective agreement. The Union proposals were presented August 17 by Williams and Local 63 members Raymond Hodson, Terry Johnson and Dale Primeau.

Between 60 and 70 interviewers who work at the MarkTrend call centre are in the unit.

Williams also reports that a shop steward at the MarkTrend workplace who was terminated after the certification has been reinstated. The employer decided to reinstate the employee without loss of pay or benefits or seniority, prior to the start of a scheduled hearing before the BC Labour Relations Board, thus avoiding a formal hearing.

TWU gains 40 new members

The TWU has been certified as the bargaining agent for Strategic Communications Inc., a Vancouver-based fundraising and public opinion survey company. Some 40 employees of Strategic Communications are now TWU members.

The TWU was granted automatic certification under the provision, which allowed certification without a vote where 55 percent of the eligible employees signed cards. That law is now being changed by the Campbell Government and certifications will no longer be permitted without a membership vote.

This certification covers workers in the Vancouver office of Strategic Communications, not the Toronto office.

Union welcomes new Shaw TFRs with signing of Letter of Agreement

Shaw Cable is hiring over 70 additional TFR's to do @Home work.

Vice-President Neil Morrison says the Union is pleased with this development, which involves the Shaw units in Vancouver, Surrey and Abbotsford.

The hirings are the result of the signing of a Letter of Agreement allowing TFR's to run inside cable from the CSE to the jack, at the top installer hourly rate in 15-minute increments for the purpose of @Home installations only. In addition, the TFR's will be doing the modem installation work with a minimum half-hour wait time due to technical difficulties.

The Letter of Agreement also provides a guaranteed \$55,000 per year earning opportunity, as long as TFR work is available. Provided TFR work is available, the employer has to curtail the use of outside contractors to allow the TFR's to reach the \$55,000 per year.

The Union extends a warm welcome to the new members.

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
E-mail: organizer@twu-canada.ca



Members staffing TWU table at Labour Day picnic in Kamloops, from left, BA George Doubt, Bernice Karroll, Rick Fleming and Bob Satterthwaite. Some 20 Unions were represented at the picnic. TWU members report great interest in our pens and collective agreements.

COTC chair back Union on Remote Dealer Access

Stephen Kelleher, the chair of the Contracting Out and Technological Change Committee, has ruled that Telus is violating an agreement with the TWU by allowing cell phone dealers to hook up directly to the network without the involvement of TWU members.

In a dispute brought to the COTC chair by the TWU, Kelleher ruled in late June that the company's introduction of "Remote Dealer Access" or RDA in B.C. without prior discussion with the TWU is inconsistent with the BC TEL-TWU Letter of Agreement of December 4, 1992.

Kelleher writes in his ruling that "the change introduced in June, 2001, means in effect that the dealers are inputting data into Company databases."

COTC deals with dispute on ordering products

Contracting Out and Technological Change (COTC) Committee members met in front of Committee chair Stephen Kelleher in early September to discuss concerns about members at TELUS using E-Buy (Corporate Express) to order items, specifically stationery and associated products.

At the meeting, the company agreed that ordering of the material and products could be done through SAP. The Union advises members to use SAP to order items and/or materials. That includes both stocked and non-stocked items and materials. SAP routes the orders through Telus bargaining unit members, which is work regularly performed.

If a member does not have access to SAP, he or she should use a stationery requisition form #ASSA.

Prior to the September meeting, the company had been directing that ordering be done by E-BUY (Corporate Express). The Union's concern is that if material is ordered by E-BUY, which is not processed by bargaining unit members, warehouses could become de-stocked of many items or materials, leading to loss of work regularly performed in many classifications in many different areas.

Foundation grants available

As part of Van Tel Credit Union's commitment to its members and the TWU community, the credit union established a foundation in 1998. The goal of the Van Tel Credit Union Foundation is to stimulate interest in volunteering and to promote community involvement. The focus is on non-profit youth and environment programs, as well as those that strive toward community enhancement and crime prevention. A number of grants ranging from \$250 to \$2,500 are awarded annually.

Van Tel Credit Union Foundation posters will be distributed to TELUS locations across the province and brochures will be available in Van Tel branches. The foundation will have a posting on the TELUS intranet and on their own website at www.vantel.com (what's New section).

To qualify for a grant this year, applications must be received by the Foundation no later than October 15, 2001. Also, please note that the organizations must have a Revenue Canada Charity Tax Number to be eligible. Call Barbara Ciunyk at 604-656-6232 (1-800-663-1557) or email bciunyk@vantel.com for more information.

Rand formula most popular union model in Canada

Vanessa Payne
CALM

Today most collective agreements contain provisions setting out requirements for union membership and dues. These are called union security provisions because they safeguard a union's position as bargaining agent.

There are several approaches:

"Closed shop - requires an employer to hire only union members (often from a union hiring hall or from a list supplied by the union).

"Union shop - allows an employer to hire workers who are not union members, but requires all workers to join the union when hired and remain members as a condition of employment.

"Agency shop - does not require workers to join the union. However, all bargaining unit members, whether union members or not must pay dues. Also known as the Rand formula.

"Maintenance of membership - does not require workers to join the union. However, workers who voluntarily join must keep their membership for the duration of the agreement.

"Voluntary checkoff - does not require workers to pay dues. Employers must have written authorization from each worker to deduct and remit dues to the union.

Employers and unions are generally free to negotiate any type of union security provision. The most common in Canada is the agency shop or Rand formula.

The Rand formula is a result of the 1945 Ford strike in Windsor. The strike lasted 99 days, including a three-day blockade in which members of UAW Local 200 and their supporters stretched cars and buses around the entire Ford plant. As part of the settlement, several issues were sent to binding arbitration, including the union's demand for a union shop and mandatory dues check-off.

Justice Ivan Rand of the Supreme Court of Canada was appointed arbitrator. He denied the UAW request for a union shop but agreed on compulsory dues check-off for all workers. Justice Rand recognized that all bargaining unit members benefit from union representation and it would not be fair to let non-union members get a free ride.

Today, labour legislation in most provinces makes it easy for unions to obtain the Rand formula. In British Columbia, Saskatchewan, Manitoba, Ontario, Quebec and Newfoundland, the Rand formula is either required by law or the employer must agree to it at the request of the union.

In Alberta, New Brunswick, Nova Scotia and Prince Edward Island, unions must negotiate for union security protection. However, most unions have succeeded in negotiating the Rand formula or some form of obligatory dues deduction.

Several court challenges of the Rand formula by employers and

non-union workers have failed, including a 1991 challenge under the *Canadian Charter of Rights and Freedoms*. Still from time to time business interests or politicians grumble about getting rid of the Rand formula. They assert that requiring unions to obtain permission to collect dues from each worker would enhance workplace democracy.

It appears that governments have not taken these proposals seriously. If they did, the battle mounted by unions would likely make the Ford Windsor strike look like a tea party.

Vanessa Payne practices law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm's website at www.sgmlaw.com.

Bell Mobility, Nortel moving onto Telus turf in Alta, BC

Bell Mobility and Nortel Networks are taking the wireless phone wars to TELUS Corp.'s home turf.

To no one's surprise, Bell Mobility says it will launch a wireless personal-communications service network in B.C. and Alberta.

Bell's decision to build its own wireless network with Nortel in the West follows TELUS's decision last fall to invade Bell country in central Canada by buying Clearnet for \$6.6 billion.

"We knew it was coming," TELUS Mobility spokesman Mark Langton said. "It's been a *quid pro quo*. TELUS had always said we plan to be a national player and Bell had always said it had the same plans." "If you don't like competition in wireless, you're in

the wrong business. It's the most hyper-competitive business in the country."

Bell Mobility, a division of Bell Canada, and Nortel said they have signed a \$180-million deal to build a network in BC and Alberta that will begin operating in major urban centres early next year.

Bell Mobility is Canada's largest wireless carrier with more than three million customers. TELUS Mobility has 2.3 million wireless customers across the country.

Bell Mobility has already hired 125 employees for its western operations.

It plans to have 350 to 400 employees by the end of 2002, said Paul Healey, president of Bell Mobility's western region.

SFU seminars October 13-14

A weekend labour seminar jointly sponsored by the Vancouver and New Westminster and District Labour Councils, the CLC and Simon Fraser University, will be held at SFU October 13-14.

Courses being offered at this fall's seminar include Assertiveness Training, Introduction to Collective Bargaining, Facing Management, Occupational Health and Safety II, Parliamentary Procedure, Labour Law-Provincial, WCB, Steward Training, Grievance Handling, Introduction to Arbitration, Stress in the Workplace, Health and Safety in the Federal Sector, and Health and Safety Committee Training (Provincial).

Deadline for course registration is Thursday, October 4.

For information on course registration or course content, telephone the Vancouver office of the CLC at 604-430-6766.

TWU members interested in taking one of the courses should contact their Local Secretary-Treasurer for information on fee re-imburement.

Cap College Labour courses

Capilano College Labour Studies Program is offering a wide variety of courses this fall session in the areas of Health and Safety, Workers Compensation, Labour Law, Shop Steward Skills and Human Rights Law.

At least 10 of the courses offered this fall are new. They are Skills for Elected Local Officers, Avoiding Section 12 Complaints, a Labour Law workshop on Discipline Arbitration Update, a Labour Law Workshop on Latest LRB and CIRB decisions, Non-Violent Civil Disobedience, Grievance Handling Skills for Stewards (Intermediate), Strategies for Fighting Contracting Out, Representing Members Suffering From Mental Illness, and the WCB and Accident Prevention.

Numerous other courses offered in previous sessions are also available.

Course times and locations for the fall session vary.

For further course information, telephone 604-984-4954.

To register, telephone 604-984-4901.

Supreme Court ruling broadened jurisdiction of arbitrators

Vanessa Payne
CALM

Anna is fired for poor work performance. She later finds out that her supervisor made malicious comments about her to other managers.

Peter is on sick leave. His employer announces to other employees that Peter is faking illness to get time off work.

Can Anna or Peter claim damages for defamation in a lawsuit? Can an employer sue a worker for defamation or other alleged wrongdoing? Or must all workplace disputes be resolved by an arbitrator?

In the past, arbitrators dealt only with the interpretation and application of the particular provisions of an agreement. If employers or workers defamed

each other or committed other civil law wrongs it was thought to be a matter for court.

So, Anna could grieve her dismissal under the collective agreement but would have to go to court if she wanted to claim damages for defamation against her supervisor. Similarly, if Joe wanted to sue for defamation, he would have to do it in court.

However, things changed after the 1995 Supreme Court of Canada decision in *Weber v. Ontario Hydro*. The Supreme Court held that an arbitrator has exclusive jurisdiction over employment-related disputes that arise, even implicitly, from a collective agreement.

So, if Anna tried to sue her supervisor today the case would

likely be thrown out. The supervisor's comments were connected to Anna's performance review and dismissal, matters that fall within the collective agreement. Anna would have to pursue the defamation claim in a grievance.

Giving arbitrators jurisdiction over most workplace claims can be a positive development. After all, arbitration is generally faster and much less expensive than court actions. However, the Weber decision has created problems for workers and unions.

Collective agreements almost never explicitly mention defamation or other types of civil wrongs. Whether a particular dispute can be said to arise implicitly or inferentially from the collective agreement is open to conflicting interpretations. Not surprisingly, the lower courts have reached different conclusions in many cases since Weber. As a result, it has become more difficult to figure out whether a particular dispute belongs in court or before an arbitrator.

For instance, the British Columbia Court of Appeal decided an employer could sue a union president for making allegedly defamatory statements about the employer's safety practices in a newspaper article. The Ontario courts have refused to deal with similar claims on the basis that the allegedly defamatory statements dealt with workplace issues and therefore arose from the collective agreement.

More importantly, arbitrators have traditionally been reluctant to award damages for civil wrongs. But if the courts refuse to deal with such claims, arbitrators must step into the breach. If they do not, unionized workers will be deprived of the right to seek damages for civil wrongs committed against them in the workplace.

Will the Supreme Court clarify the Weber decision? Will Arbitrators become more willing to deal with civil law claims? Only time will tell. Until then, unions can try to protect their members' rights to claim damages for alleged civil law wrongs by including such claims, where appropriate, in grievances filed under a collective agreement.

Vanessa Payne practices law with Sack Goldblatt Mitchell in Toronto. For more information on labour law issues, visit the firm's website at www.sgmlaw.com.

From a Vancouver Sun report

Ontario backs off plans to amalgamate tribunals

OPSEU/CALM

The Ontario government has backed off on plans to amalgamate six adjudicative bodies into a single powerful Mega-Tribunal.

The new body would have taken over the roles of the Ontario Labour Relations Board, the Workplace Safety and Insurance Appeals Tribunal, the Pay Equity Hearings Tribunal, the Board of Inquiry under the Ontario Human Rights Code, the College Relations Commission and the Education Relations Commission.

In the process, the number of arbiters would be cut to about a third, and the specialized expertise of each tribunal would have been lost or diluted.

"I congratulate the government on this decision," said Ontario Public Service Employees Union president Leah Casselman. "It was a bad idea. The public expressed its concerns and problems, and the government listened.

"Now that the government has learned it can back away from one bad idea, I hope it will take that experience and apply it to the other bad ideas it has come up with."

Ontario changes law on work week, overtime

New Ontario labour legislation that took effect September 4 allows employers to seek signed agreements with workers authorizing 60-hour work weeks, less overtime pay and one-day vacations.

Under the legislation, both parties can agree in writing to a 60-hour work week. Under the old system, work week extensions were allowed under a special labour ministry permit. In 1999, the ministry issued permits covering 18,000 employees in addition to industry permits for the mining, logging and tourism industries.

A more controversial provision allows employers to seek written agreements from employees for the averaging of work hours in a way that doesn't accrue overtime pay, which normally starts after 44 hours. The averaging can take place over up to four weeks.

From a Vancouver Sun report

Education declared 'essential service'

Adapted from a report in the August 15 Vancouver Sun

The new Liberal government in B.C. has introduced legislation making education an essential service.

The legislation also repeals a number of labour laws introduced by the former NDP government.

The legislation will allow teachers and support workers to strike but requires that all students, regardless of age or grade, continue to receive classroom instruction during a work stoppage.

Business leaders generally applauded the changes introduced by Labour Minister Graham Bruce, but Union leaders opposed the changes as provocative and unnecessary.

Reacting to the proposal to make education an essential service, Union officials charged the Campbell government is preparing for a showdown with the province's 45,000 teachers. B.C. Federation of Labour President Jim Sinclair stated: "It will prolong and create havoc in our schools. It's not a recipe for solving problems, it's a recipe for creating them."

Under the legislation, Bill 18, the government will also require a secret ballot for any union certification. Until now, a union could be certified if 55 per cent of employees signed a union card.

Bill 18 also throws out a law introduced by the NDP which allowed some unions to suspend the pension benefits of construction workers who take early retirement and then go to work for non-union contractors. Another provision outlaws sectoral bargaining in the construction industry.

The provincial government's proposed changes to the Labour Code tilt the balance in favour of employers, says B.C. Federation of Labour President Jim Sinclair, by making it harder to organize unions and effectively eliminating the right of teachers and school support workers to strike.

"Premier Gordon Campbell is following up on his massive tax cuts for BC's corporations and their millionaire owners with an attack on the fundamental freedoms of working people," Sinclair said. "This can only lead to more confrontation and undermine our economy."

Sinclair said the Federation is preparing a province-wide campaign to turn back employer demands for even more radical rollbacks in labour law and employment standards.

The attempt to declare education an essential service is unprecedented in Canada and will be unworkable in practice, Sinclair charged. "The message to school employers, who have never negotiated an agreement without intervention, is clear: hang tough, your workers can't really strike, and the government will bail you out like it did the health employers."

"The existing certification law reflects every British Columbian's right to freedom of association under the Charter of Rights and Freedoms by allowing quick access to collective bargaining where a clear majority has indicated their desire for a union," Sinclair said.

Sinclair also condemned the changes to construction labour law, which were designed to ensure stable bargaining on major construction projects.

Sinclair calls mini-budget 'hand-out to business'

The Liberal mini-budget tabled July 30 is a \$600 million hand-out to business, says B.C. Federation of Labour President Jim Sinclair, a corporate raid on the public treasury that average British Columbians will pay for in cuts to services.

"BC's corporate sector financed the Liberal election campaign and now it's pay-back time," Sinclair said. "The province's top income earners got more than \$600 million of the \$1.5 billion personal income tax cut. Now their corporations are taking in \$600 million more."

The government's claim that tax cuts will increase government revenue is "an ideological conviction that is driving a huge deficit and increasing our debt", Sinclair said, "both of which the business community railed against for years."

"When the money was spent on services for people, they were

outraged. When it's spent on hand-outs and subsidies to business, they stand up and cheer."

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:

Petro-Canada
Consumer Products
CLC-CEP
All Non-Union Postal Outlets
Dispute with CUPW
Philips Electronic Products, Quebec
CLC/USWA 7812
NORPAC Products
CLC/PCUN

Labour Day message from BC Federation head

By Jim Sinclair,
President,

B.C. Federation of Labour

There's no secret to the appeal of Labour Day. It's popular because no one has to work. If you work, you get paid extra. That's the law.

Will you be further ahead a year from now, working the same for more pay? Or will you be working longer hours for less pay? Or will you be working at all?

The Liberal government's vow to undertake a radical restructuring of employment standard laws make that question harder to answer for all of us.

We all hope to work in good jobs, performing useful and interesting work for a decent pay. But few of us find fulfilment in work for its own sake. We work to earn the income we need to fulfil ourselves in other ways – with our family friends, through volunteering in the community, through education, sport and a thousand other activities.

To find that time has not been easy. It has taken ceaseless politi-

cal campaigning, organizing and laws – especially laws – to confirm that the average work week is 40 hours, that weekends are days off, that overtime costs an employer more and that all of us are entitled to minimum vacation.

At the same time, we've needed laws to require minimum wages, so that we're paid properly for the work we perform.

BC's union members have led the century-long struggle to achieve those basic gains. That's the hallmark of a modern economy. We measure progress by the gains we make collectively in personal income, education, fulfilment and growth, not by how much corporate profits have increased.

We enact laws to guarantee the basic rights of working people to certain minimum conditions. But those minimum conditions are under attack today in British Columbia. For the past three years, BC's business community has been campaigning for radical changes to employment laws, labour laws, and the taxes that support our public services. The BC Business Sum-

mit has demanded elimination of many of the rules protecting the rights of more than one million working British Columbians who don't have the protection of a union agreement. Under the existing rules, a worker called in for less than a full shift is guaranteed four hours' pay. That protects part-time and casual workers from losing an entire day for one or two hours' work. Other changes would reduce workers' rights to overtime and other minimum benefits.

BC's business sector has also demanded the right to negotiate business-by-business exemptions from employment standards, claiming that these one-sided discussions with workers would allow more "flexibility" and improve economic growth. It's pretty easy to imagine the fate of a worker who tried to put his or her own aspirations ahead of an employer's "flexibility." So long, partner!

Premier Gordon Campbell has vowed to deliver for his business backers. He delivered massive tax cuts to the riches British Columbians. He added \$600 mil-

lion in corporate tax cuts that are driving a \$1.5 billion deficit, the second highest in BC history. Public service cuts and privatization are sure to follow.

He imposed the employers' offer on nurses and health science professionals. He introduced changes to make it harder to organize unions. The cuts to employment standards and Workers Compensation Board will come next.

Make no mistake: these are direct attacks on working people, their jobs, the public services they rely on, their rights and their security.

Laws protecting low paid workers are not "red tape." Our employment laws are the measure of our progress as a society. We should be moving away from the Third World conditions, not closer to them.

BC's unions – in fact, all British Columbians – have worked too hard to make our province what it is to start going backwards now.

Our vision of a modern economy puts working people at the centre of the discussion. We

believe a society succeeds when everyone shares in that success with decent jobs, strong social services, universal public education and a strong commitment to environmental sustainability.

In the coming year, BC's unions will be challenging the business community and the government to commit to our vision of a modern economy, one that measures success in terms of human development, not just corporate expansion. And we'll be challenging our members to demonstrate those values in some very practical ways. We'll be announcing a new partnership with the BC Transplant Society, which we hope will produce a dramatic reduction in the waiting time for life-saving organ transplants. We'll be renewing our support for the United Way.

We'll be working with First Nations to move forward the treaty process. We'll be doing whatever we can to make this province a better place for all of us to live in. Because that's the point, isn't it? We work to live, we don't live to work.

Labour Day message from Alberta Federation head

Reprinted from
"Labour News"

Alberta Federation of Labour

In his annual Labour Day message Alberta Federation of Labour President Les Steel predicts a fall of labour unrest, as workers take action for fairness at their workplaces.

"As Albertans sit on our decks, enjoying the last bits of summer weather, we should be readying ourselves for a fall of labour disputes. I predict that this fall will be a busy one for the labour movement," says Steel.

"Health care strikes in the summer were just the beginning. I believe we will see workers in many industries take steps to defend their rights. It will be a busy fall."

"Two things are combining to create an atmosphere of workers militancy," says Steel. "First, two large groups of public sector workers have had enough of years of cutbacks and overwhelming workloads. Federal employees and teachers will both be taking action, and possibly striking, to address important issues of overwork, stress and the quality of the service they provide the public."

"On the private sector side, workers want to make sure they are getting a fair share of the economic prosperity. Employers are making record profits. There is a growing labour shortage and the growing need for workers is giving workers leverage that they will put to good use. This is especially true in the building trades."

Steel predicted the public sector will lead the season of labour action. Teachers are expected to

take action when the school year begins in September, and could be on a widespread strike later in the fall.

"Teachers have had to put up with years of overcrowded classrooms and increasing pressure to hold our schools together under adverse conditions. Now that the government has racked up years of multi-billion dollar surpluses, they want attention turned back to the education and fixing our school system."

"The government has insulted the teachers by basically legislating the wage increase before the negotiations could go anywhere. The government has created this impasse with its arrogant approach to addressing education issues."

Steel highlighted that a serious teacher shortage is looming, and the current government's attitude will only make worse. "We need to make sure we keep our teachers and attract many more young people into the profession. This government is doing the opposite."

Similar issues abound at the federal government, Steel observed. "PSAC members working for the federal government will be on a large scale strike within weeks, and maybe days," says Steel.

"They know that the government cuts have affected the quality of services, despite their best efforts to hold things together. Their strike is about supporting public services like EI, pensions, environment and other programs."

Steel says workers' growing willingness to take a stand against their employer is a sign that the

labour movement is on the rebound. "Workers have taken a lot of hits in the past few years, and I think there is renewed determination to balance the scales again."

"Now is the time for workers to be more determined in our efforts for a fair wage and working conditions. The economy is strong and many sectors, including construction, retail and health care, are experience labour shortages," Steel points out. "This gives workers a rare opportunity to use some economic leverage to improve working conditions."

Steel states that with Alberta's unfair labour laws, unions need to show strong solidarity to win our case for justice. "It is well known that Alberta has the worst labour laws in the country. If we are to make sure Alberta workers get a fair deal, we need to stand strong."

The AFL intends to work hard to assist workers trying to get a fair deal. "Of course, we will be on the picket lines with any workers on strike, but we also want to be a part of making the labour movement stronger."

Steel also warns Albertans that a review of the labour laws will be coming sometime in the next year or so. "With the right wing tendencies of this government, I won't be holding my breath for any great improvements."

He indicates that the AFL will take a lead role in any review that occurs, making sure the government hears the voice of workers.

"We will be very busy. The work of defending workers' rights never ends", Steel concluded.



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

City

BC

Postal Code

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

1. All organs or tissues needed for transplant or transplant research **or**
2. All organs and tissues needed for transplant only **or**
3. 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

or
4. 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:

Federal NDP, labour reviewing relationship

By **GEORGE DOUBT, B.A.,
TWU Political Action Officer**

The Canadian labour movement and the New Democratic Party are both looking at the future shape of the political landscape in Canada.

CLC executive has appointed a Labour and Politics Committee to look into the best ways to advance labour issues in the political forum.

The party has created a steering committee to report to its convention in November. The NDP will look at constitutional issues such as party structure, election of leader, and who can contribute money.

The NDP will also look at the vision of the party and its position on specific issues.

The NDP was created as a partnership between labour and the parts of the CCF. In recognition of its roots, the party's constitution has made a place for Labour representatives in executive positions and has seated delegates from affiliated unions at conventions.

The NDP will soon decide if it wants to maintain or break its formal ties to Labour. A decision will also be made whether to continue electing leaders at conventions or to find another method.

The issue of political contributions depends to some degree on public policy. There are many alternatives to the current election financing laws and regulations.

Public financing of election campaigns has been promoted by some as providing a level playing field. In publicly-funded campaigns, all funds are provided from the public purse. Each party candidate is provided with equal funding and no other donations are allowed.

Some jurisdictions limit the size of individual donations but do not limit overall campaign expenditures.

It has been suggested that corporations and unions be barred from making political donations. Comparisons of Unions and corporations are deceptive. Unions which make political donations do so with the democratic consent of their members. When has a corporation ever had a vote of shareholders or customers before making a political donation?

More important than the constitutional questions and more relevant to the lives of union members is the question of the political vision of Labour and of the NDP.

People in Canada are tired of left-right rhetoric, but there is a general convergence in people's view of the kind of society they want. Most Canadians want a socially responsible democratic society. That is easy to say, but what does social democracy mean today?

There are those who say that for a political movement to be effective, a Parliamentary voice is not enough. They say that to be effective, a party must be active everywhere in public issues that are relevant to people's lives. They say that politicians need to be seen standing with their social partners inside and outside Parliament.

In exploring the relationship between Labour and the NDP, both will ask: Has our relationship benefited labour, and has it benefited the NDP?

The fundamental question for each Union is: How do we best represent our members? Over the next year, Union members, Unions, the Canadian Labour Congress, and the New Democratic Party, will re-think their methods of political action.

The CLC has a website dedicated to hearing what people have to say around the issue of politics and labour. Visit the site and have your say. The address is:

www.haveyoursay.ca www.avezvotremotadire.ca
or you can link to the site on the TWU home page at TWU-Canada.ca

TW Benefit Plan Changes

The following letter has been sent to TWU members from the Telecommunication Workers Benefit Plan Office.

This letter is to notify you of some recent revisions to TW Benefit Plan PART C – Short Term Disability benefits. You can easily identify whether or not you are participating in the Benefit Plan PART C by the TWU H&W Plan deduction on your TELUS pay cheque stub.

The intent of PART C of the Plan is to provide a disabled member additional income so that income from all sources while disabled, approximately equals 100% of take home pay before disability. Upon review of Plan experience, the benefit levels need to be adjusted to reflect different earnings levels to ensure that the benefit more closely met the goal of 100% replacement income.

The following changes will take effect on September 1, 2001:

Amount of Short-Term Disability Monthly Benefit

Payment Class-Income Received by The Member for the Month from	% of Annual Earnings Payable to Member:	% Annual Earnings prior to change
(a) short term disability benefit only	75% on the first \$20,000 65% on the next \$20,000 50% on the remainder	70%
(b) 50% benefit from the Employers short term disability (sick leave) plan.	35% on the first \$20,000 25% on the next \$20,000 25% on the remainder	35%
66 2/3% benefit from the Employers short term disability (sick leave) plan	20% on the first 20,000 20% on the next 20,000 15% on the remainder	30%
(c) regular periodic benefit paid under the Workers' Compensation Act on account of the Member's Disability	0%	0%
(d) Canada Pension disability benefit	45% on the first \$20,000 40% on the next \$20,000 50% on the remainder	55%
(e) Canada Pension Plan disability benefit and 50% benefit from Employer's short term disability (sick leave) plan	10% on the first \$20,000 10% on the next \$20,000 25% on the remainder	20%
Canada Pension Plan disability benefit and 66 2/3% benefit from Employer's short term disability (sick leave) plan	0% on the first \$20,000 0% on the next \$20,000 15% on the remainder	15%
(f) the Telecommunications Workers LTD Plan	5%	15%

The requalification period for the subsequent disabilities from the same cause has been changed from 30 days to 90 days. As this only applies to disabilities due to the same cause, this change will not affect you if your subsequent disability is from a different cause.

If You Return to Work and Again Become Disabled

(a) **Same Cause of Disability** – If you are disabled under the Plan, return to work and again become disabled within 90 calendar days following your Return to Work Date, it is considered a continuance of the same disability period. STD benefits will start from the time you again become disabled, however, the 24-month period will not restart.

If you return to work for more than 90 calendar days and become Disabled it is treated the same as a different cause of disability.

(b) **Different Cause of Disability** – If you were disabled under the Plan, return to work and again become disabled for a different cause, the subsequent is considered a new disability period.

The booklet will be revised to reflect these changes and will be sent to you at a later date. If you have any questions please contact this office.

Debbie Ellis, Administrator



J.S. Woodsworth, first CCF leader

James Shaver Woodsworth, born in 1874, started his working life as a Methodist minister. He came to preach the "social gospel" and by 1914 supported trade unions and was an ardent democratic socialist and pacifist. Later he resigned from the ministry to protest his church's support of the war. In 1919 he was arrested for editorials written on the Winnipeg General Strike. He was elected to the House of Commons in 1921 from the Independent Labour Party and held Winnipeg North Centre until his death in 1942. Woodsworth worked tirelessly to change the system and to make life better for those suffering the most. In 1926 he traded two votes to Mackenzie King for the promise of an old-age pension, which was enacted the following year, becoming the cornerstone of our social security system. ©CLARKE/CALM/000268

Pearn TWU delegate to UNI Women's Conference

TWU Secretary-Treasurer Kathy Pearn was one of more than 500 delegates attending the first World Women's Conference, sponsored by UNI, held in Berlin September 3-4.

A paper outlining the conference conclusions was drafted at the end of the conference. Kathy Pearn has kindly provided the Transmitter a copy of the report, which is reprinted below.

The UNI congress report "Global Action @ UNI for People in the Changing Global Economy" states that "...globalisation in its present form is doing nothing to reduce the inequalities between countries" and could be completed by adding "and little to reduce inequalities between men and women."

While there are potentially many benefits for women in the new global economy, they will not be granted to women automatically. Gender segregation still persists, preventing the quality of women's work from matching the quantity of women participation. To gain a place as "winner's" in the new economy, women globally need to have access to education and the tools of the information society. For instance, the possibilities for women to expand their access to knowledge and information through the Internet are enormous but in most countries this potential is not being realized. Instead, the digital divide is compounded by the gender divide.

To have a better share in the new economy, women should not only use new technology, but participate in shaping the new tools. This is required not only for reasons of democratic participation, but to help make the ICT world both more useful and attractive for women.

We must also not forget that there are many areas of the world where access to a telephone or even electricity is not available and the Internet is not even distant possibility. Globalization's promises have proven empty to many in the developing countries. It has deepened the divide between the developed and the developing nations and exposed the latter to ever increasing levels of scarcity and disease, such as the HIV/AIDS pandemic. It has meant increased marginalisation, exploitation and hardship for millions of women in Africa, the Americas and Asia. The feminisation of poverty, along with such related scourges as the increase of trafficking in women and children, represent the darker side of the new global economy.

In the economically advanced nations too, women workers are among those who are most likely to suffer from the negative impacts of the global reorganization of working life. Nevertheless, as the number of women in paid employment increases, in many countries the possibility for greater economic independence also increases, bringing with it the possibility of a fairer distribution of family responsibilities between men and women. It is important to ensure that women benefit from their entry into the world of work, through the existence of a properly regulated employment market with a decent wage, equal pay laws that are diligently enforced and proper social protection.

The adoption by countries of the new ILO Maternity Convention (2000) can also help improve the situation for



KATHY PEARN

women worker. It considerably extends the scope of application, covering all employed women, including those in atypical forms of dependant work, and improves their protection with respect to the length of leave, cash benefits and discrimination. Unfortunately, however, few countries have as yet agreed to adopt this new standard and in some areas, even existing protections are under attack. Efforts must therefore be made to press for the ratification and implementation of this Convention by all nations.

Women are far from having achieved equal opportunities. There are still only a few women in leading positions, even in countries and organizations in the forefront of the fight for gender equality. These gender inequalities will persist or even be reinforced in the new economy unless proper policy measures are implemented.

Despite the adoption of various resolutions, policies, statutory provisions and positive action programmes, the full integration of women into the contents and structures of trade union organizations at all levels is far from being reality. If women are to come to unions, unions must be credible to women. Therefore, women's problems and concerns must be tackled by unions, and women must be visible inside and outside trade unions. Women must take an active part in all aspects of union life as members, activist and leaders.

The reshaping of unions to allow such participation and to allow the rapid promotion of women to leadership positions is an urgent necessity. Unions must adopt practical mechanisms to achieve this transformation, such as the introduction of affirmative programmes, setting of quotas and the establishment of women's structures.

The Conference therefore proposes the following Action Programme to UNI its affiliates in order to establish equality between men and women and eliminate all forms of discrimination and racism.

At the workplace and in society

In order to secure full integration of gender issues in collective bargaining, the following priorities must be defended by national unions and by UNI:

- ◆ Secure and skilled jobs that are both fulfilling and guarantee financial independence.

- ◆ Equal pay for work and equal value (recognizing that this may also involve a revaluation of work traditionally performed by women).

- ◆ An end to segregation in the professional field and in employment

through the recognition and targeting for organizing new sectors of the world economy, many of which employ predominantly women.

- ◆ Work to secure laws that remove barriers to the right of workers to freely organize unions and bargain collectively.

- ◆ Ensuring opportunities for women to promotion and high level (decision-making) posts.

- ◆ Vocational and other on-going training for women, including the development of language and literacy skills, to be provided during working hours.

- ◆ Development of preventative medicine programmes in the workplace.

- ◆ Measures to reconcile private and professional life and to allow women workers greater control over the pattern of their work life (negotiated conditions regarding work organization and the option of part-time or full-time work, child and elder care, parental leave, reintegration of employment, shortening of the working week).

- ◆ Respect for the dignity of women and protection against all forms of violence at the workplace, including harassment on the basis of gender, sexual preference, race or religion.

- ◆ A better sharing of tasks between men and women.

Within UNI and Individual Unions

- ◆ To campaign to defend and promote labour rights and particularly the rights of women workers at the workplace and in society.

- ◆ To promote and consolidate the integration of women's and equal opportunities issues in all trade union policies and activities at the local, national, regional, sectoral and international levels.

- ◆ To promote greater participation of women to achieve a true level of proportional representation for men and women in leadership and negotiating and decision-making bodies, through recruitment, training and other necessary support and assistance.

- ◆ To provide leadership training and educate and support women and to develop training modules specifically designed for women.

- ◆ To provide gender awareness training for both members and officials of UNI affiliates.

- ◆ To raise awareness on prevention, protection, mother to child transmission, care and treatment of HIV/AIDS by systematically including this issue in all union educational programmes.

- ◆ To organize recruitment and information campaigns targeted at women, particularly at those working in new sectors or in new forms of employment.

- ◆ To develop and share strategies to organize unorganized women, in all sectors of the economy.

- ◆ To develop information strategies and activities to give greater visibility to the results of women's trade union activities at both the national and regional levels (Internet, seminars, publications, etc.)

- ◆ To promote an interchange of information on best practice in relationship to negotiate agreements affecting women.

- ◆ To encourage organization at a global level, through the promotion of international union activities and structures, to counter the international exploitation of women workers and anti-labour activities of multinational companies.

In UNI

- ◆ Pursue educational efforts to enhance women's skills, ensure their full representation and participation in all UNI activities and bodies.

- ◆ Contribute energetically to UNI study on the impact of the new economy and new forms of work organization on women.

- ◆ Work to have gender equality and integrated into global agreements with multinationals.

- ◆ Apply the principles contained in this Action plan in all sectors and inter-professional groups of UNI.

Hello operator! Hello? Hello?

From an August 30 National Post Report

A tradition as old as the telephone itself has come to an end in Ontario and Quebec, where dialing "0" now connects customers to a recording instead of a live operator.

"Welcome to Bell," intones the robotic-sounding, 14-second recorded message. "To place a call, press one. For the business officer or repairs, press two. For directory assistance, press three. For more options, press four."

It is not until option number five that customers are finally offered the service they dialed in the first place, "For operator assistance, press zero." Muttering that you just did that is to no avail since there is no live person on the line.

Until this spring, dialing "0" was the last live service that phone customers in Ontario and Quebec could obtain without going through a voice recording first.

Andrew Cole, manager of media relations for Bell Canada, said the change was made to provide "faster, more efficient" service to customers and cut costs to consumers. He said many customers find the recording more convenient.

"There's been great acceptance. I think there is a recognition out there that automation is a reality," he said.

Those on the front lines of the service tell a different story.

"We have complaints about it constantly," says Donna Robinson, an Ottawa operator. "In a lot of cases the customers are obviously frustrated by the technology and confused by the technology."

Norma Shearer, a Toronto operator with 21 years of experience, said: "People don't like it, definitely. They say, 'I don't want a recording, I want a live person'."

The Communications, Energy and Paper Workers union representing the operators says their numbers in Ontario and Quebec have fallen to about 460 from 7,500 in 1975, as their work has been reduced and contracted out.

Bell operators earn about \$32,000 a year, according to Ms. Robinson. She says contract workers doing the same work earn approximately half that much.

TW Pension Plan Financial Statement

TELECOMMUNICATION WORKERS PENSION PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2000

	(\$000'S)
VALUE OF PLAN AT DECEMBER 31, 1999	1,622,858
ADD:	
INVESTMENT INCOME (NOTE 2)	33,478
CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS (NOTE 2)	217,667
CONTRIBUTIONS - EMPLOYERS'	59,104
CONTRIBUTIONS - PLAN PARTICIPANTS	23,866
INCOME FROM BROKERAGE PROGRAM	0
INCOME FROM SECURITIES LENDING PROGRAM	312
	<u>334,427</u>
LESS:	
PLAN BENEFITS:	
RETIREMENTS	69,506
TERMINATIONS	1,572
DEATHS	302
TRANSFERS OUT	4,937
RETURN OF EMPLOYEES' VOLUNTARY CONTRIBUTIONS	731
	<u>77,048</u>
PLAN EXPENSES:	
INVESTMENT MANAGEMENT FEES	1,617
ACTUARIAL AND CONSULTING	795
COMPUTER SERVICES	2,427
SALARIES AND EMPLOYEE BENEFITS	600
GOODS & SERVICES TAX	106
CUSTODIAL FEES	145
PROFESSIONAL FEES	103
OFFICE SUPPLIES AND RENT	151
FILING FEES	63
PRINTING, STATIONERY, POSTAGE AND TELEPHONE	48
TRUSTEE MEETINGS	24
INSURANCE	31
COMMUNICATIONS PROGRAM	0
ADMINISTRATIVE RECOVERIES AND DIRECTORS FEES	(33)
	<u>6,077</u>
VALUE OF PLAN AT DECEMBER 31, 2000	<u>\$1,874,160</u>

DESCRIPTION OF ASSET (NOTE 1)

CASH	8,591
ACCRUED INVESTMENT INCOME	9,175
PREFERRED & COMMON STOCK	3
BONDS	1,564,353
GUARANTEED INVESTMENT CERTIFICATES	8,672
MORTGAGES	20,132
SHORT-TERM NOTES	54,817
OTHER INVESTMENTS	202,628
CONTRIBUTIONS RECEIVABLE	6,242
ACCOUNTS RECEIVABLE	657
	<u>1,875,270</u>
LESS LIABILITIES:	
ACCOUNTS PAYABLE	881
BENEFITS PAYABLE	229
	<u>1110</u>
NET ASSETS	<u>\$1,874,160</u>

NOTES:

- INVESTMENT INCOME INCLUDES ALL INTEREST AND DIVIDEND INCOME RECEIVED DURING THE YEAR. CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS INCLUDES ALL REALIZED AND UNREALIZED CAPITAL GAINS AND REAL ESTATE ADJUSTMENTS.
- THIS CONDENSED STATEMENT HAS BEEN PREPARED FROM THE AUDITOR'S ANNUAL REPORT TO THE TRUSTEES. A COMPLETE COPY OF THE AUDITOR'S REPORT MAY BE OBTAINED FROM THE PENSION OFFICE AT THE ADDRESS LISTED BELOW.
- ACTUARIAL VALUATIONS OF THE PLAN ARE CARRIED OUT BY THE PLAN ACTUARY EVERY THREE YEARS TO DETERMINE ITS FINANCIAL CONDITION AND ASSIST THE TRUSTEES WITH POSSIBLE BENEFIT IMPROVEMENTS. THE LAST SUCH ACTUARIAL VALUATION WAS CARRIED OUT AS OF JANUARY 1, 1999.

FOR ANY ADDITIONAL INFORMATION ON THE PLAN PLEASE CONTACT THE PENSION OFFICE, 5261 LANE STREET, BURNABY, B.C. V5H 4A6 (412-2400)

TW LTD Plan Financial Statement

TELECOMMUNICATION WORKERS LTD PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
YEAR ENDED DECEMBER 31, 2000

	2,000
VALUE OF PLAN AT DECEMBER 31, 1999	<u>\$40,178,663</u>
ADD:	
INVESTMENT INCOME (NOTE 2)	1,862,036
CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS (NOTE 2)	3,172,251
EMPLOYERS' CONTRIBUTIONS	1,239,543
	<u>6,273,830</u>
DEDUCT:	
PLAN BENEFITS:	
DISABILITIES	<u>3,676,600</u>
PLAN EXPENSES:	
RENT, PARKING AND SECURITY	27,272
ACTUARIAL AND CONSULTING	95,790
INVESTMENT MANAGEMENT FEES	31,639
PROFESSIONAL FEES	20,526
SALARIES	30,113
INSURANCE	27,206
GOODS & SERVICES TAX	10,091
PRINTING, STATIONERY, POSTAGE AND TELEPHONE	9,064
COMPUTER	3,816
CUSTODIAL FEES	1,000
TRUSTEE EXPENSES	937
INCOME TAX EXPENSE (RECOVERY)	64,900
	<u>322,354</u>
VALUE OF PLAN AT DECEMBER 31, 2000	<u>\$42,453,539</u>
DESCRIPTION OF NET ASSETS (NOTE 1)	
CASH	\$397,884
CONTRIBUTIONS RECEIVABLE	92,992
ACCRUED INTEREST	157,248
SHORT TERM NOTES	2,344,051
BONDS	23,765,584
INTEREST COUPONS	15,665,113
AMOUNTS RECEIVABLE	30,526
INCOME TAXES RECEIVABLE	32,400
	<u>42,485,798</u>
LESS LIABILITIES:	
ACCOUNTS PAYABLE	32,259
INCOME TAXES PAYABLE	0
TOTAL	<u>\$42,453,539</u>

NOTES:

- ASSET VALUES HAVE BEEN DETERMINED USING MARKET VALUES FOR ALL INVESTMENTS.
- INVESTMENT INCOME INCLUDES ALL INTEREST AND DIVIDEND INCOME RECEIVED DURING THE YEAR. CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS INCLUDES ALL REALIZED AND UNREALIZED GAINS AND LOSSES.
- THIS CONDENSED STATEMENT HAS BEEN PREPARED FROM THE AUDITOR'S ANNUAL REPORT TO THE TRUSTEES. A COMPLETE COPY OF THE AUDITOR'S REPORT MAY BE OBTAINED FROM THE PENSION OFFICE AT THE ADDRESS LISTED BELOW.
- THE PLAN IS TOTALLY FUNDED THROUGH EMPLOYER CONTRIBUTIONS DETERMINED BY THE TRUSTEES ON THE ADVICE OF THE PLAN'S ACTUARY AS TO THE AMOUNT REQUIRED TO MAINTAIN THE PLAN ON A SOUND ACTUARIAL BASIS.

FOR ANY ADDITIONAL INFORMATION ON THE PLAN PLEASE CONTACT THE PENSION OFFICE, #303 - 4603 KINGSWAY, BURNABY, B.C. V5H 4M4 (604)412-2400.

Pensioners Dinner Friday, October 12

The TWU's annual "Retired and Disabled Union Members' Dinner and Dance" will be held Friday, October 12, at the Operating Engineers' Hall, 4333 Ledger Avenue in Burnaby. Doors open at 6 p.m., dinner at 7 p.m., dancing to the music of "Rhythm Street" at 9 p.m.

Cost is \$15 per person. Deadline for ticket purchase is September 28. Letters are being mailed to all retired and disabled members with an order form and self-addressed envelope.

MEMBERS OF THE TELECOMMUNICATION WORKERS PENSION PLAN ELIGIBLE TO PURCHASE DAYS OF PAY 2001

In order to obtain a full year of membership of service under the TW Pension Plan, a total of 250 days of pay are required.

The Pension Plan Administration Office will be sending information to all members in October explaining the purchase of days for 2001, along with contacts for information.

Reunion!

North Vancouver Telus workers

Friday, October 12,
5 p.m.

Cheers Restaurant
125 E. 2nd, North Vancouver

Tickets at \$17 per person
must be purchased by October 5
from:

Lenita Levine: 604-643-4248 (w)
or 604-985-1108 (h)

Leslie Oerlemans: 604-643-
4167 (w) or 604-929-2000 (h)

Fran Johnson: 604-643-4306 (w)
or 604-988-9335 (h)

Local 60 is organizing a

Cablevision Workers' Reunion and Retirement Party

For active and
retired members

Friday, October 26

Roma Hall,
940 Ewen, New Westminster

Doors open 6 p.m.
Dinner 7:30 p.m.

Tickets deadline: October 19
Ticket cost: \$40 per person
Cash, or cheque payable to
"Local 60 Fund"
Drinks: \$4 for \$10

For ticket reservations, contact:
Vic Johnson: Cell: 604-551-5820 or
Paul Lazosky: Office: 604-649-4637

TW Benefit Plan Financial Statement

**TELECOMMUNICATION WORKERS BENEFIT PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
YEAR ENDED DECEMBER 31, 2000**

	PART A	PARTS B&C	PART D	PART E	TOTAL
VALUE OF FUND AT DECEMBER 31, 1999	(\$382,331)	\$17,503,878	\$76,589	\$2,526	\$17,200,662
ADD (DEDUCT):					
CONTRIBUTIONS IN YEAR					
BY PARTICIPANTS	535,049	3,559,261	581,375	16,829	\$4,692,514
INVESTMENT INCOME	(31,875)	2,392,763	11,613	0	2,372,501
EXPERIENCE GAIN FROM					
GROUP LIFE POLICIES (NOTE 2)	186,949	254,880	0	0	441,829
SURVIVOR INCOME BENEFIT STOP LOSS CHARGE	0	0	0	0	0
GROUP LIFE PREMIUMS	(288,731)	(748,626)	(40,245)	(2,270)	(1,079,872)
WAGE INDEMNITY CLAIMS	0	(1,940,587)	(55,597)	0	(1,996,184)
SURVIVOR INCOME BENEFIT CLAIMS	0	(1,278,074)	0	0	(1,278,074)
EMPLOYEES ASSISTANCE PROGRAM PREMIUMS	0	0	(4,197)	0	(4,197)
LONG-TERM DISABILITY PREMIUMS	0	0	0	(6,781)	(6,781)
DEPENDENT LIFE PREMIUMS	0	0	(7,529)	0	(7,529)
ACCIDENTAL DEATH AND DISMEMBERMENT PREMIUMS	0	0	(6,707)	0	(6,707)
EMERGENCY TRAVEL ASSISTANCE PREMIUMS	0	0	(671)	0	(671)
EXTENDED HEALTH CLAIMS	0	0	(141,569)	(4,277)	(145,846)
DENTAL CLAIMS	0	0	(135,787)	0	(135,787)
LONG-TERM DISABILITY CLAIMS	0	0	(37,352)	0	(37,352)
MEDICAL SERVICES PLAN PREMIUMS	0	0	(106,498)	0	(106,498)
INTEREST CREDIT	4,584	6,249	0	0	10,833
INTEREST EXPENSE ADJUSTMENT	0	(1,604)	0	0	(1,604)
ADMINISTRATIVE EXPENDITURES	(121,922)	(839,939)	(132,630)	(3,835)	(1,098,326)
INCOME TAX RECOVERY	0	3,000	0	0	3,000
INTERNAL STOP-LOSS CHARGE	0	4,290	(4,290)	0	0
INTERNAL STOP-LOSS TRANSFER RELATED TO EXPERIENCE	0	(106,662)	106,662	0	0
VALUE OF FUND AT DECEMBER 31, 2000	(\$98,277)	\$18,808,829	\$103,167	\$2,192	\$18,815,911

DESCRIPTION OF ASSETS - PARTS A, B&C, D AND E

CASH, INVESTMENTS AND ACCRUED INTEREST RECEIVABLE	\$19,026,084
CONTRIBUTIONS RECEIVABLE	2,672
CLAIM RECOVERIES RECEIVABLE	5,581
PREPAID SURVIVOR INCOME BENEFITS	90,148
DUE FROM THE GREAT-LIFE ASSURANCE COMPANY	452,662
INCOME TAX RECOVERY	33,569
LESS:	
ACCOUNTS PAYABLE	(49,039)
PREMIUMS AND BENEFITS PAYABLE	(221,107)
DUE TO THE TELECOMMUNICATION WORKERS PENSION PLAN	(524,659)
DUE TO THE GREAT WEST LIFE ASSURANCE COMPANY (NOTE 2)	0
INCOME TAX PAYABLE	0
FUND EQUITY	\$18,815,911

NOTES:

- 1) THIS CONDENSED STATEMENT HAS BEEN PREPARED FROM THE AUDITOR'S ANNUAL REPORT TO THE TRUSTEES
- 2) DUE TO THE GREAT WEST LIFE ASSURANCE COMPANY THE GROUP LIFE POLICIES HAVE A FISCAL YEAR ENDING JULY 31. AT JULY 31, 2000 THE POLICIES EXPERIENCED A NET SURPLUS OF \$441,829. THE TOTAL AMOUNT RECEIVABLE, INCLUDING INTEREST WAS \$452,662.
- 3) THE AMOUNT SHOWN AS FUND EQUITY DOES NOT REFLECT THE REQUIRED RESERVES THAT MUST BE HELD FOR VARIOUS LIABILITIES AND OBLIGATIONS OF THE TRUST FUND IN RESPECT OF INCURRED CLAIMS.
- 4) ALLOCATION OF REVENUES AND EXPENSES

INVESTMENT INCOME & INVESTMENT MANAGEMENT FEES HAVE BEEN ALLOCATED IN PROPORTION TO AVERAGE FUND EQUITY PART A THROUGH D.

ADMINISTRATIVE EXPENDITURES HAVE BEEN ALLOCATED IN PROPORTION TO CONTRIBUTIONS

FOR ANY ADDITIONAL INFORMATION PLEASE CONTACT THE TWU HEALTH AND BENEFIT OFFICE, #303, 4603 KINGSWAY, BURNABY, B.C. V5H 4M4 (430-3300)

Hiebert Canadian representative on UNI World Executive Board



TWU President Rod Hiebert was reconfirmed as Canadian representative on the World Executive Board of UNI at the first UNI World Congress held in Berlin September 5-9.

Hiebert spoke to the Congress on the issue of Workers' Capital, one of the topics that was debated at some length by delegates. We expect to reprint details of Hiebert's remarks in the next Transmitter. A paper on "UNI and Workers' Capital" prepared in advance of the Congress was the focus of the debate. Following are the major points from that paper.

UNI's aim to improve social responsibility of business must now move to workers' capital. There are \$17 trillion worth of pension funds circulating in global financial markets. UNI wants to influence where this money flows, and to ensure workers control its use.

UNI and its affiliates should strive to ensure that investments of workers' capital are made in accordance with ethically defensible principles. Companies invested in shall respect trade union rights, equal opportunities, offer a good work environment and otherwise adhere to national and international rules and conventions relating to the labour market.

The UNI working party should develop a set of recommendations for a program of work to implement a UNI strategy on International Co-operation on Workers' Capital, and should consider updating and publishing the "Handbook on Union Pension Investment" and other resources to develop a focused workers' capital investment and action strategy.

As UNI is already part of the initiative established by the ICFTU/TUAC/Global Union Committee for International Co-operation on Workers' Capital, the UNI working party should complement the work of this group.

UNI recognizes that well functioning public pension schemes operate in many countries and UNI opposes any weakening or privatization of these schemes and their replacement by funded pension schemes.

Another of the major topics of debate at the Congress was "organizing in the changing global economy". A detailed report on the topic was presented to the conference and set the focus of debate on the issue. President Hiebert has kindly provided the Transmitter a copy of the report. Excerpts follow.

UNI has set a priority of Organizing in the Changing Global Economy. The challenge for UNI and its affiliates, therefore, is to find ways to continue to organize and to improve the union coverage of workers in our long-standing areas of activity and at the same time to develop their organizing ability in the new areas of employment growth.

It is not enough just to talk about organizing the unorganized workers in this changing global economy; we must also condemn campaigns run by vested interests against union organization.

UNI should compile a Global Organizing Report on a regular basis. Through the report, UNI and its affiliates will gather data on unions' organizing levels and information on factors affecting organizing in all UNI sectors.

UNI must make it an absolute priority to develop a culture of union organizing in all aspects of UNI's operations, and work with affiliates to enhance the power and influence of the union movement through organizing, including organizing of diverse groups.

UNI will work with affiliates to assist them to investigate and develop new services, maintain and enhance existing services and find new ways to assist union member facing new methods, new types of contracts and new bargaining situations.

UNI will assist sectors and regions to customize the UNI organizing manual, will target its education program to meet the needs of the sectors and regions, and will work with affiliates to organize days of action on specific organizing targets. UNI will give priority to developing organizing

strategies to deal with the concerns of youth, women and professional and managerial staff. UNI will assist affiliates to utilize the new tools available on the Internet and other Information Technologies.

Integral to the program is respect for fundamental rights at work.

UNI will work to ensure that wherever there is a job there is a right to join a union. To this end, UNI will support the work of the ICFTU, the ILO and other similar forums, to prevent implementation of anti-union labour laws. UNI should assist affiliates wherever possible to ensure that migrant and undocumented workers are organized and that their interests are safeguarded, in particular by helping them to legalize their status.

UNI will assist affiliates to put in place workplace transition programs with companies, and will continue to underline the importance of training and retraining for workers in the changing global economy. UNI will concentrate efforts to bridge the IT skills divide, and investigate ways to provide training courses on line.

At the same time, UNI will assist affiliates to use the new tools provided by the Internet for organizing.

UNI should put resources into recruiting and organizing staff in call centers, giving priority to issues such as health and safety and work-related stress.

UNI will assist affiliates to develop their own "Join a Union Web Page", where the potential union member can find a union and join or make application to join on-line.

UNI will publicize the concept of virtual union branches and other facilities for teleworkers, and will assist affiliates to establish virtual branches.

UNI will develop the concept of e-campaigns and will share its experiences with all UNI affiliates.

UNI will investigate the possibility of extending the cyber picket concept.

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. Please keep them coming! As an aside, I'd like to let members in Kelowna and Kamloops know I'll be visiting your fair cities on Tuesday, October 16th and Wednesday, October 17th, respectively, to present the following free evening seminars: "Building Investment Portfolios" and "Planning Your Retirement." If you are interested in attending either seminar, please call me on the toll free line, 1-800-663-1557. See you there!

1. *I have settled a grievance with my employer (not TELUS) concerning several years' back pay and expect to receive a large lump sum. How can I reduce the taxes and withholding so I see more in my pocket?* - from J.H.

Answer: A lump sum from an office or employment received under a court judgment, arbitration award, or lawsuit settlement agreement (including damages for loss of office or employment) may be deemed a "Qualifying Retroactive Lump-Sum Payment" (QRLSP) and may receive special tax treatment allocating the lump sum back over the years the settlement covers. In other words, if it reduces your total tax payable, Canada Customs and Revenue Agency (CCRA) will allow the funds to be included as income in the actual years the settlement compensates you for, instead of as one lump sum taxable in the year you receive the settlement. Subject to the terms of your settlement agreement, you could also ask your employer to spread the lump sum forward so you receive some of it in the year you are entitled and some in January of the following year.

2. *I am getting a severance payout from TELUS this year and have been given a number of options as to how I receive the funds. What would I tell them?* - from G.W.

Answer: A severance payout, or more properly, a "Retiring Allowance", can also attract some great tax relief. Part of the payout may be transferable, without being taxed or reducing your contribution room, directly into your personal RRSP, subject

to limitations. You may also petition your employer to pay further amounts, subject to your available contribution room, directly to your or a spouse's RRSPs. Putting whatever you can directly into RRSPs should always be the first step, then if you want some of the funds immediately (to pay down debts, for instance), take them back out of the RRSP whenever you wish.

Some employers, including TELUS, allow you to defer part or all of the payout until January of the following year. Depending on your income expectations for the year you receive the payout and the year following, deferring the payout may put some of the income into lower tax brackets. There are several other considerations (and lots of forms) to complete these transfers, contributions and deferrals properly, so please contact me at Van Tel for help.

3. *When is Van Tel going to get brokerage accounts? I am retiring and need somewhere to transfer my TELUS Employee Share Purchase Plan Group RRSP shares.* - from D.D.

Answer: In September Van Tel introduces access to "Credential Direct™", a brokerage service owned by Canada's credit union system. Credential Direct gives Van Tel members direct access to self-managed investing services via the Internet or telephone. Trade commissions start as low as \$29 per transaction and members can access the service through Van Tel's Internet site www.vantel.com. Simply visit the site or come into Van Tel, open an account and deposit or transfer your shares into it. But remember, Credential Direct acts like a discount broker in that you must make your own decisions, you will not be able to talk to anyone at Van Tel for specific advice or trading suggestions.

4. *How much do you charge for Financial Planning consultations and when can I get appointments?* - from S.B.

Answer: Van Tel offers Financial Planning consultations free of charge to all members and their families. I am a licensed Certified Financial Planner employed by Van Tel Credit Union and do not receive commissions or sales incentives - I work for free! My hours are 8:00 a.m. to 4:30 p.m., Monday to Friday and I see members at the Van Tel branch at 6632 Royal Oak in Burnaby and at our Financial Service Centre at the TELUS head office (the "Boot"). Give me a call and come see me for any financial planning issue - hopefully my advice is worth more than it costs!

You can call Bill Biles at (604) 656-6289, email at bibles@vantel.com, or contact a Van Tel Financial Services Representative at (604) 656-6200 or toll free at 1-800-663-1557. Please visit Van Tel's website at www.vantel.com.

WE WANT YOUR HISTORY

The Union's Education Committee is updating Our History of the TWU. The Committee is looking for your stories, experiences and photos.

The Committee wants to hear from members in all industries represented by the Union: telephone workers, CATV workers, flaggers, cafeteria workers, call centre workers. We are all part of the TWU, and your history is important to us. So start digging through your photo albums, and start jotting down your stories or reminiscences.

Please send your photos or stories to:

Attention: Tamara Marshall or Fran Miller

Telecommunications Workers Union,

5261 Lane Street,

Burnaby, B.C. V5H 4A6