

## LATEST CHANGES IN OUR LOCAL: EDUCATION OPPORTUNITIES

The Local recently canvassed Unit Officials, Leadership Development Students and graduates from within District 3 to apply to participate in the D3 Summer School, as well as the D3 Facilitator Training.

The selected members will submit reports regarding what they learned and their experience, so that all members benefit from the knowledge gained by these activists in their courses. The education and skills gained will be accessible to every member: what benefits one benefits all.

Please stay tuned as other USW courses become available in Canada, Local 1944 will continue to provide detailed communications to make sure each of our members have an equal chance to participate.

For further details, please visit <http://1944.fyi/iBIDgf>.

*"For quite some time, many of you have been asking for more opportunities to be mentored or further develop your skills as activists. Ensuring our future leaders receive the education they need is a top priority for our Local's Officers."*

— Isabelle Miller, National President

Below: Michelle Ravary (first on the right), Trustee, was a first-time facilitator for the Shop Stewards course in Barrie (Unit 501). Congratulations on their amazing completion of the course on May 8, 2019, which was a great success. Dan Bertrand from Local 6500 was also a facilitator of the course.



Staying connected with your Local is your best chance to seize educational opportunities! Sign up to our newsletters at <http://1944.fyi/sign-up-news>.

## WORKPLACES: TELUS DHT CONVERSION CANVASS ANNOUNCED

On April 4, Telus advised Digital Home Technicians (DHT) working in Edmonton about another round of Regular Full Time (RFT) conversions for existing DHTs in Edmonton. Telus is planning to hire new Regular Full Time DHTs by the end of Q2.

Telus also stated it will maintain a balanced workforce of Temporary, Regular Full Time and Regular Part Time DHTs to provide flexibility for their business.

The Local would like to remind temporary DHT members that a conversion canvass is not a job posting as outlined in Article A14 of the collective agreement. It is subject to Telus' assessment of an employee's eligibility criteria.

For this recent DHT conversion canvas, Telus has identified the following eligibility criteria: Time and experience in role; Demonstrated skills and abilities on the job; and Performance and attendance.

The collective agreement defines a temporary employee in Article 2.03, which states: *"Temporary employee – A Temporary employee means a person covered under the terms of this Agreement whose ongoing employment is subject to being work completed or terminated by the Company at its discretion. Hours worked in any given week by a Temporary*

*employee are determined by the Company based on service requirements. The number of Temporary employees on payroll shall not exceed 25% of the total number of employees in the bargaining unit except for the periods from May 1 to September 30 inclusive and November 15 to January 15 inclusive when any number of Temporary employees may be used.*

*Temporary employees who are terminated by the Company and subsequently rehired within 90 calendar days of such termination shall have their term of employment deemed to be continuous (and for purposes of section A4.03 of Appendix A are not to be considered as re-engaged)."*

The Local strongly encourages temporary DHT members interested in full-time status to apply on ANY internal Telus posting (clerical, apprentice, etc.) to become an RFT employee.

It is not always possible for a temporary employee to be converted to a RFT employee in their current position. A temporary employee usually must apply on internal Telus job postings for other Telus positions to become a RFT employee.

— Submitted by Perry Pasqualetto  
 Local Union Representative for British Columbia

### How are things going in your workplace?

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

Contact a Local Union Rep:  
<http://1944.fyi/Union-Reps>

# ALBERTA FEDERATION OF LABOUR CONVENTION 2019

"Convention is an invigorating place to be, it lifts us up. [President McGowan](#) and Secretary-Treasurer Vipond are extremely effective, inspiring and empowering leaders.

Sister Rachel Notley addressed the crowd, and she was dynamic as always. She had the crowd cheering with excitement and enthusiasm as she delivered a workers' message with warm affection and a fierceness like no other. Notley's leadership is legendary.

Economist Jim Stanford was outstanding, hilarious, and authentic in his presentation about how to build a new economic narrative for Alberta. He grabbed the audience's attention with his humour and intellect. He explained brilliantly that "People are the economy": the economy is the sum total of the work we do. We need to get people working on things that matter. We must share the wealth, we need to do more than survive we must thrive. (Watch the video: [Building an Economy that Works for People](#)).

A shout out to the USW Local 1944 delegation, almost everyone spoke at the microphones, each with passion and expertise. Alberta REO, David Skrober spoke regarding the hundredth anniversary of the Winnipeg general strike. Mary Wojdyga spoke to the Awareness on Age Discrimination resolution. LDS student Carla Ayles spoke to Automation. LDS student Kyle Johnston and Alberta REO Steve Durrell made us proud as they spoke with determination as well. I, along with John Collinson and Mike Foat, both from USW Local 6673, were powerful when we spoke on Pipelines and to the resolution on Canadian Made Steel. When our government allows the dumping of steel or when Canadian businesses buy anything other than Canadian steel, it is unpatriotic.

I recently have been appointed as a Vice-President to the AFL. I am saddened, naturally, by the outcome of the election here in Alberta; but I am inspired as we forge ahead as the Federation. I enjoy being part of the Political Action Committee and a member of the Executive Council as we prepare collectively for the fights ahead. I am pleased to work alongside such dedicated activists on the board and in committee." — *Donna Hokiro, USW Local 1944 Vice-President and Alberta Federation of Labour Vice-President*

"It's no secret that the new UCP government in Alberta is one hostile to the labour movement, and the AFL focused heavily on that new reality. It is critical that we don't fade into the shadows for the next four years. Get out, and organize. From organizing new certs and building the labour movement, to getting involved in local political organizing to get a labour-friendly government back into the legislature, we can't be idle. Speakers focused on how to change the discussion on the economy, and how the economy is not the employers in this country, it's the strength of the WORKERS. Discussion of labour empowerment, to [cautionary tales — parallels](#) between Alberta under the UCP plan, and states in the US where teachers panhandle on the street for the money to buy classroom supplies.

I also would like to thank those who ran alongside me, Brothers Anderson and Johnston and Sister Notley with the NDP in the election, for the work they have already done, and for continuing to stand up and fight for the labour movement and the working class. They came to the AFL in droves, and won't back down! Solidarity!" — *Steve Durrell, REO for Alberta*

"I attended the AFL Convention to get more involved in the wider labour movement in our province. I heard some vital [new narratives](#) for how our economy can be developed to benefit all of society without leaving behind our fossil fuels workers as the world moves to a more sustainable energy model. In that room full of engaged unionists and labour activists, I felt there was a strong push towards girding our loins for four years of engaging with a right-wing government, along with some encouraging looking back on the last four years of progress with a cooperative government. We talked about the Overton window, a political science concept that makes me even more determined to discuss more radical left-wing ideas

even when they seem far out of reach. I made a lot of connections with siblings in our union movement and was able to draw parallels and similarities in our struggles across many different industries. Most importantly for moving forward, I participated in the decisions we, as a collective, made about what our priorities would be for the next two years in our labour movement; I feel confident that we will work together towards making this province a better, more humane place to live and work." — *Carla Ayles, Unit 207, Leadership Development Student Level 1*

"The 2019 AFL Convention was an incredible experience, and it would be difficult to pick out the highlight of such a tremendous labour event. That being said, I loved writer and advocate John Max Smith talking about his father's legacy (Watch the video: [Don't Let My Dad's Past Be Our Future](#)). I was so touched by his words and his love for his father Harry Leslie Smith, who was himself a tremendous activist and humanist. Way to go, AFL, for organizing such a great event!" — *David Skrober, REO for Alberta*

"I was happy to attend my first AFL Convention and to meet so many union activists in such a positive atmosphere, alongside my fellow Local 1944 and other USW members. I was excited to attend as President of the Red Deer and District Labour Council. This Convention was important to chart the path for "Choosing our Future" for the "Next Alberta", which was the theme, especially with the United Conservative Party (UCP) winning the last election. My favourite panel was "[Rise of](#)

[Intolerance](#)", but there were many great speakers and panels that provided deep insight to issues and success in today's labour movement.

Another great moment was the acclamation of Secretary-Treasurer Vipond and President McGowan, who are inspirational leaders and vital to our labour movement, as we continue to fight for the rights of workers and their families.

Rachel Notley, leader of Alberta's NDP and the official opposition and Women of Steel,

also addressed the delegates ([Watch the video](#)). She will continue to advocate for all Albertans and keep the UCP government in check.

I was honoured represent our Local, the USW, and all affiliated members of the RDDLC. This networking opportunity will continue to help me, specifically because of my role as President of the RDDLC and within our Local. I look forward to the continued work in the labour movement with all my fellow brothers and sisters." — *Kyle Johnston, Unit 205 Chair, President of the RDDLC*

All the pictures are online at <http://1944.fyi/AFL2019>  
Check out the captions to get links to the Conference videos.



From left to right:  
Carla Ayles (207), Kyle Johnston (205), Scott Fitzgerald (208), Shaye Anderson (208), Donna Hokiro (Vice-President), David Skrober (REO), Mary Wojdyga (213)



Donna Hokiro (Vice-President)



Mary Wojdyga (213), Rachel Notley and David Skrober (REO)



Steve Durrell (REO) and Kushal Bagothi (203)

# OUR MEMBERS GET INVOLVED

## THE POWER OF MANY CAN TAKE ONTARIO BACK

On Saturday, March 25<sup>th</sup>, the Ontario Federation of Labour (OFL) President Chris Buckley held a conference at the Toronto Convention Centre, called “The Power of Many, Take Back Ontario”. There were people from across Ontario from many unions.

Ontario NDP leader Andrea Horwath, who is the official opposition leader, spoke and advised how she and her fellow NDP MPPs (many of whom were present, like MPP Jamie West from Sudbury) are going to fight Douglas Robert Ford and the conservatives. As she advised, she knows that a strong Ontario is helped by a strong public education system, health system and middle class who are union members.

Our new Premier Ford has decided major cuts to education which will reduce the number of teachers and support staff, increase class room sizes, and transfer its

obligation to support children with autism onto the public schools without adequate funding. The first Rally for education was held at Queens park in Toronto and thousands of teachers, students and the general public were there to tell Doug Ford there is Power of Many and we do not like these cuts. I was also at this rally with several family members and friends.

Doug Ford is planning an overhaul of health care in Ontario. We heard from many union leaders about the privatization of the health care or parts of this.

The OFL is starting a campaign to prepare to fight the Right To Work which we know is coming with email and text messages to OFL members.

— Submitted by John Hockley  
Local Union Representative for Ontario



The Power of Many is a campaign of the OFL and its allies in communities across Ontario. More information at <http://1944.fyi/Pw-Many>

## FTQ LABOUR EDUCATION SEMINAR

On April 9–10, I had the opportunity to attend a seminar at the Quebec Federation of Labour, under the theme “Knowledge Transfer in Our Workplaces”, along with education instructors and officials, and union leaders. Labour education is paramount, and we all have a role to play.

As labour activists, we need to make the most of our members’ knowledge after they have benefited from labour education. Our conclusion in this regard was that no matter how much knowledge our members have gained during union trainings, it was useful only if the labour movement was willing to incorporate it into practice.

The success of labour education relies on three conditions: fostering an environment in which members have the desire to get labour education; Teaching learners to avoid potential mistakes when they go back in the workplace; and promoting knowledge transfer, through mentoring for example, and setting up periodic monitoring to develop the learner’s skills after the training.

Labour activists appreciated this seminar. It has raised positive points, amongst which the fact that many educational practices are already being applied spontaneously in the labour movement — most of these practices are informal. Among other recommendations, the seminar discussed organizational change in practices, increased resources for labour education and knowledge transfer, and greater formalization so that these practices become well established.

— Submitted by Max Deveau, Councillor Unit 604, LDS Level 2



## CHECK OUT OUR SCHOLARSHIPS

Members of Local 1944 and their families are eligible for scholarships.

### Did you know?

There are 9 scholarships available!

Why wait? Apply today!

More information at <https://usw1944.ca/scholarships>



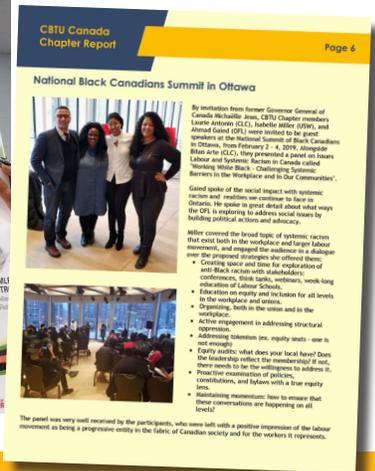
# OUR MEMBERS WORK FOR YOU

## NATIONAL PRESIDENT ISABELLE MILLER FIGHTS FOR BLACK WORKERS' RIGHTS WITH THE COALITION OF BLACK TRADE UNIONISTS (CBTU)

Sister Isabelle Miller has made history by becoming the first woman of colour ever to be elected National President of Local 1944. But long before that, she was already fighting for equal rights and fair treatment of workers. As a CBTU-International Board member, she is deeply involved in advocating for equity and justice for black and ethnic minorities workers.

"Racism is not a fantasy: today, in downtown Toronto, a Black man is seventeen times more likely to be pulled over for a police street check than a white man, while racialized women earn 58 cents for every dollar earned by white men", said Isabelle Miller. "Systemic racism exists both in the workplace and in the larger labour movement. We need to create safe spaces and time for the exploration of anti-racialized workers racism with stakeholders, then we need to provide education on equity and inclusion for all levels in our workplaces and within our Union."

**Why does Local 1944 advocate for the rights of diversified constituency groups?** Our Local's mission is to negotiate collective agreements, working conditions, and advocate equity for populations who are discriminated against. "Solidarity" means being stronger together than separately; a key part of this solidarity is to stand up for those who need their voices amplified. Despite some positive change in mentalities, there is still a lot to be accomplished until all races, genders, religions and sexual orientations are treated equally. Black rights, Asian rights, Indigenous rights, women's rights, LGBTQ+ rights... These are all human rights, and therefore they are an integral part of our Local's fight. As union members, we are part of a broader community and should embrace our diversity.



### WHAT IS THE CBTU?

The Coalition of Black Trade Unionists is a progressive voice within the North American labour movement, advocating for the fair treatment of black workers, and aiming to achieve economic, political and social justice for every North American. Its mission is to ensure the labour movement is responsive to the needs of union or non-union black workers, and to help all workers benefit from the goals achieved by the trade union movement.

More information at [www.cbtu.ca](http://www.cbtu.ca)

## DISCOVER OUR COMMITTEES

Getting involved with your Local will help you to improve your skills, develop your network, and make an impact in your workplace and community.

More information: <https://usw1944.ca/committees>

## Get involved!

Become an advocate for human's rights in your community and Union with the Civil and Human Rights Committee.

Ensure that our workplaces are healthy and safe with the Worker's Compensation and Health and Safety Committee.

Seize opportunities for mentoring and leadership development through the Next Generation Committee.

Lobby for laws that have a positive impact on our workplaces and communities with the Political Action Committee.

Benefit from training and leadership development through the Women of Steel Committee.

Stay involved when you retire by joining the Steelworkers Organization of Active Retirees.



# EXPERIENCES FROM THE USW NATIONAL POLICY CONFERENCE

The USW National Policy Conference was held in Vancouver, BC, on April 2–5, 2019.

More pictures at <http://1944.fyi/hAfNVp>

"I was very happy and honoured to be selected as a member of the Resolutions Committee for our recent USW Conference, and I thought I'd tell you about the work we did.

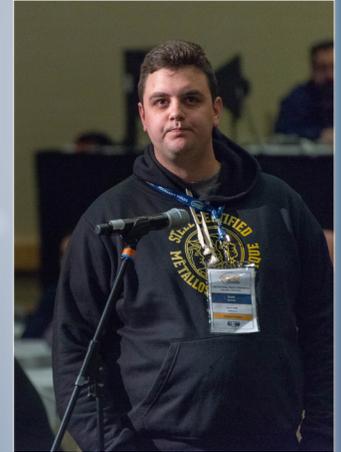
Policy Conference is where the Canadian portion of USW, comprising Districts 3, 5 and 6, sets policy for USW Canada and the USW Canadian National Office. Canadian USW Locals pass resolutions and send them to this Conference to be debated and voted on the floor. These resolutions come to the Resolutions Committee first, and we could either recommend approval or rejection of the resolution, or could recreate the resolution in a different form. Either way, the original or amended resolution ultimately comes to the floor of the Conference to be approved or rejected by members like you.

The Committee was composed of experienced Local Officers, almost all of whom had been on the Committee before. Meanwhile this was my first Policy Conference, let alone first Resolutions Committee. It was an unparalleled learning experience to hear Officers from across the country discuss USW policy, it gave me great insight into how our organization functions and the awesome work we do wherever we are.

At Local 1944's Local Union Delegated Meetings, resolutions deal with every detail of the Local's functioning, often resulting in interesting but frequently divisive debate. Yet resolutions at this Conference brought people together; resolutions proposed taking stands against Trump's steel and aluminum tariffs, in favour of pressuring governments to use Canadian products, in favour of making it a priority that employers be compelled through bargaining to provide female-oriented safety gear, etc. I learned even more in listening to members discuss these issues at the mic than I did listening to our expert guest speakers.

The resolutions were generally of the type that most Union members could get behind. There was less pro/con debate but in its place was an "I'll fight for you"/ "You'll fight for me" feeling, and that's what Unionism is about. We discussed the things we cared about and had in common, and we reaffirmed our support for one another in pursuing these goals and values.

The work of the Resolutions Committee facilitated this, and I was quite proud to have helped out with what I consider my favourite USW Conference so far." — *Michael Phillips, Secretary-Treasurer*



"The Conference was a resounding success in my opinion. It was great to see all the delegates from all walks of life together in one room, offering mutual support for our common values. I was under the mistaken impression that I was a progressive father and brother, but the 'Be more than a Bystander' panel made me reflect on my own behaviours, as well as those around me and throughout my workplace as a whole. For a while now, my employer has been attempting to increase the number of women in our work group, which has been traditionally a male-dominated field. Although we think we work in a progressive workplace, **many barriers still exist, not necessarily through malice, but simply ignorance.**

For example, our Health and Safety Committee has no female representation. The 'Advancing Indigenous Rights' panel highlighted the plight of our indigenous Brothers and Sisters. As an immigrant, I had little exposure to Indigenous communities growing up. It left

"It was refreshing to see the diversity of all the different job sectors. We all seem to have the same issues with our employers. If we are **united, we can take up the fight** and make our jobs better and more secure with better negotiated contracts." — *Norm Leffler, Unit 32*

me eager to learn more; Unionism on Turtle Island sounded like a great place to start and I hope we will be able to participate in the future." — *Ross Brown, Unit 31*

"This Conference was a great experience. It was refreshing to see that we are not the only ones dealing with the issues of downsizing and the profit over progress mentality by the employers. I did enjoy the greater exposure at the national level, but **being part of something so**

"It was immensely informative and I feel much more empowered to do change in my Unit. Thank you for the opportunity to attend, Isabelle, and to all my colleagues and friends that attended, I wish you all success and remember: **Solidarity Builds.**" — *Scott Stennes, Unit 3*

**grand made me realize how important it is for us to build a stronger and more united Local.**

I left the Conference with inspiration to bring my Unit and community closer together." — *Luke Russell, Unit 211*

"I was impressed with the **powerful voices including our Local's leaders and delegates.**

Our Local needs to come out of Administration, so that our leadership can have the power to fully engage and protect our members in time for bargaining." — *Sharlaine McIntyre, Unit 26*

"As a member attending her first ever USW Conference, I found it to be extremely uplifting, encouraging and made me **proud to be part of this amazing group of people.** I learned so much on how our Union works and I'm so inspired to go back to my Unit and help out however I can!" — *Wendy Jackson, Unit 502*



# STEEL ON WHEELS



## JOIN LOCAL 1944'S TEAM!

This summer, the Steel on Wheels team of Local 1944 members will be cycling over 200 km in 2 days for **The Enbridge® Ride to Conquer Cancer Presented by Evraz**. The funds raised will support the Alberta Cancer Foundation so join us for what will be an amazing event!

**JOIN USW LOCAL 1944 FOR AN EPIC RIDE!**

To join our team, send an email at [theride-ab@usw1944.ca](mailto:theride-ab@usw1944.ca)  
More information about The Ride: <https://usw1944.ca/ride>



# OUR MEMBERS GIVE BACK

## THE ART OF GIVING BACK: OUR LDS PROGRAM STUDENTS SHARE THEIR GOOD WORKS

Each of our LDS Program Students has been asked to submit a report to the district regarding their Good Works project. Sister Elana Felty, from Unit 51, and Brother Corey Mandryk, from Unit 60, share their experiences.

### LDS Level 2 - Elana Felty

"This year, Sister Julie Charbonneau and I continued a campaign that we started in 2017, called "Share Hope". We held a summer campaign in August 2018, and collected items that someone in need could use during the hot summer months. We organized a luncheon at the Russell House men's shelter in New Westminster, BC. We raised enough money to serve a lunch, and presented a cash donation. In December 2018, we held another Share Hope campaign, this time benefiting Ishtar, a women's transition centre in Langley, BC."

**What did you learn?** "Strategic planning and leading volunteers are the two efforts I applied in these two initiatives, which made both days of actions successful. I learned not to give in to the feeling of defeat. We ended up surpassing our goals. It just takes the right people, not necessarily the amount. By continuing under the Share Hope campaign umbrella, we are gaining momentum, and people are recognizing the title. We will continue forward with two initiatives per year under this campaign title, changing the charities and events but the continuation of a good campaign is making it more recognized."

More pictures at <http://1944.fyi/Sh-Hope>



"We want to share hope and claim out loud that moving forward is possible for every one of us."  
USW Local 1944 Women of Steel

On November 20,  
**YOU CAN SHARE HOPE**

**PUB NIGHT & CALL FOR DONATIONS**  
6:00 pm at Woody's Pub in Coquitlam

FUNDRAISING MONEY WILL BE DONATED TO THE ISHTAR SOCIETY. DONATED ITEMS WILL BE GOING TO ISABELLE'S BOUTIQUE



### LDS Level 3 - Corey Mandryk

"Over the years, Unit 60 has donated over half a million dollars to local food banks and charities. At the end of 2018, we earmarked \$36,000 for these causes. The pitch was for Shaw to match these funds through their corporate matching program, and to have Unit 60 leaders deliver these cheques alongside management. We injected \$72,000 into the charities that take care of our most vulnerable in the Lower Mainland."

**What achievement did you make?** "Out of one of the worst battles in generations between or Union and the company came the opportunity to come together like never before. It brought leaders of the company and union to solve a big problem: extreme distrust. Our work at the bargaining table was worthy of celebration, but it fills me with great pride to have been able to personally organize and negotiate this endeavour that knitted together those of us that were recently adversaries; it gave a sense of comfort and stability to management and members alike that peace had been achieved; and most of all to feed, clothe, and shelter twice as many of our underprivileged neighbours as we had envisioned."

More pictures at <http://1944.fyi/U60-2018>



WILL THE COMPANY  
BE FRIENDLY WITH  
YOUR FUTURE?

## HAVE YOU STARTED SAVING FOR 2021?

The current Telus collective agreement expires on December 31, 2021, at which time it will be renegotiated. No one wants a labour dispute, but if one did happen, would you be financially ready?

**TODAY IS THE TIME TO GET PREPARED!**

If you start saving  
**\$100\***  
per paycheque  
you will have  
over **\$9,000**

*Do not let the company hold all the power during the next round of bargaining.  
Do not let the threat of a labour dispute decide your future.*

## **STAND UP, FIGHT BACK.**

\* This amount is recommended on the basis of an average \$3,000 monthly expenditures for a household, for a maximum of 6 month-strike, and taking into account the weekly \$200 USW strike pay and how many pay days are left in the contract.

**IT'S NEVER TOO LATE, BUT  
IT'S IMPORTANT TO START.**