

EDITOR'S NOTE: *This June/July issue of the magazine is packed with pictures from your Unit meetings, experiences from members at the Canadian Labour Congress Convention, and useful information, hence it was a bit longer to put together. Hoping that you will enjoy this longer version of the magazine by the lake or the ocean, Local 1944 staff and Executive Board wish a happy and safe summer to all!*

HOW DO WE RECONCILE WITH HORROR?

I write this article to you from my home office in Treaty 6 territory. We have members from all across Turtle Island in many Treaty territories and from unceded lands as well.

I acknowledge and honour the first peoples who have lived on Turtle Island for thousands of years. I acknowledge the enduring presence of Indigenous persons in the area for time immemorial.

Our settlers before us failed to respect and acknowledge practices, and ways of knowing. Settlers approached their relationships with first peoples as one of cultural genocide and settlers failed to abide by signed treaties and agreements with all first peoples, so as one small act towards reconciliation I acknowledge the land that we work, live and play on as the traditional territories of many first peoples, Metis and Inuit nations.

In a corner of our minds, we always knew our country had a very dark history, but Canadians were seen as friendly and polite the world over. We relished that narrative so much so we built for ourselves our very own relationship with cognitive dissonance to suit that tale. Until recently we were never actually forced to dive deep into its darkest reality. But then the unmarked graves of Indigenous babies and children were discovered; Canada had been confronted by its ugly and brutal past leaving us no choice but to reflect on the horror.

How can we move forward when the past is still our present? How can we make up for the mistakes of previous generations — for things we ourselves didn't do? How do we right all of the wrongs? These are important questions, and there are many many more. As a start, we confront it head on, no excuses, and no amount of reasoning will do.

We cannot erase what has happened nor should we try. We must be honest about what has happened and what still continues to plague us to this day. It begins with the truth, we need to address all of the issues and as timely and fully as possible. Reconciliation can wait no longer.

We must commit to tell these stories, over and over. And over and over again. That's the only way we can make sure that we won't forget. That our children won't forget. The horrors we don't forget, we will not repeat. The crimes we denounce, we will not commit again. The hate and discrimination we condemn, we do not allow anymore.

How can we talk about reconciliation when this is barely the end of a genocide? Or is it? How many murdered Indigenous women and girls does it take to be able to call a crime, a crime?

I'm asking myself and whoever will care to join me in this reflection: Did we ever stop "killing first peoples"? What bias do we carry or give a voice to in our daily lives? How do we actively or passively sustain a system that, to this day, still denies Indigenous people and communities basic human rights? How is it possible and commonly accepted that in 2021, Indigenous communities still don't have access to clean water? Think about that, to have to live with a boil advisory for years upon years without an end in sight? Seriously right now, think about that for a moment. Then think about living in a home with mold, or paying outrageous prices for food. The colonial system has done this, continues to do this and we watch. Watch no longer — it's our social and moral obligation to do all that we can so that all people are lifted up.

Unions are great for calling attention to work place issues but that's not where it ends and rightly so, it ought not to. Unions also have always been about community, all communities. Unions have always been on the forefront of calls to action and this time cannot, must not be any different, we must take a stand and demand justice and action. What we are talking about are crimes against humanity — an injury to one is an injury to all, we will no longer sit idly by and continue to watch. The moment, this moment demands justice!

— Donna Hokiro, President



**ON PAGES 5—12, DISCOVER
 THE PICTURES OF YOUR
 UNIT MEETINGS!**



Monique Plante

CHANGES TO OUR STAFF: WELCOME TO MONIQUE!

Monique Plante is our newest Administrative Assistant, working out of Montreal since June 7. She will also be assisting us with translation. Sister Plante has extensive experience as an Administrative Assistant. She recently worked at ArcelorMittal, and previously worked at organizations like the Regional Metropolitan Transport Authority of Montreal, Canaccord and others.

This is her first time being a member of a Union, and her first time working for one, so she is very happy to be joining us.

Sister Plante describes herself a super fan of the NFL, a great golfer, a Jamie Oliver's recipes admirer, and she would love to have more grandchildren!

We are very happy to welcome Monique!

MEMBERS GET INVOLVED

MEMBERS SHARE THEIR EXPERIENCES FROM THE CANADIAN LABOUR CONGRESS' 29th CONSTITUTIONAL CONVENTION

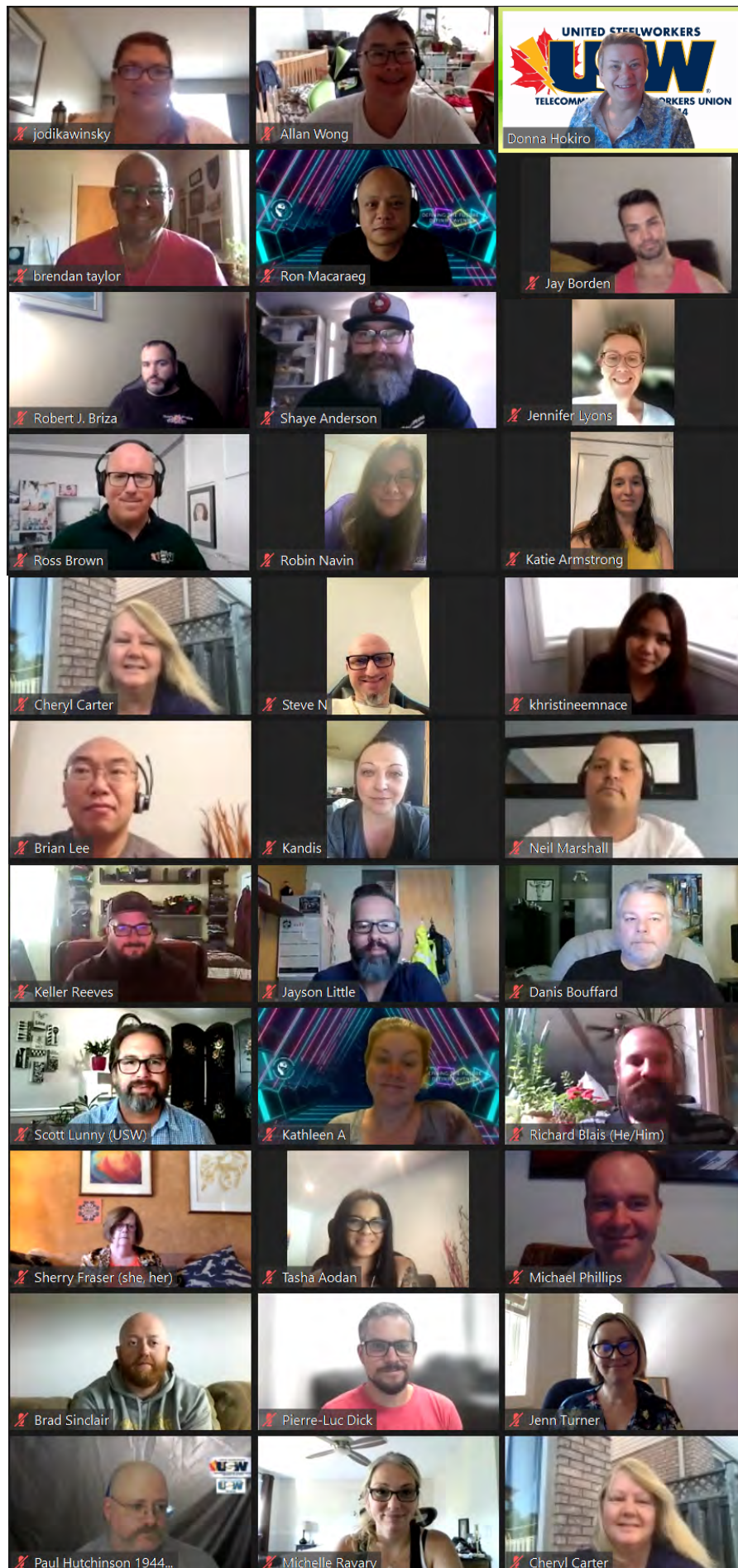
On June 16–18, 2021, 36 members from Local 1944 attended the Canadian Labour Congress's first ever virtual convention. Nearly 4,000 delegates from across the country attended via videoconference. During convention, they elected Officers to lead the organization until 2023.

Delegates from Local 1944 were Donna Hokiro, President; Pierre-Luc Dick, Vice President; Michael Phillips, Secretary-Treasurer; Jenn Turner, Trustee; Natasha Aodan, Trustee; Richard Blais, REO AB; Michelle Ravary, REO ON; Robert Briza, REO QC; Paul Hutchinson (203); Shaye Anderson (3); Stevan Nikolovski (502); Khristine Emnace (207); Jay Borden (16); Jennifer Lyons (502); Cheryl Carter (501); Michelle Dey (51); Keller Reeves (60); Kerrynn Moses (502); Kathleen Arrowsmith (203); Katie Armstrong (4); Sherry Fraser (7); Brendan Taylor (604); Brad Sinclair (208); Kandis Kiland (53); Ekene Udeh (604); Danis Bouffard (602); Mary Wojdyga (203); Robin Navin (203); Brian Lee (30); Reuben Kahn (503); Ronald Macaraeg (502); Pascale Evans (203); Bryan Burns (22); Neil Marshall (32); Allan Wong (51); Jodi Kawinsky (53).

"Participating in the democratic process that is the CLC Convention enabled me to see where movements stem from, on subjects close to our hearts: First Nations, residential schools, LGBTQ2SI communities, workers with disabilities, women in the workforce, and so many more. This is where the seeds are sown from the CLC and allies working together to better working conditions for all workers across the land. United we stand, in solidarity. I am truly inspired to see more pieces of the puzzle and how they fit together in our labour movement." – *Brendan Taylor, Unit 602*

"While having attended a number of conventions in the past, I had the privilege of attending the CLC convention for the first time. The debates and discussions were top notch, and the variety of views, enlightening. The resolutions that were passed were very well thought out and reasoned, while we could all agree some could have been more thorough.

We, as a movement, must do what we can to keep the momentum going, and not let stonewalling governments and employers stop the growth, like what is happening to the recommendations from the Truth and Reconciliation Commission Report. The only improvement I would ask is that allies of the various caucuses be allowed to watch and learn from them." – *Paul Hutchinson, Unit 203 Chair*



MEMBERS GET INVOLVED

Members share their experiences at the Canadian Labour Congress' 29th Constitutional Convention (continued)

"Attending the CLC Convention opened my eyes to our labour movement in Canada. It works for the people, for the workers, for the underprivileged, for the minorities.

The Convention brought much solidarity and connection to members of Local 1944. I thoroughly enjoyed the chat and dialogue we had along the way. We were given a fire we can use to ignite those in our workplaces. We can't do this without the members we support and serve. Together we are strong and ready for the hurdles that await us.

My favourite moments were the passionate speakers and the debates. I recognize the strength it takes to put yourself out there and I gleaned a bit of wisdom from everyone who spoke. Speakers addressed issues that shouldn't be issues anymore because so many people suffer when their rights are violated: human rights, women's rights, workers' rights.

We elected a leadership team that I am confident has the gumption to take on and lead the fight to strengthen our labour movement.

Thank you for all the hard work to fit me in at the last minute. I am truly happy to serve and help support as much as possible for any needs within the Prince George 1944 team!" — *Jodi Kawinsky, Unit 53*

"We had speakers from around the country discussing and voting on some of the largest issues we face as working Canadians. This experience truly reenergized my commitment to the labour movement and inspired me to make the lives of working people better wherever we go. We are part of a large group of people pushing for the success of all working people. Labour organizations make me remember that WE ARE NOT ALONE. When we work towards a goal together, we can achieve it. Together we can rise up and make our lives better.

I want to express the gratitude to our membership for taking an active role in shaping the face of Canadian labour. Our participation in the CLC helps fight for working people all across Canada and that is something in which we should all take pride." — *Richard Blais, Regional Executive Officer Alberta*

"Workers from all walks of life and once-silent minorities now have a voice and support with the CLC, without fear of reprisal. Human values are brought forward to change things, address injustices, so that we can live in a better world. There was no room for personal interests; only members and communities' interests mattered.

Many employers use these values to enhance their image, but when they are put to the test we quickly realize that it was just a decoy. They are sending good jobs overseas that we used to have here in Canada, jobs on which many single mothers depended on to live and care for their children.

Employers tolerate unacceptable behaviors from customers towards their employees, revealing their true interests. I wish our Local Union would have brought forward a motion so that the [Hang Up On Abuse campaign](#) we ran would become a law all businesses must comply with." — *Danis Bouffard, Unit 602 Chair*

"I was a first-time delegate to this convention and I found the experience enlightening. It was great hearing all the speakers and resolutions. With some of the resolutions, I would have liked to see more debate between the delegates, I found that some were forced through to ensure others get heard on the floor. I haven't been brought up in a union environment, so I wanted to be able to understand some of the issues. However, I enjoyed being part of this Convention. Slack was a great tool of communication for the delegates to be able to interact with each other.

As a woman of colour, I found the speeches from outgoing Secretary-Treasurer Marie Clarke Walker and outgoing President Hassan Yussuff very uplifting, as they spoke of their stories of rising in their unions." — *Natasha Aodan, Trustee*

"What an amazing opportunity to be a part of actual change! I loved hearing everyone speak on the very important issues going on in Canada and the world. I was moved by hearing from our Indigenous brothers and sisters. As a black woman, I felt strongly about ensuring that people like myself are being heard and it was so important to me that we elect people who can understand what I am going through as a woman, but most importantly as a woman of colour. I was very proud to hear from people who are not black on the issues of racism because too many white people have kept quiet and it's time for them to also stand up for what's right; WE deserve that! We deserve this because of the hell we went through and still are going through. We need to work together! Thank you to Donna and everyone who allowed me to be here!" — *Pascale Evans, Unit 203*

"I want to thank our Local leadership for allowing me to attend this conference. I find it fascinating to see how all of this works. It was great to hear from so many of the labour leaders in our country. It was interesting to see candidates trying to campaign from the mic.

I really enjoyed this and hope to one day attend these and our Local Union Delegated Meeting in person." — *Neil Marshall, Unit 32 Vice-Chair*

"The conference was an eye-opener to the uncelebrated effort the Union is making to accommodate all. I felt that the CLC and the Union is a place where people feel valued and included.

The Union is not perfect but the effort to carry and include everybody is conspicuous. I learnt a lot and loved every step of the CLC effort to secure Canada's future and stand for the working people, ordinary Canadians and the marginalized ones, and by extension the world at large." — *Ekene Udeh, Unit 604*

"I truly enjoyed the experience. However, there were a lot of resolutions that we did not get to, and I wish they had had some type of workshop or discussion on how to use social media, which I do not feel we use enough. I was able to connect with a few people who impressed me, but I found this site much harder to establish a connection with someone that at the BC Federation of Labour.

The discussions regarding the residential schools were heartrending but necessary. I did feel energized again to work for social change even more after the CLC Convention." — *Sherry Fraser, Unit 7*

TELECOMMUNICATIONS WORKERS

HONOURING OUR VALUE

With 2021 being 2020's *bis repetita* and many Canadian workers still working from home, we, telecommunications workers, continue to keep our country, our economy and our communities safe and connected.

Is it arrogant to call ourselves unsung heroes?
Not in the least.

Are we hotshots for calling our work essential?
Absolutely not.

Are we impertinent for claiming that we deserve more?
Of course not.

Is it pretentious to feel proud of the work that we do?
Not at all.

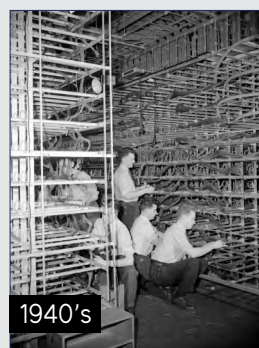
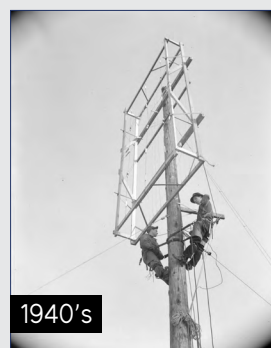
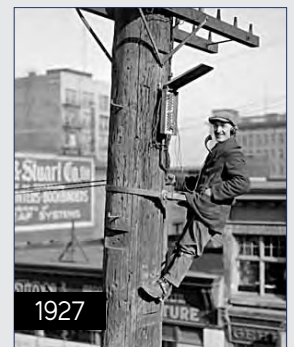
Yes, it is normal to honour and acknowledge ourselves for the hard work that we do. We need to be aware of our worth so that we can better defend our rights.

So let's slow down for a minute and take a look at some of the photographs, past and present, that show our work, our efforts, and our value.

Take a minute now and [send us a picture of your workplace](#) that will show us your work, your effort, and your value.

WE ARE DESCENDANTS OF YESTERDAY'S TELECOM WORKERS

Check out below a small selection of magnificent photos dating back from 1895 to late 1940's! These are pictures from our predecessors working at B.C. Telephone Company who later became our TWU Local Union brothers and sisters (that's an easy guess: in 1944). Find [more photos on the City of Vancouver Archives' website](#).



FROM A LINEMAN'S VIEW

July 1, 2021

"I was up there to check on a QTD leaking grease from the cable due to the extreme heat we had." – Matt Rizzo, Unit 7



IN OUR UNITS

SWEARING-IN CEREMONIES OF YOUR NEWLY ELECTED UNIT OFFICIALS

From May to July 2021, Local 1944's Table Officers spread out across the country (virtually) to attend Unit meetings via Zoom videoconference.

President Donna Hokiro, Vice President Pierre-Luc Dick and Secretary-Treasurer Michael Phillips attended these meetings, which were the Units' inaugural meetings following the Unit Officials Election in April.

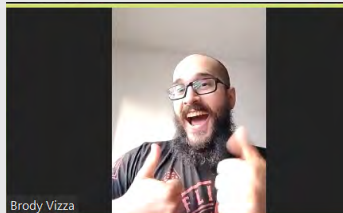
The Table Officers proceeded to swear in the new Unit executives. Congratulations to all Unit Officials!

This was a marathon of 40 Unit meetings over the course of two months. It was an opportunity for members to meet their Table Officers, USW Staff Reps and Local Union Representatives.

Thank you all for your engagement!

UNIT 3

Unit 3 Officials were sworn in on June 9: Brady Barham, Unit Chair; Matt Bryden, Unit Vice Chair; Lee Draginda, Unit Secretary; Mike Courneyea, Pat Edwards and Eric Johnson, Unit Counsellors



Brody Vizza



Lee Draginda



Donna Hokiro



Sean Walmsley



Pat Edwards



Brady B



USW Local 1944 Units Meetings



Matt Bryden



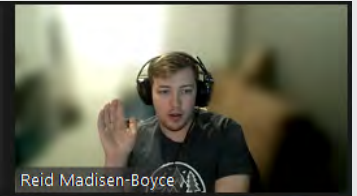
Shaye

UNIT 2

Unit 2 Officials were sworn in on May 26: Joel Dutil, Unit Chair; Reid Madisen-Boyce, Unit Vice Chair; Chris Greene, Unit Secretary; Jim Bradley, Unit Counsellor



Jonathan v



Reid Madisen-Boyce



Jim Bradley



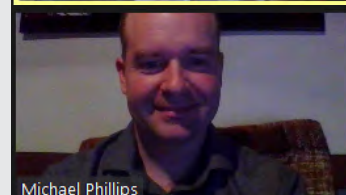
USW Local 1944 Burnaby



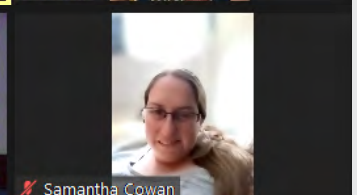
Donna Hokiro



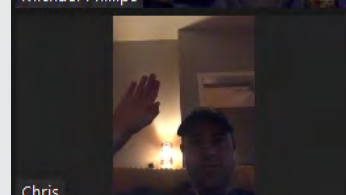
Joël Dutil



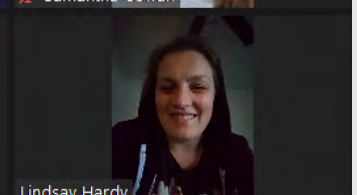
Michael Phillips



Samantha Cowan



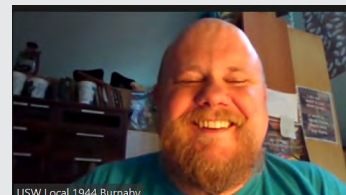
Chris



Lindsay Hardy

UNIT 4

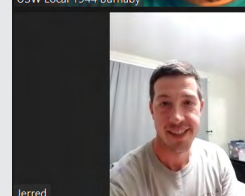
Unit 4 Officials were sworn in on June 1: Rachel Worley, Unit Chair; Jarred Boden, Unit Vice Chair; Katie Armstrong, Unit Secretary; Devin McArthur and Jesse Tarasoff, Unit Counsellors



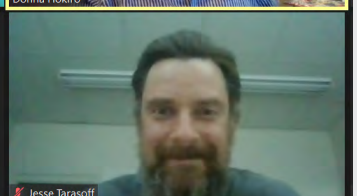
USW Local 1944 Burnaby



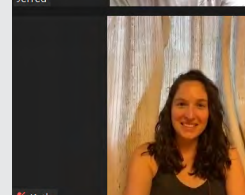
Donna Hokiro



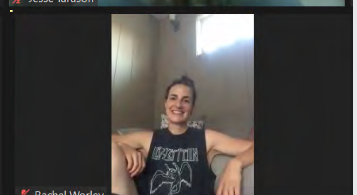
Jarred



Jesse Tarasoff



Katie



Rachel Worley

IN OUR UNITS

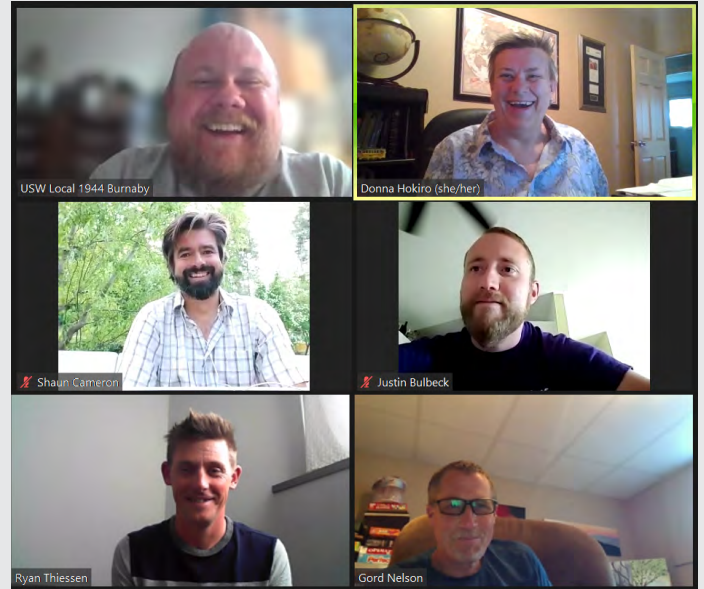
UNIT 10

Unit 10 Officials were sworn in on June 16: Michael South, Unit Chair and Unit Counsellor; Ken Louie and Shawn Barber, Unit Counsellors



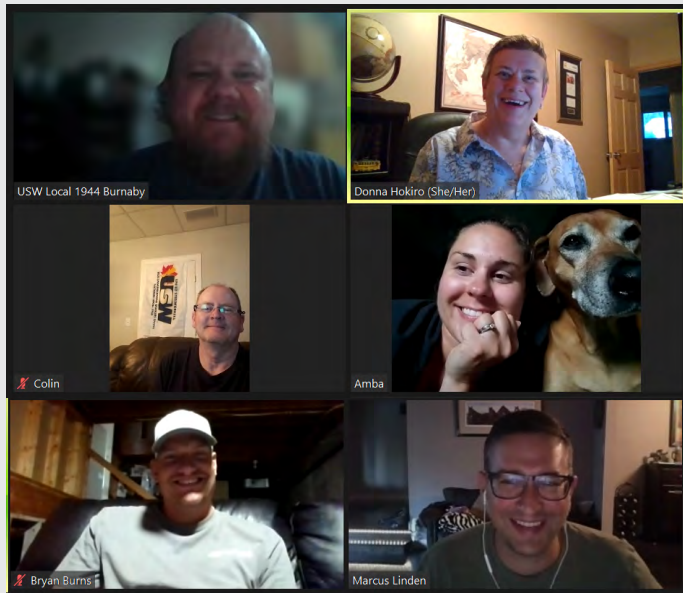
UNIT 16

Unit 16 Officials were sworn in on June 16: Ryan Thiessen, Unit Chair; Jay Borden, Unit Vice Chair; Greg Finch, Unit Secretary; Gord Nelson, Geoff Bevan, and Shaun Cameron, Unit Counsellors



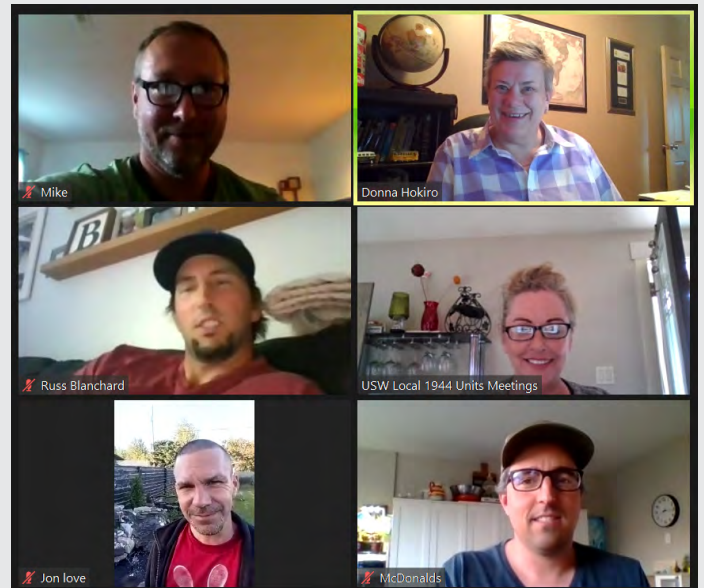
UNIT 22

Unit 22 Officials were sworn in on June 23: Samantha Kowalski, Unit Chair; Marcus Linden, Unit Chair; Amber Sather, Unit Vice Chair; Bryan Burns, Unit Secretary; Chris Knol and Carli Daloise, Unit Counsellors



UNIT 28

Unit 28 Officials were sworn in on June 7: Mike Polanin, Unit Chair; Colin McDonald, Unit Vice Chair; Mike Todd, Unit Secretary; Colin McDonald and Russ Blanchard, Unit Counsellors



IN OUR UNITS

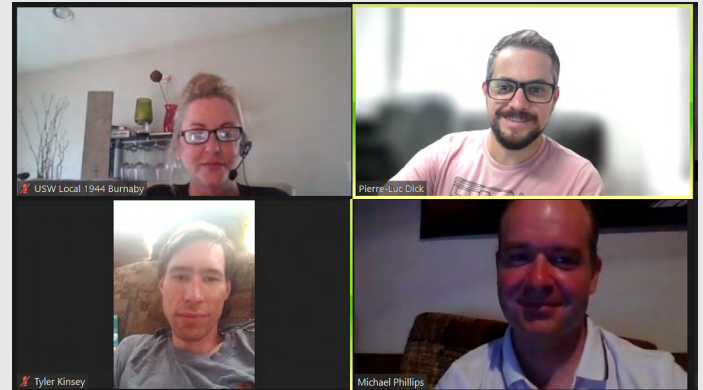
UNIT 30

Unit 30 Officials were sworn in on June 14: Rick Haugland, Unit Vice Chair; Ray Comesotti, Unit Counsellor



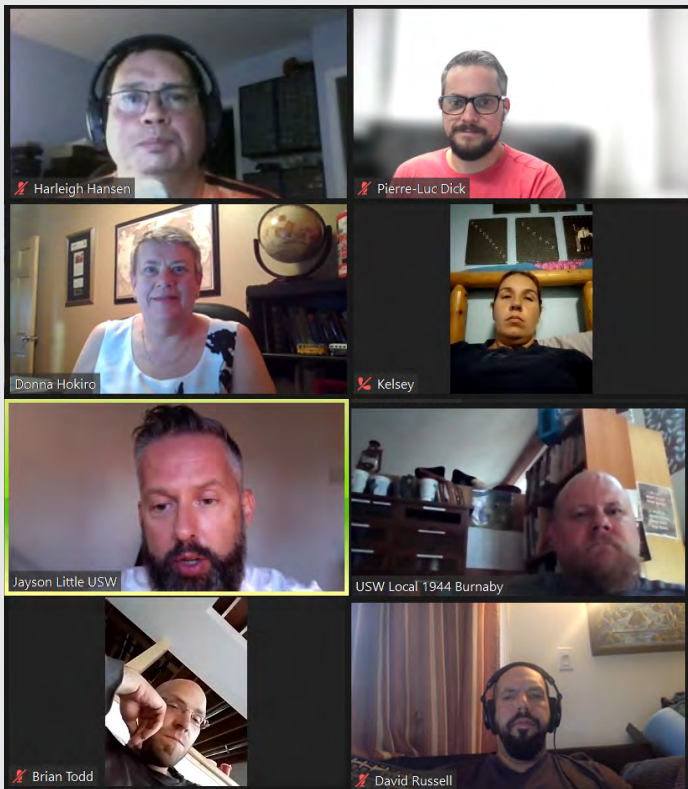
UNIT 34

Unit 34 Officials were sworn in on June 28: Ernest Casselman, Unit Chair; Dallas Peterat, Unit Vice Chair; Darrin Graw, Unit Secretary; Ken Nielsen, Unit Counsellor



UNIT 33

Unit 33 Officials were sworn in on May 31: Adam Demedeiros, Unit Chair; Harleigh Hansen, Unit Secretary; Mark Capewell and Richard Jenniss, Unit Counsellors



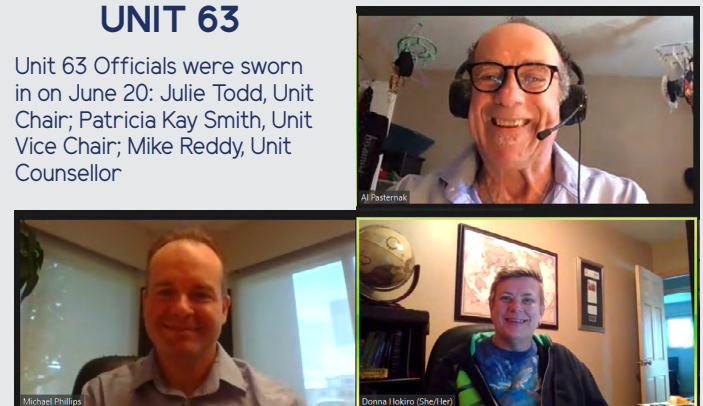
UNIT 35

Unit 35 Officials were sworn in on June 24: Brian Miller, Unit Chair; Travis Cadden, Unit Vice Chair; Ben Nicoll, Unit Secretary; Mike Goodmurphy, Justin Miller and Shaun Scandrett, Unit Counsellors



UNIT 63

Unit 63 Officials were sworn in on June 20: Julie Todd, Unit Chair; Patricia Kay Smith, Unit Vice Chair; Mike Reddy, Unit Counsellor



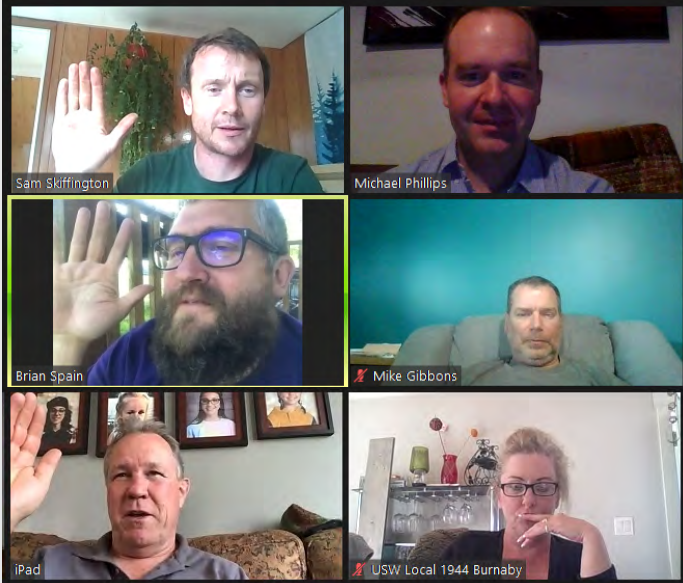
IN OUR UNITS

UNIT 36

Unit 36 Officials were sworn in on June 10: Derrel Buchan, Unit Chair; Sean Molloy, Unit Vice Chair; Sam Skiffington, Unit Secretary; Brian Spain and Shawn Tubbs, Unit Counsellors



Galaxy S9



UNIT 52

Unit 52 Officials were sworn in on June 25: Doreen Hemsley, Unit Chair; Melanie Akor, Unit Vice Chair, Unit Secretary and Unit Counsellor



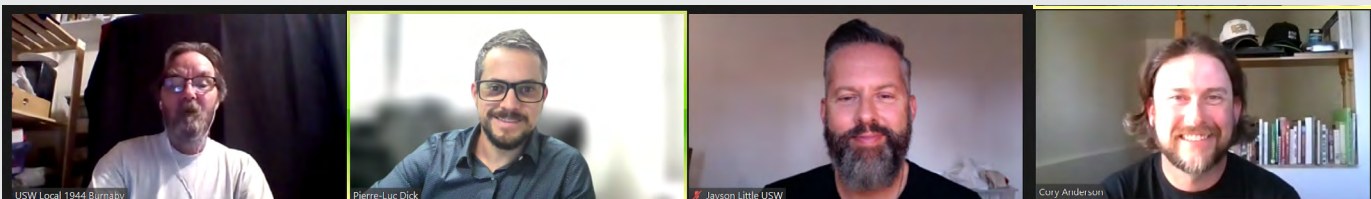
UNIT 203

Unit 203 Officials were sworn in on June 17: Jennifer Turner, Unit Chair; Gigi Wojdyga, Unit Vice Chair; Mary Wojdyga, Unit Secretary; Pamela Garding-Smith, Stephen Coste, Laura Rincon, Sabeen Sheikh, Amanda Charuk and Pascale Evans, Unit Counsellors



UNIT 202

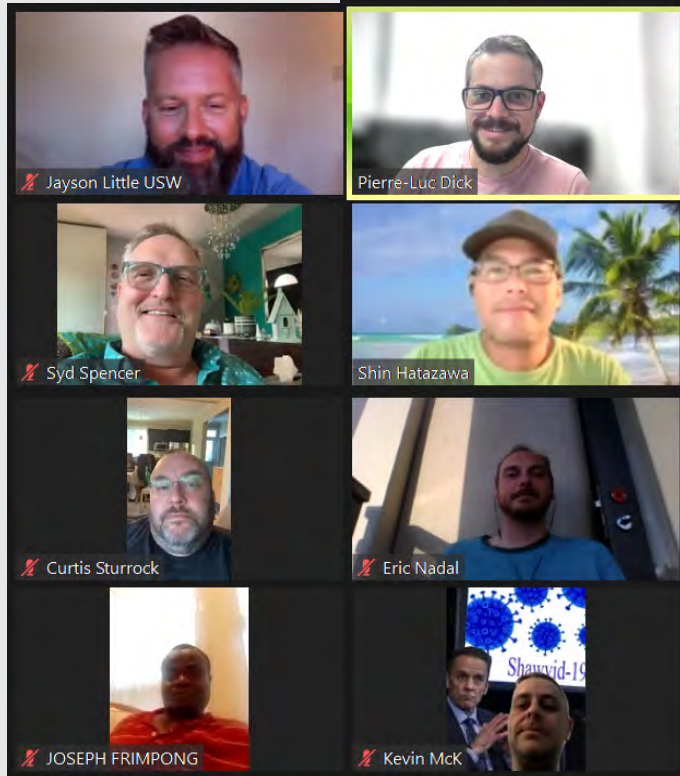
Unit 202 Officials were sworn in on June 15: Cory Anderson, Unit Chair; Unit Secretary and Unit Counsellor; Kelly Slywka, Unit Vice Chair



IN OUR UNITS

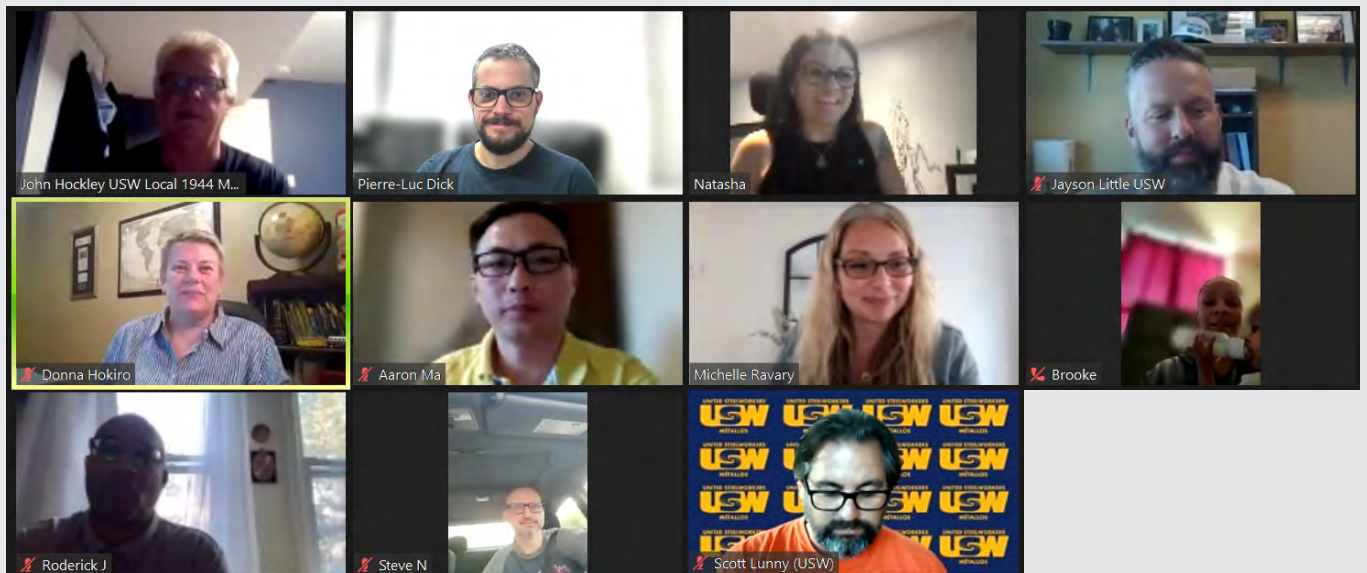
UNIT 60

Unit 60 Officials were sworn in on June 2: Andy Wong, Unit Chair; Wallace Koopmans, Unit Vice Chair; Shin Hatazawa, Unit Secretary; Hayes Beckett, Donovan Nakazawa and Keller Reeves, Unit Counsellors



UNIT 502

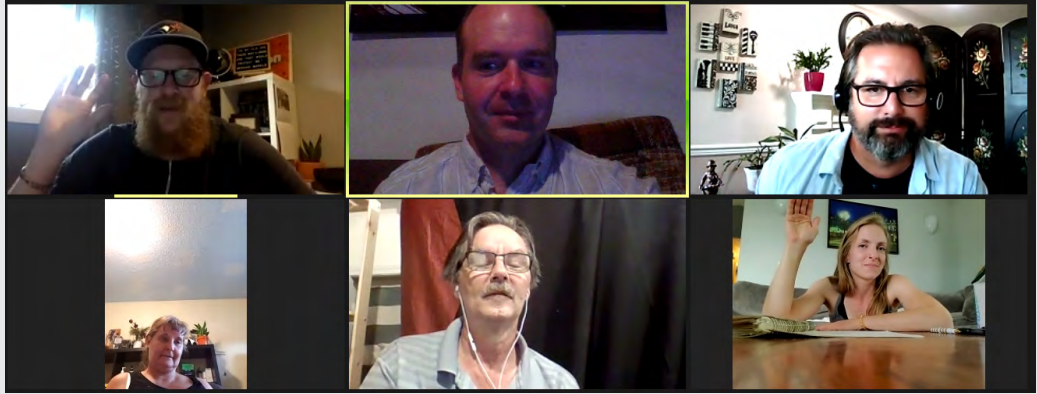
Unit 502 Officials were sworn in on June 1: Natasha Aodan, Unit Chair; Michelle Ravary, Unit Vice Chair; Brooke Downey, Unit Secretary; Simnel Perez, Unit Counsellor



IN OUR UNITS

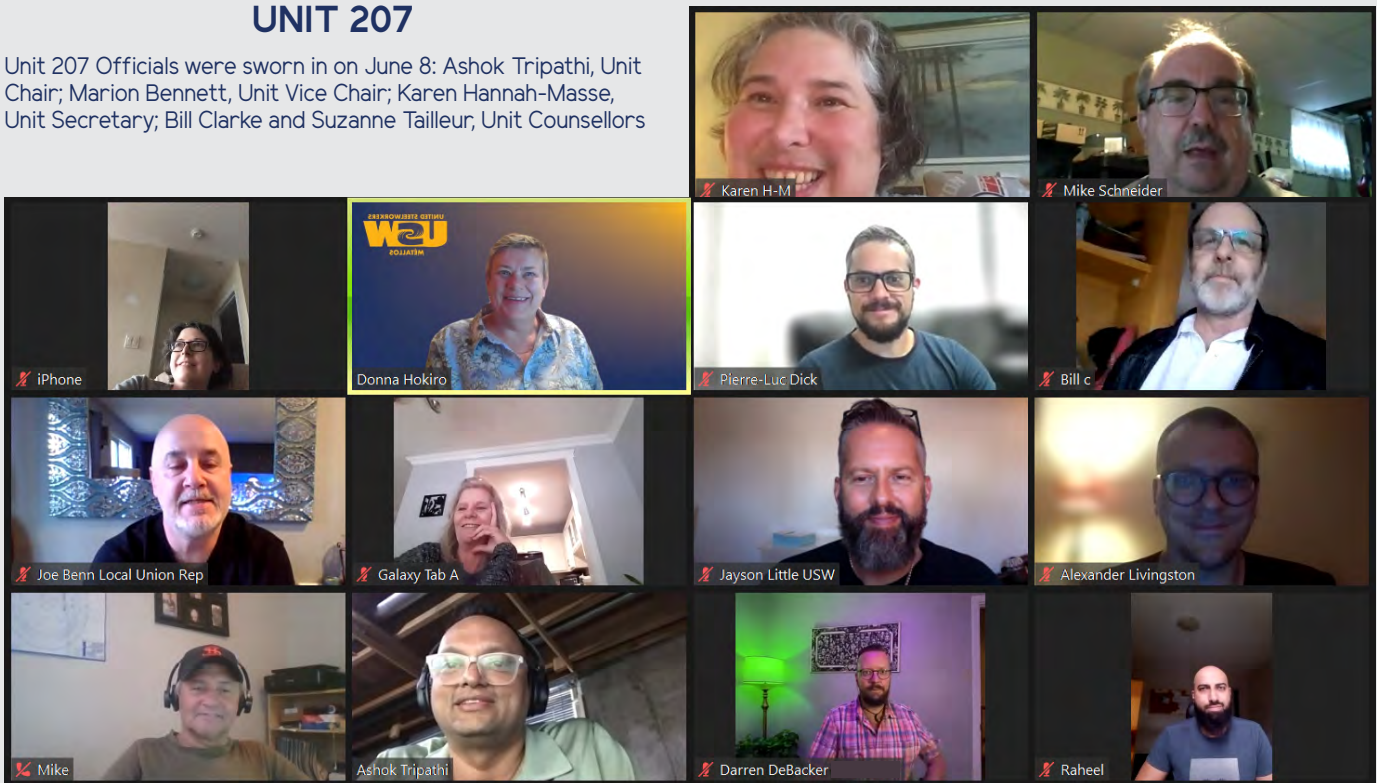
UNIT 205

Unit 205 Officials were sworn in on June 22: Kyle Johnston, Unit Chair; Drew Proudler, Unit Vice Chair; Michelle Miller, Unit Secretary; Dave Bossmann, Unit Counsellor



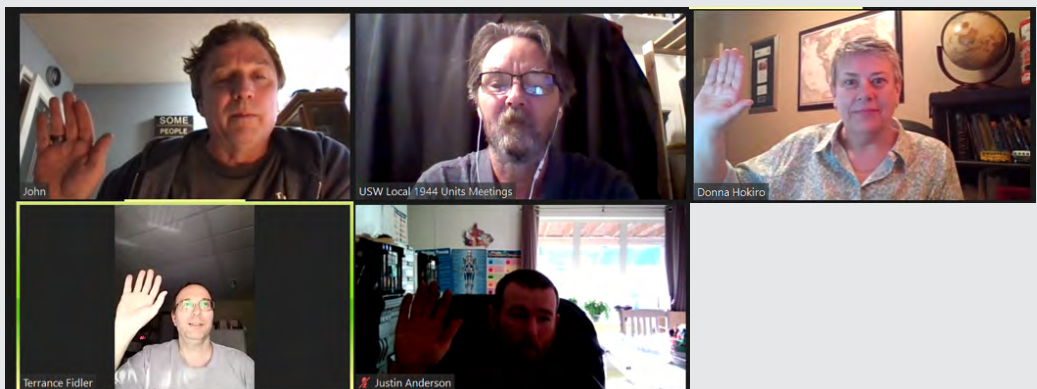
UNIT 207

Unit 207 Officials were sworn in on June 8: Ashok Tripathi, Unit Chair; Marion Bennett, Unit Vice Chair; Karen Hannah-Masse, Unit Secretary; Bill Clarke and Suzanne Tailleu, Unit Counsellors

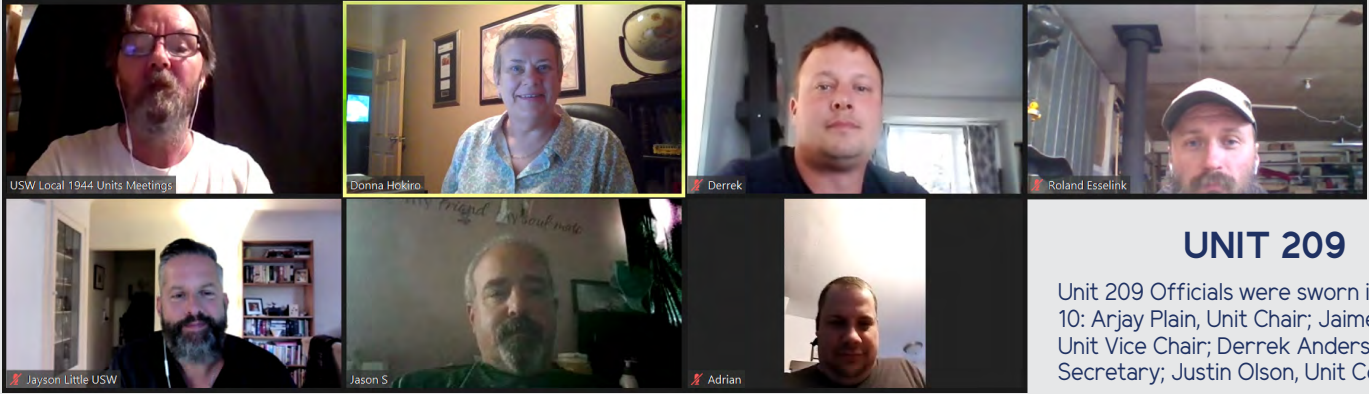


UNIT 210

Unit 210 Officials were sworn in on May 25: Terrance Fidler, Unit Chair and Unit Counsellor; John Alma, Unit Vice Chair; Justin Anderson, Unit Secretary



IN OUR UNITS



UNIT 209

Unit 209 Officials were sworn in on June 10: Arjay Plain, Unit Chair; Jaime Moore, Unit Vice Chair; Derrek Anderson, Unit Secretary; Justin Olson, Unit Counsellor

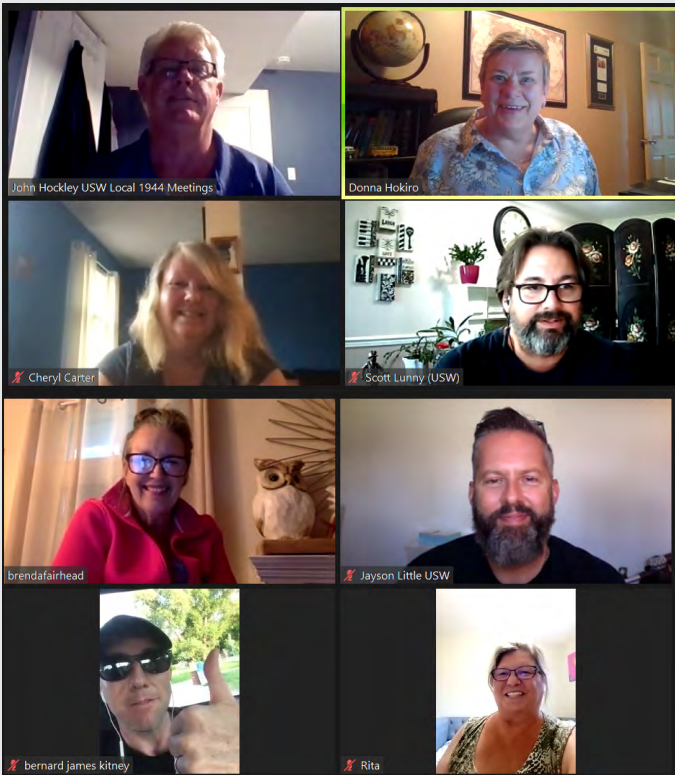
UNIT 214

Unit 214 Officials were sworn in on June 1: Gord Dalueg, Unit Chair and Unit Counsellor; Dave Michie, Unit Vice Chair; Richard Blais, Unit Secretary



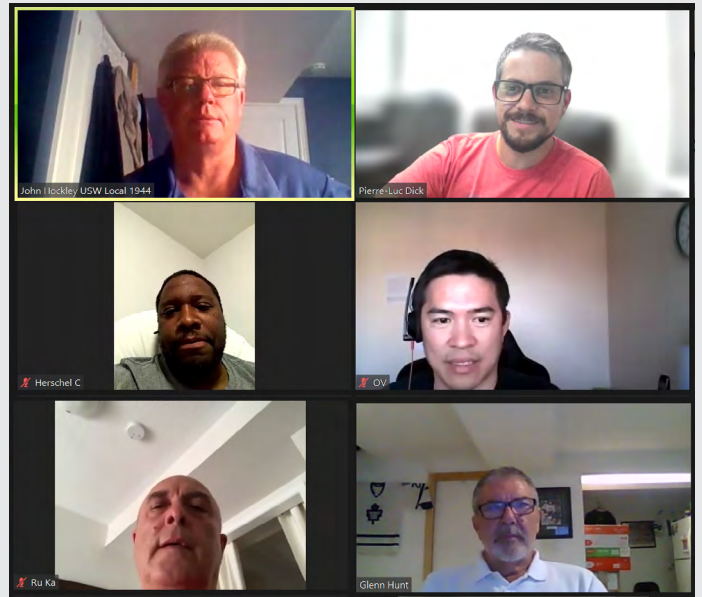
UNIT 501

Unit 501 Officials were sworn in on June 8: Brenda Fairhead, Unit Chair; Rita Holopainen, Unit Vice Chair; Cheryl Carter, Unit Secretary; Kelly Barron, Wendy Hail and Gail Davies, Unit Counsellors



UNIT 503

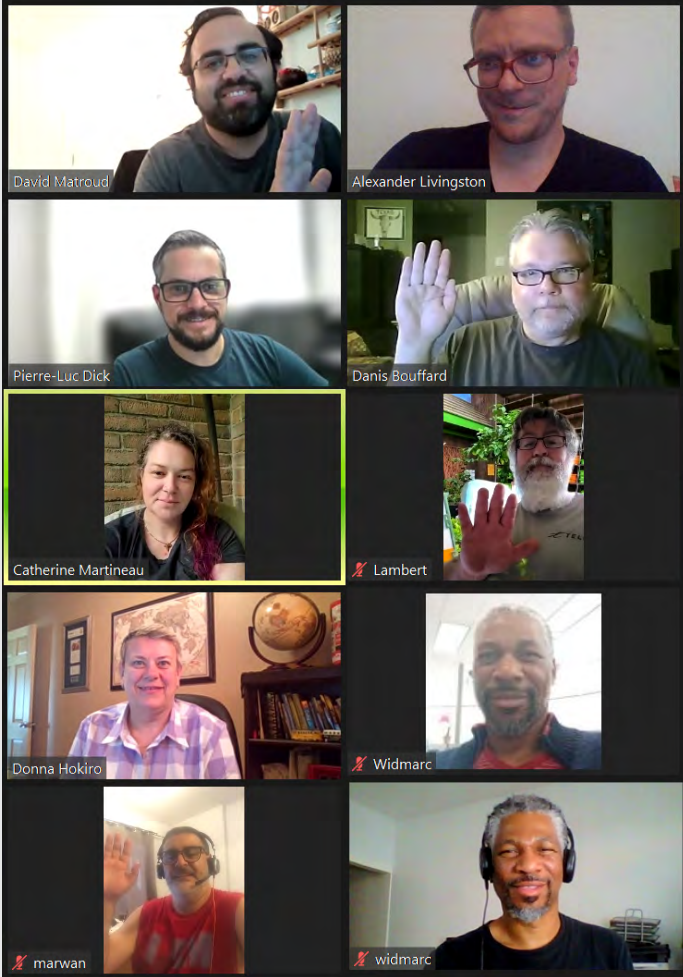
Unit 503 Officials were sworn in on June 17: Hershel Cumberbatch, Unit Chair; Reuben Kahn, Unit Vice Chair and Unit Counsellor; Trevor Haarsma, Unit Vice Chair and Unit Counsellor; Glenn Hunt, Unit Secretary and Unit Counsellor



IN OUR UNITS

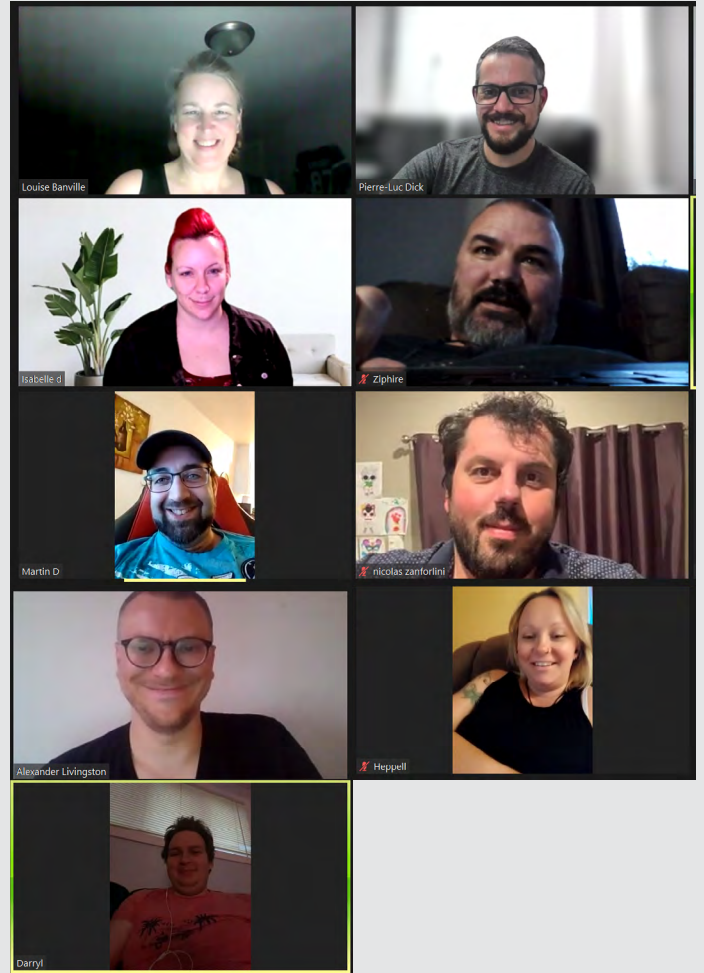
UNIT 602

Unit 602 Officials were sworn in on May 26: Danis Bouffard, Unit Chair; Widmarc Innocent, Unit Vice Chair and Unit Counsellor; David Matroud, Unit Secretary; Brendan Taylor, Minh Khoi Chau, Claude Fontaine, Robert Messier and Marc Lambert, Unit Counsellors



UNIT 601

Unit 601 Officials were sworn in on June 3: Michel Brunet, Unit Chair and Unit Counsellor; Louise Banville, Unit Vice Chair; Isabelle DeChamplain, Unit Secretary; Darryl Barnes, Unit Counsellor



UNIT 604

Unit 604 Officials were sworn in on June 10: Robert J. Briza, Unit Chair; Barento Ibro-Ali, Unit Vice Chair and Unit Counsellor; Terika Peters, Unit Secretary; Alexander Livingston, Ekene Udeh, Muhammad Umar and Matthew Tomas, Unit Counsellors



MEMBERS GIVE BACK



From left to right: Stacey Sherback, Unit 60; Jayson Little, Staff Representative; Scott Lunny, Staff Representative; Michael Phillips, Secretary-Treasurer; Adea, United Way volunteer

UNIT 60 GIVES \$500 TO UNITED WAY'S PERIOD PROMISE CAMPAIGN IN BC

From May 27th to June 3rd, the Local Union participated to the United Way Period Promise campaign at the initiative of Staff Representative Jayson Little.

"A fellow Staff Representative reached out to me and asked me if the Local would like to participate in the United Way Period Promise Campaign. So I met with Adea, a volunteer on the campaign. After meeting her, I spoke to the staff at the head office in Burnaby, BC about the campaign. A few days later, the box had been filled up with period products by Trustee Ross Brown, Local Union Representative BC Tamara Marshall, Administrative Assistant Melissa Lasaleta, Secretary-Treasurer Michael Phillips and Staff Representative Scott Lunny who donated cash, to name a few. I too purchased some feminine hygiene products from a local drug store for the donation box. It was a real group effort to donate all of these products.

Stacey Sherback from Unit 60 was aware of the program and wanted to help, so during the June Unit 60 meeting she proposed a motion to donate \$250 to the campaign; the motion was amended by Wallace Koopman and the amount was doubled to \$500.

When she came to the office to pick up the box, Adea from United Way was thrilled to see it full and with a \$600 cash donation. She said that would be enough to support 30 families.

I committed to Adea we would support the campaign next year as this year's campaign was a huge success so we will be on repeat."

– Submitted by Jayson Little, Staff Representative

ABOUT THE PERIOD PROMISE CAMPAIGN

Because access to necessary menstrual products can be challenging and was made even more difficult with the pandemic, United Way's Period Promise campaign, presented by Pacific Blue Cross, makes it easy for individuals and workplaces to organize a Period Promise campaign to collect donations in your community.

For more information and to make a donation please visit their web site: www.periodpromise.ca.

Share on social media with the hashtag **#PeriodPromise**

new items available!

Visit our online store!

Show your Union Pride with Local 1944 clothing and accessories

<https://shopusw1944.ca>

Wear loudly & proudly



**SIZES
XS TO 4XL**

All our products are union-made. Secure credit card payment available.

DISCOVER MORE SWAG ONLINE!

USW LOCAL 1944 SCHOLARSHIPS 2021

INFORMATION & APPLICATION [HERE](#)

**SEIZE THE OPPORTUNITY FOR FINANCIAL AID
FOR POST-SECONDARY EDUCATION NOW!**

The annual USW Local 1944 scholarships offers members' children 3 educational scholarships of \$750, and 4 scholarships of \$1,000 for any post-secondary public institution.

Apply before Sunday, August 1st, 2021

HEALTH AND SAFETY

This material was compiled by your Worker's Compensation and Health and Safety Committee. Find more information on your Committee [here](#).

RECOMMENDATIONS FOR OFFICE WORKERS

Recommendations provided by CSA Z412-17 *Office Ergonomics – An application standard for workplace ergonomics* include:

- Summer conditions: optimum temperature of 24.5°C with an acceptable range of 23–26°C;
- Winter conditions: optimum temperature of 22°C with an acceptable range of 20–23.5°C.

Note that these are a standard but there is no legislated temperature maximum and it is for environments controlled by the employer.

However, temperatures in excess of 35°C have additional precautions that should be followed:

- For moderate work environments, the amount of time actually worked should be reduced to allow for recovery, rehydration, and health and safety;
- Temperatures exceeding 40°C are dangerous and may not provide enough notice to prevent serious illness or injury due to heat exhaustion or heat stroke;
- If you are on medications or have an illness that makes you susceptible to heat, please notify your manager and take the necessary precautions as recommended by your doctor.

To learn about the symptoms and more information on heat stress, please check your provincial web sites for contact and occupational health and safety information:
[Alberta](#) | [British Columbia](#) | [Ontario](#) | [Quebec](#)
[Canadian Centre for Occupational Health and Safety](#)

WORK SAFELY THIS SUMMER

When temperatures reach the high 30's Celsius (and beyond!), the following information is provided to assist you in determining heat exhaustion and heatstroke with procedures to follow in the event of either. Please be sure that you are working safely and are aware of the symptoms and treatments for heat exhaustion and heat stroke.

WHAT SHOULD BE DONE WHEN IT IS VERY HOT AND/OR HUMID?

Employers have a duty to take every reasonable precaution to ensure the workplace is safe for the worker. This duty includes taking effective measures to protect workers from heat stress disorders if it is not reasonably practicable to control indoor conditions adequately, or where work is done, outdoors.

Certain steps can be taken to reduce discomfort. These include:

- using fans or air conditioning;
- wearing light, loose fitting clothing;
- taking more frequent rest breaks;
- drinking cold beverages (excluding caffeine and alcohol);
- allowing flexibility to permit less physically demanding activities during peak temperature periods;
- using screens or umbrellas to create shade.



RIGHT TO REFUSE

Remember that you have the **right refuse unsafe work**.

If you are unable to work safely without the proper controls in place to protect against the heat, contact your manager and advise them that it is unsafe and why.

If they say that you must continue without the proper controls in place, then contact your Local Union Representative immediately.

SYMPTOMS & FIRST AID STEPS FOR HEAT EXHAUSTION

Heat exhaustion (*heat prostration*) develops when a person is working or exercising in hot weather and does not drink enough liquids to replace those lost liquids. Heat exhaustion may quickly develop into heatstroke.

Symptoms of heat exhaustion include:

Nausea or irritability; Dizziness; Muscle cramps or weakness; Feeling faint; Headache; Fatigue; Thirst; Heavy sweating; High body temperature.

First aid for heat exhaustion includes:

- Get medical aid and stay with the person until help arrives.
- Move to a cooler, shaded location.
- Remove as many clothes as possible, including socks and shoes.
- Apply cool, wet cloths or ice to head, face or neck, and spray with cool water.
- Encourage the person to drink water, clear juice, or a sports drink.

SYMPTOMS & FIRST AID STEPS FOR HEATSTROKE

Heatstroke (*sunstroke*) occurs when the body fails to regulate its own temperature which continues to rise, to 40.6°C or higher. Even with immediate treatment, heatstroke can be life-threatening or cause serious long-term problems.

Symptoms of heatstroke include: Hot, dry skin or profuse sweating; Confusion; Loss of consciousness; Seizures; Very high body temperature.

First aid for heatstroke includes:

- **Call 911 immediately: heatstroke is a medical emergency.**
- Stay with the person until help arrives.
- Move to a cooler, shaded location.
- Remove as many clothes as possible (including socks and shoes).
- Wet the person's skin and clothing with cool water.
- Apply cold, wet cloths or ice to head, face, neck, armpits, and groin.
- Do not try to force the person to drink liquids.



USW TRANSITION HANDBOOK

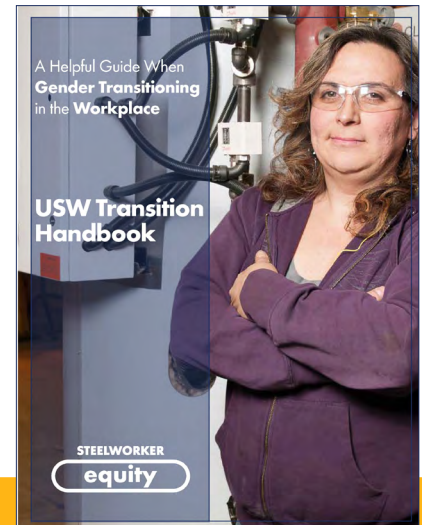
Discover the latest addition to the United Steelworkers' resources, the USW Transition Handbook: A Helpful Guide When Gender Transitioning in the Workplace.

The Handbook explains the Union's role in supporting transition, provides suggestions for members considering or in transition, and sets out a checklist for individualized transition plans, and offers guidelines for employers. It provides useful insight to questions such as "Who needs to know?" or "How Much Information Should be Provided?"

READ AND DOWNLOAD THE HANDBOOK [HERE](#)

DID YOU KNOW? The USW Constitution now recognizes "gender identity" as a ground of equality. This is a significant step that strengthens human rights protection for our membership and supports our commitment to bargain anti-harassment language and programs in our workplaces and to help negotiate accommodation for members who transition gender.

Don't forget to send your Pride pictures at photos@usw1944.ca



MEMBERS HAVE THE FLOOR

"After 32 years with AGT/Telus, I am retiring. It has been a very long journey and I have seen many changes in the telecom field, starting in AGT as an Equipment Installer working on Switching/Toll/Power, and moving on to work in Mobility going from the days of Aurora 400 Cellular with AGT Mobile and moving along to Analog cellular, CDMA, HSPA, and today's 5G LTE with AGT/Telus Mobility.

I have made many friendships and worked with many co-workers that have been fantastic to work with through the years. Now I am looking forward to retirement to relax, do some golfing and travelling, and spend time with family and friends.

I have been through many different unions over the years, starting way back before Telus was originally in the United Steelworkers when I worked for IPSCO in Edmonton and Calgary in the Pipe Steel Mill, and now finishing off in USW Local 1944 with Telus. I would like to thank all my brothers and sisters in the unions over the years for their support and hard work through good and also hard times. It was much appreciated. Take care and be well."

— Submitted by Rob Magnes, retired from Unit 208

STEELWORKERS HUMANITY FUND GIVES \$50,000 TO SUPPORT VICTIMS OF WILDFIRES IN BC

In mid-July, the Steelworkers Humanity Fund (SHF) donated \$50,000 to the [United Way's BC Wildfire Recovery Fund](#), to support victims of the wildfires in British Columbia. It will provide grants to those who are displaced or have lost housing and/or employment, suffered physical or mental health trauma, as well as for health and safety education.

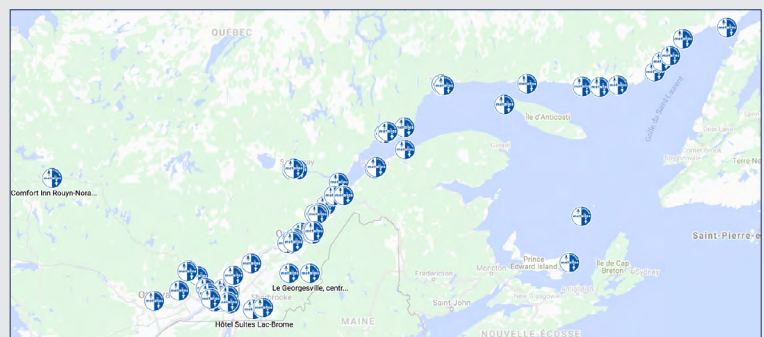
"Families, including some of our own Steelworkers members, have lost everything to the flames," said Ken Neumann, National Director for Canada and President of the Steelworkers Humanity Fund. "[...] the needs are important and will

THINKING OF TRAVELING TO QUEBEC? CHECK OUT THESE STEELWORKERS DESTINATIONS

This summer, let's go on a USW vacation in Quebec! Many USW sisters and brothers work in the tourism industry, but their jobs have been hit hard by the economic crisis.

The Union compiled a list and created a map including hotels, restaurants, resorts, golf clubs, outfitters, shops, touristic trains, ferries and cruise ships where Steelworkers work. Let's support them by visiting the beautiful province of Quebec!

[Click here](#) to see the list of Steelworkers Destinations.



unfortunately keep growing through the summer and we encourage others to donate to the recovery fund."

Do you want to make a difference in your communities? Consider making a donation to the Steelworkers Humanity Fund!

Take a look at all the amazing work that USW members' contributions helped support last year, in Canada and abroad! Read the SHF report [here](#).

