

RECENT CHANGES IN THE LOCAL UNION



As announced by the Administrators on August 30, 2019, Donna Hokiro has moved from the position of Vice-President to Acting President of Local 1944. Since taking office, Sister Hokiro has been working very hard to fulfill the responsibilities of her new role.

As a result of this change, two other members changed roles earlier this month. Pierre-Luc Dick, who previously assumed the functions of Regional Executive Officer for Quebec, accepted to take on the role as Acting Vice-President.

Similarly, Robert J. Briza agreed to take on the role of Acting Regional Executive Officer for Quebec.

“Our Local is still undergoing many changes as we rebuild our strength from the ground up,” said Acting President Donna Hokiro. “I am thankful for both Brothers Dick and Briza, who accepted to take on the great responsibilities that come with their new roles. Our priority is to continue to represent and protect each of you, our members, and to advance your rights. This is even more important as the Federal Election is coming up. If we elect a government that puts corporations and the wealthy first, your rights as workers will be in jeopardy. Please vote wisely on October 21!” (see pages 4–5).

WELCOME JESSICA!

Jessica Liu started her position as bookkeeper in our Local Union’s head office in Burnaby on September 13, 2019. She most recently worked as Senior Accountant for the Squamish Nation in North Vancouver for eight years.

“We are lucky that Jessica made the switch to us,” said Secretary-Treasurer Michael Phillips. “She is a great addition to the Local.”



Our previous accountant will be coming in every two weeks to provide Jessica with some training for a while.

“I am very happy to have joined Local 1944,” said Jessica. “I enjoy the variety of the job.”

75

1944 • 2019
 USW Local 1944

LOCAL 1944 CELEBRATES 75 YEARS OF SOLIDARITY & MEMBERSHIP ENGAGEMENT

Local 1944 was founded in ... 1944! This story is YOUR story!

Share your Local 1944 story with us: email communications@usw1944.ca



Members from USW Local 2014 won certification order for Riide

EXECUTIVE MEMBER INTERNS WITH DISTRICT 3

Brother Jayson Little, Regional Executive Officer for BC, undertook an internship as USW Staff Representative for District 3 since June 2019,

employer, Comfort Cabs, to meet with the Union. Because of their association with the Union, the employer deactivated a lot of drivers’ IDs, which resulted in a group grievance.

“I became familiar with the grievances filed against Comfort Cabs and the tabled proposals,” said Jayson. “The next step was to file a grievance against the Company for contracting out. I attended executive and membership meetings.”

On September 12, 2019, Local 2014 members finally got their certification approved for Riide.

“The taxi industry was new to Brother Little, but I was quite impressed with how quickly he understood our industry,” said Malik Umar Draz, President of USW Local 2014. “We address our sincere thanks to Jayson for his great help to our members. Your Union works really hard to bring fairness in the workplace.”

to represent and defend workers in the whole District – comprising British Columbia, Alberta, Saskatchewan, Manitoba, Yukon, Northwest, and Nunavut Territories.

“The Staff Representative training consists in getting familiar with labour regulations, collective agreements and other legal documentation,” said Jayson. “It also implies meeting with members from other local unions, their employers, and liaising with Labour Relations Boards.”

Brother Little has notably been assisting with bargaining for USW Local 2014 in Saskatoon, with Staff Rep Darrin Kruger. This Local Union represents cab drivers, lease operators and single franchise owners in Saskatoon. Since initial proposals were exchanged, members from Local 2014 couldn’t even get their



Jayson Little (4th from the left) before the certification hearing on July 18–19.

GRIEVANCE WITH TELUS



Allison Needham is a full-time employee from Unit 213, in Calgary, Alberta. She has been employed by Telus since April 2011 and is a Loyalty Representative. With no previous discipline, Allison told management at a Team Meeting in March that she felt that agents were being overwhelmed with cross-training, and was given a 1-day suspension that Local 1944 believes is unfair and is trying to remove.

whole period of time has been a big change for everybody in her department. Members regretted that they didn't get an earlier notice for all these changes, and that they weren't included in the discussions prior to this transition.

One of the drawbacks of the transition is that these agents had lost the useful resource who was the helpdesk team, whom they contacted when they needed clarification or help completing a task. Their main challenge is that they cannot reach out to the helpdesk team anymore when they need support.

Allison was called to an internal meeting on March 18, 2019. A few days later, she was suspended for 1 day, "for being unprofessional, argumentative and disruptive" at the team meeting.

Subsequently, the Local Union submitted a grievance on August 15, 2019, on the position that the March 12 meeting was a debriefing session where the facilitator requested feedback, and that Allison's comments did not cross the line of disrespect and were a true reflection of what agents are going through with excessive cross-training.

"Not only does the Union not think any discipline was warranted, but we believe Sister Needham should be commended for telling management the truth about their unrealistic cross-training expectations," said Michael Phillips, Secretary-Treasurer.

"As a witness to the exchange in the debrief meeting, I can say unequivocally that there was no harm intended by Allison," said David Skrober, Regional Executive Officer for Alberta. "She was expressing her feelings but never raised her voice or used bad language. It worries me greatly that in a debrief, solicited feedback was given and then punished."

The Local Union has informed Telus that we will be taking this matter to binding arbitration.

Earlier this year, her department had undergone several changes, resulting in her traditional role in Compass Loyalty and Retention to become a new role in FIFA Loyalty and Retention. On March 12, 2019, Allison Needham and fellow work peers attended a debriefing session with a manager. While the group was discussing difference in roles from Compass and FIFA departments, the manager made a comment about the two jobs being essentially the same.

Sister Needham expressed her disapproval, asking whether or not the manager was being serious with his comment. The manager replied that he was not joking and asked her to explain her position on the topic. Allison along with others expressed their concerns and that the cross-training agents were being given was becoming overwhelming.

Allison was trying to clarify and explain why the changes were so much to take in. The agents had a lot of new tools, systems and software programs to learn and get accustomed to very quickly, along with taking on the role of technical support. This

\$91,000 RESOLUTION OF A GRIEVANCE

Following a grievance resolution that applies to their work group, 91 members in Units 207 and 213 from Calgary and Edmonton, AB, will receive a lump sum payout of \$1,000 each.

This grievance was filed by Local 1944 in January 2018 over the JEMS review of the Order Resolution Team (ORT), following Telus' decision not to reclassify the jobs to Client Care Representative V after performing an evaluation of the job.

"We did not believe the scoring was correct nor all factors were given the proper weight," said Tamara Marshall, Local Union Representative for BC, who has been working on this grievance

"This \$91,000 settlement is proof that when the members on the shop floor and the Union work together, lives are made better because together we are stronger," said Acting President Donna Hokiro.

from the beginning. "We look at many factors when we work to resolve grievances, including the strength of our evidence, and eventual additional changes to the work since the grievance was first filed, amongst other things."

Through discussions with the Company, the Local Union achieved a resolution, eliminating the need for the arbitration scheduled a few weeks later. A resolution was reached for Client Representative IVs who worked in ORT at the time of filing and still do today. It takes into

account the many changes in the work performed and in the systems used in ORT over the past months.



HOW ARE THINGS GOING IN YOUR WORKPLACE?

Because a right denied to one is a right denied to all, Local 1944 members need to hear from you!

Contact your Local Union Representative: 1944.fyi/Union-Reps

Share your story by email at communications@usw1944.ca



CIVIL AND HUMAN RIGHTS: CBTU CONFERENCE

On August 15–18, 2019, members from the Civil and Human Rights Committee attended the Coalition of Black Trade Unionists (CBTU) Region 1 Conference in Toronto, under the theme “United For a Better Tomorrow.” Our members in attendance were Brooke Downey, REO for ON; Tricia Watt, LUR for ON; Hans-Woosly Balan and Pierre-Richard Joseph, LURs for QC; Candace Knoll (51); Kerryann Moses (502); Christine Jordan (502); Herschel Cumberbatch (503); and Widmarc Innocent (602).

Local 1944 is committed to fighting racism and discrimination in our workplaces and communities. Our differences, our cultures and our colours make us stronger.

“The conference was an educational opportunity to learn of others’ experiences, challenges and success within the labour movement. I learned about systemic forms of racism, and was able to network with people of colour.

The Women’s Conference was very inspirational, showing the impact of women’s leadership. I appreciated the Q&A sessions, that allowed attendees to voice their opinion and shed light on how to handle some of their issues.

Voicing our opinions and working towards unity make a difference to defend workers’ rights.” — *Kerryann Moses*



The Civil and Human Rights Committee is developing an educational presentation for Local 1944 members. The outline includes some history, what are civil and human rights, what do we need them for, the roles unions play, and how members can get involved. Stay informed at <http://1944.fyi/CHRC>

“Becoming active on the Civil and Human Rights Committee has inspired me to empower others. The CBTU conference gave me a greater understanding of how the Coalition strengthens the trade movement within our communities.

The Conference encouraged activism and leadership. Members participated in workshops addressing health and wellness, environmental racism, cultural genocide... We discussed how women and men can support each other, the importance of growing our future leaders. The “Trades Panel” discussed how trades are instrumental in setting the work standards and creating the middle-class. We must encourage families and members in our community to consider a career in trades.

Our community needs to focus on social activism and come together with our allies and work towards putting our people in leadership roles, so that we have a voice at the table and are part of the decision-making policies.

As the only black person on the Committee residing on the West Coast, I have begun to reach out to the union members in regards to joining the coalition to encourage and gain support within my BC community.

Since the conference, I have decided to petition Canada Post for the creation of a Black History Month Stamp, honoring my Uncle Lee Williams for his work in the human rights movement. A unionized sleeping car porter, he filed a

complaint under the Fair Employment Practices Act and won in 1964. In 1975, he received the National Black Award of Canada. Wish me luck!” — *Candace Cande Knoll*



“This conference allows us, people of colour to view the union movement in a different aspect, to educate ourselves on topics that we wouldn’t normally discuss within our respectable unions. I’d like to quote Fared Michelen who was a keynote speaker: “We live in an age in which silence is not only criminal but suicidal. For if they take you in the morning, they will be coming for us that night.” — *Hans-Woosly Balan, LUR for Quebec*

“The CBTU Region 1 Conference was a life-changing experience, bringing new meaning to the word “woke” through education and conversation. I came with questions about my place in the labour movement, and desire to be activated.

My most impactful experience was a workshop on the reality of environmental racism, that cut directly to my core: it is not just a new idea pushed by left political parties, it is a sobering reality that needs to be confronted. Another topic that rang hard in my ears was the culture of trades, being an afterthought or a plan B when it comes to educating and encouraging a path for our children and selves.

The relationships I developed over the course of the Conference were impactful and will have a ripple effect. I met people from all over the USA and Canada, brothers and sisters engaged in the struggle. I heard stories of overcoming oppression and wars in country that my fellow trade unionists fight every day. There is something about unity, transparency, about the facilitation of difficult conversations, expositions of the truth and reckoning, that brings life.” — *Christine Jordan*



“I have been a member of CBTU since 2008. It was very inspiring to hear how each panelist of the Women in leadership panel first got involved with the Union. What stuck out was that in many cases, these persons became activists because they were being mistreated and decided “Enough is enough”. Or they were recruited by an activist and although apprehensive at first ended up falling in love with the movement.

I particularly enjoyed the discussion on health and wellness for the black community. Unfortunately, racism exists in the medical world and rears its ugly head when it comes to how patients from visible ethnicities are treated when seeking medical care.” — *Tricia Watt, LUR for Ontario*

FEDERAL ELECTIONS 2019

WHAT ARE THE ISSUES TO CONSIDER FOR THIS FEDERAL ELECTION

As part of the Steelworkers and a strong militant union in the labour movement, Local 1944 has traditionally been a supporter of the NDP. Here are some of the issues that matter the most to the working people in this election.

PHARMACARE: Working people need prescriptions as part of our universal medicare system. Canada is the only country that has universal medicare without pharmacare. Millions of Canadians are skipping medications because they can't afford them. Liberals promised action but only delivered studies. Conservatives eroded health care with funding caps.
 The NDP has a bold plan of universal pharmacare by 2020.

GOOD JOBS: Prioritizing good jobs with fair wages, health and safety protections and job security is necessary for the country's economy. Just like the Conservatives, the Liberal government legislated postal workers back to work, overriding collective bargaining.
 The NDP's program includes creating 300,000 good jobs, banning replacement workers and introducing a federal \$15 minimum wage. "We will fight for a country that works for ordinary, hard-working people – not those at the very top."

FAIR TRADE: We need to elect a government that defends Canadian workers. Those working in steel and aluminum are experiencing job losses because both Liberal and the Conservative governments keep siding with corporations and big business over the interests of workers and communities.
 The NDP has a plan to defend Canadian workers in trade negotiations, to protect supply management and to stand up against unfair tariffs.

RECONCILIATION: Local 1944 supports reconciliation and socio-economic justice based on Indigenous rights, honouring

treaties and implementing the UN's Declaration on the Rights of Indigenous Peoples (UNDRIP). We ask our future government to implement actions to protect Indigenous Rights. Liberals bungled the national inquiry into Murdered and Missing Indigenous Women and Girls (MMIWG) and delayed UNDRIP. Conservative Senators stood in the way of UNDRIP.

The NDP plans to co-develop a National Action Plan for Reconciliation, and to undertake the important work of reconciliation in good faith, and in equal partnership with Indigenous communities.

RETIRES FIRST: Many working people rely on pensions to retire with dignity. But when Canadian companies fail, workers often lose

pensions and health benefits while CEO bonuses, banks and investors are paid first. Liberals made empty promises last election. Conservatives prefer to protect bankers, not workers.
 The NDP will make sure that pensioners are at the front of the line when a company goes bankrupt.

HOUSING: With the housing crisis, too many people can't afford to buy a home. Often, it's either rent or groceries. Four years ago, Liberals promised a housing strategy but now, they make people wait until after the next election. The Harper Conservatives cut housing programs.
 The NDP will create 500,000 units of quality, affordable housing in the next 10 years.

On October 21, choose the party that puts you and your family first. Vote for NDP candidates who are on our side.



JOIN THE NDP at <http://1944.fyi/5644JB>
FIND YOUR CANDIDATE or a candidate in a neighbouring community at www.ndp.ca/candidates

Understand the rules on union activities during federal elections with the USW Guide: <http://1944.fyi/nW6RcW>

POLITICAL ACTION COMMITTEE



USW Local 1944 is politically engaged, because laws and politics have a big impact on our workplaces and our communities, and together we can be a force for positive change.

The Political Action Committee wants to encourage more local political action and more communication regarding political issues within our Local, and to activate Local 1944 members in community, municipal, provincial, federal and international issues based-campaigns..

Current members of the Political Action Committee are: Nancy McCurrach (51), Alina Gherghinoiu (51), Jennifer Dunsmore (213), Richard Blais (Unit 214), Kelly Barron (501), Alexander Livingston (604), Steve Durrell (REO for AB), Robert Briza (Acting REO for AB), Michelle Ravary (Trustee), and Acting President Donna Hokiro.

HOW TO VOTE

www.elections.ca

To register and vote in the Federal Election, you must: be a Canadian citizen, be at least 18 years old on election day, prove your identity and address.

- Make sure you are registered to vote**
- Bring an ID** as listed [online](#)
- Vote on election day** at your assigned polling station on Monday, October 21. Polls will be open for 12 hours (hours vary by province)
- Vote on advance polling days**, at your assigned polling station on October 11–14 (9 am to 9 pm)
- Vote at any Elections Canada office** before October 15, at 6 pm, using the special ballot process
- Vote by mail:** apply online or at any Elections Canada office before October 15, at 6 pm
- Vote away from home:** check your possibilities [online](#)

ALBERTA: GOVERNMENT ATTACKS ON WORKERS' RIGHTS



Rachel Notley and Kyle Johnston

Kyle Johnston, Unit Chair for Unit 205 and President of the Red Deer and District Labour Council, has been interviewed by the [Red Deer Advocate](#) local newspaper on his views on the MacKinnon Report. The report was conducted by a panel ordered by Premier Jason Kenney to look into Alberta's finances. Brother Johnston gladly agreed to develop his thoughts for our magazine.

The MacKinnon report is an attack on working Albertans

"This report is a gross attack on everyday working Albertans. It starts on direct attacks to our public sector healthcare and education professionals. These cuts will hurt families and children, not to mention taking aim at labour laws and collective bargaining. Cancelling the tuition freeze will not only hurt students, but hurt the workforce when people cannot get education that is needed, which will then in turn hurt our economy more. Cuts worse than the Klein era are coming, and our public infrastructure and economy will be worse off because of it."

"Cuts to public sector employees will not help our families or our children get a better education or better healthcare. These cuts will hurt families already struggling to get by with lost jobs in the oil sector. The attack on wages, benefits, pension, working hours, and overtime pay are underway, and they will not stop until the corporations are satisfied."

Another step to undo the NDP's achievements in Alberta

"There were so many amazing steps forward for workers and all middle class thanks to the NDP, but unfortunately many steps backward have already been taken and other accomplishments are in the cross hairs. From WCB reform, the Farm Bill, \$15 minimum wage, and \$25 a day daycare, these are just a few that

have helped many people but that have or will be cut with the extreme cuts this report focuses on."

No interest in working with unions and labour

"This current provincial government has zero interest in working with unions and labour. Their panels and other appointments lack a labour background and knowledge. Not to mention Bill 9 is a direct attack on public sector unions."

Instant changes in labour district councils and workplaces

"We have instantly seen the attack on labour and the lack of interest to work together. I have had no contact with the new Minister of Labour or any local MLA's, especially at our annual Labour Day BBQ or Pride in the Park events."

"This government wants to limit bargaining rights and have fixed wages for public sector workers while increasing tax give-aways to rich corporations with no increase in jobs that were promised. Changes to the old-style WCB and farm workers will be coming, that will reduce workers' rights. This government also wants to see American-style back-to-work legislation that would limit the ability for employees to take strike action."

"This government already has canceled funding for alternative energy programs, investor tax credit programs, and to artificial intelligence at the University of Alberta, that will not help us build our economy."

Take action and Vote to defend your rights

"My recommendation to Local 1944 members is to continue to follow the Alberta Federation of Labour and other unions like AUPE, UNA, HSAA, and ATA to attend rallies and information pickets against Bill 9. The [Canadian Labour Congress](#) is promoting their 5 pillars to challenge each of the federal parties: Pharmacare, fairness and equity, retirement and pensions, inclusiveness, and climate action. Do your research and vote for true Canadian values."

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.

Get involved!

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

Become an advocate for human 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.

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.

SCHOLARSHIPS 2019 RECIPIENTS

LOCAL 1944 SCHOLARSHIPS 2019

David Ellis Scholarship recipients

Winners of the 2019 David Ellis Scholarship are **Liam Wong** and **Troy Chong**, from Unit 60. They submitted essays that were very informative on the need for health and safety on the job. They both received a \$500 cheque for continuing their education.

Local 1944 Annual Scholarships recipients

Four scholarships valued at \$1,000 and three scholarships valued at \$750 will be awarded to students who have displayed exceptional community involvement, leadership abilities, and dedication to academic excellence. We are proud to present this year's Scholarship recipients

Jean Nicolas Candelaria from Surrey, BC, will be studying for a Applied Science - Civil Engineering at the University of British Columbia (\$1,000);

Prashant Kumar from Surrey, BC, will be studying for a Bachelor of Applied Science at Simon Fraser University (\$1,000);

Troy Chong from Burnaby, BC, will be studying for a Bachelor of Science at the University of British Columbia (\$1,000);

Rachel Reed from Surrey, BC, will be studying for a Bachelors degree in Science at the University of British Columbia (\$1,000);

Claire Hutson-Willey from Chilliwack, BC, will be studying for a Bachelor of Science in Nursing at UBC - Okanagan (\$750);

Emily Yang from Vancouver, BC, will be studying for a Bachelor of Applied Science, Biomedical Engineering at the University of Waterloo (\$750); and

Niki Tabatabaei from North Vancouver, BC, will be studying for a Bachelor of General Studies at Simon Fraser University (\$750).

DON'T MISS OUT ON OUR SCHOLARSHIPS

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

DID YOU KNOW?

There are 9 annual scholarships available!

More information at usw1944.ca/scholarships

Stay tuned to seize these opportunities for financial aid!



Christopher-Kendrick Balan with his father Hans-Woosly Balan, LUR for Quebec

USW POST-SECONDARY SCHOLARSHIP 2019

Our Union has the education of Steelworkers families at heart. Every year, the USW distributes 21 scholarships of \$1,000 each to qualified secondary students across Canada.

Christopher-Kendrick Balan, from St-Hubert, in Quebec, is the national recipient of the 2019 USW Post-Secondary School Scholarship. Christopher is the son of Hans-Woosly Balan, our Local Union Representative for Quebec. No doubt that union activism runs in the family!

"Perseverance gives excellence; my parents always told me that I need to show others that

I will compete with them," said Christopher-Kendrick. "So following my high school academic success, my parents encouraged me to apply to the Steelworkers Scholarship. This scholarship allows me to start my new school life without worrying about the incurred expenses. I will be able to focus on the success of my college studies. I thank the Steelworkers for this opportunity."

Learn more about the USW Post-Secondary School Scholarship at <http://1944.fyi/DCZf26>

USW LIFELONG LEARNING SCHOLARSHIP 2019

Steelworkers invest in giving members the skills and expertise they need to meet the challenges of today's global economy. This year, Maxime Deveau, Shop Steward and Counsellor for Unit 604, is one of the winners of a \$1,000 USW Lifelong Learning Scholarship.

"It was the first time I applied for a scholarship," said Brother Deveau. "The application process was quite easy, I filled in a form and wrote a report on my union activism and community services."

The USW Lifelong Learning Scholarship will help him complete a Bachelor's degree combining Trade Relations, Occupational Health and Safety, and Workers' Rights.

"I encourage other members to apply

for scholarships. Many courses can be useful on the spot, it doesn't have to be a long education program. My education already empowered me to give lectures to high-schoolers about workers' rights and occupational health and safety. I was also able to help members from Local 1944 to fill in work injury claims with the CNESST. When you get education, you are empowered to give back to the membership and the community, and to mentor future Union leaders."

We wish the best of luck to Brother Deveau on his Bachelor's degree!

Learn more about the USW Lifelong Learning Scholarship at <http://1944.fyi/zXRt9K>

UNION-SPONSORED EDUCATION SCHOLARSHIPS

- ➔ [CLC/UWCC Post-Secondary Scholarship](#)
- ➔ [Scholarships Canada](#)
- ➔ [OFL/AIL Labour Post-Secondary Scholarships](#)
- ➔ [University Study](#)
- ➔ [New Westminster & District Labour Council](#)
- ➔ [Post-Secondary Scholarships in Quebec](#)

YOUR LOCAL CELEBRATES ITS 75th ANNIVERSARY!

75

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USW Local 1944 

75 YEARS OF SOLIDARITY

You are or were a member from Local 1944?
You have stories to share about the TWU or
your company? Send us your text & pictures!

Words from our Union's leaders on our anniversary...

"Steelworkers across Canada and the US salute the members of Local 1944 for 75 years of solidarity and achievement. We will stand proudly with you in taking on the challenges and opportunities that lie ahead." — Ken Neumann, USW National Director for Canada

"Your historic contributions to the labour movement include being at the forefront of some of the earliest efforts to organize and to fight for rights, respect and better working conditions for women in Canadian workplaces." — Marty Warren, USW District 6 Director

"Never forget that everything this Union has achieved over its history came to be by standing together and fighting back. Not one benefit has ever been handed to you by an employer." — Steve Hunt, USW District 3 Director

"Local 1944 is a chance for the USW, as it contributes in diversifying the face of the Union. It reflects in a younger membership, a larger proportion of women, and the contribution of Quebeckers and Canadians with diverse backgrounds. Local 1944 is like a breath of fresh air for our organization." — Alain Croteau, USW District 5 Director

Share your words about Local's 75th anniversary!
Email us at communications@usw1944.ca

OUR MEMBERS GIVE BACK



ABOUT THE UNION PROTEIN PROJECT

Food banks in British Columbia regularly experience shortages of protein-based food and struggle to ensure that vulnerable people get this key nourishment. Protein is critical to a healthy diet and crucial for mental and physical development. A lack of protein makes it even harder for vulnerable people to improve their lives.

The Union Protein Project is working to ensure that no child, family or community lacks proteins, by subsidizing the cost of protein for food banks, and allowing them to provide canned fish and peanut butter.

Learn more at proteinproject.ca and donate at proteinproject.ca/donate.

LOCAL 1944 SPONSORS A HOLE IN SUPPORT OF THE UNION PROTEIN PROJECT

Local 1944 donated \$500 to sponsor a hole at the 5th annual Bob Derby Memorial Charity Golf Tournament, in support of The Union Protein Project, organized by MoveUP and USW Local 2009. Thank you to all who participated!

Save the date! The [6th Annual Bob Derby Memorial Charity Golf Tournament](#) will take place on Saturday, August 8, 2020. This fun-filled, annual outing features 18 holes with driving cart, a driving range warm-up, a BBQ lunch and buffet dinner, and lots of incredible prizes.





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 **\$11,000**

*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.**