

## TELUS HAS LOFTY SOCIAL PURPOSE GOALS FOR 2022. THEY CAN START BY NOT MISTREATING THEIR WORKFORCE

Source: [Let's make the future friendly together: TELUS sets out its social purpose goals for 2022 and beyond](#), Telus, February 7, 2022

On February 7<sup>th</sup>, 2022, Telus announced its social purpose goals "for 2022 and beyond". The statements below should embolden us

*"Today, we are reaffirming our goals to address some of the most pressing social challenges our communities are facing today and in the future. As the global leader in social purpose, we want to inspire Canadians, customers, team members, and retirees across the country to join us in creating a friendlier future for generations to come by continuing to use our technology and human compassion to help make the world a better place."*

— Telus, February 7, 2022

as members: your company sounds committed to the betterment of everything that is good and just, so why not the betterment of your collective agreement and working conditions?

Telus: *"Let's make healthcare more accessible by providing care for 25 million Canadians."*

**>>> Our take: How about ceasing practices that harm the mental health of the company's workers first? Such practices include excessive sales targets and excessive KPI micro-management.**

*"Let's make opportunities equal by expanding Telus's Connecting for Good programs to 3 million Canadians in need."*

*"Let's make our communities stronger by giving \$1.4B and counting."*

**>>> How about helping Canadians in need by hiring more unionized workers instead of offshoring or contracting-out our work?**

# TELUS

**Let's keep telecom jobs in Canada and in the UNION! No doubt that would make our communities stronger indeed.**

*"At Telus, leveraging our technology innovation and human compassion to improve the outcomes of our fellow citizens is foundational to our leadership in social capitalism,"* said Darren Entwistle, President and CEO of Telus.

**>>> A company that values human compassion would not assign sales targets to departments that exist to resolve escalated customer complaints and deter customers from leaving Telus, departments like Loyalty and Retention or CRMT. A company that values human compassion would not leverage the trust that customers have for the technician that enters their homes, and use that to generate sales through aggressive sales quotas put upon those technicians.**

*"Guided by our social purpose, propelled by the passion of our team, we are striving to answer the most pressing challenges and exciting opportunities in health, education, agriculture and the environment, helping to make the future a friendlier place for all Canadians,"* also said Entwistle.

**>>> We couldn't agree more, Telus indeed has built its success on the passion of their team members. Now, may we learn more about the "exciting opportunities" they may expect? Kind reminder to Mr. Entwistle: Some of our most pressing challenges are: BURNOUT. UNFAIR DISCIPLINE. SAFETY ISSUES ON THE JOB. HIGH PRESSURE SALES. WORKING OFF THE CLOCK.**

*"Importantly, as we continue to navigate the ongoing pandemic and look ahead optimistically toward a period of economic and social recovery, our globally leading broadband networks will drive the innovation that empowers the diversity and competitiveness of our country's private sector and improves economic equality in our digital world."*

**>>> This is great news, but how will this "economic and social recovery" materialize in the lives of workers at Telus, when Telus has only put forward CONCESSIONS at the bargaining table ?**

# TELUS

*"We want Canadians everywhere, including our team members and customers to be proud of the incredible impact they are helping to create globally. From building the local health and well-being of our communities, to bridging digital divides and actively addressing climate change, our ambitions are a testament to the difference we can make when we come together. Setting concrete measures of success will make a meaningful difference in our communities."*

>>> The Union hears constantly from members who say they used to be proud to work at Telus but now have trouble feeling that way. It will be much easier for members to be proud of their company the day it listens to them, shows them the respect they deserve and enacts fair and safe working conditions along with proper compensation. We demand equity across the Nation and will NOT accept a race to the bottom. Until then, these are yet more empty words. We know "the difference we can make when we come together" and that is why we will fight together for our rights. Together, we #RiseUP.



## **DO YOU HAVE ISSUES IN YOUR WORKPLACE? NOW IS THE TIME TO SPEAK YOUR MIND**

Informing the Local of the issues you encounter with your employer is especially important as we actively pursue our negotiations with Telus. Remember there are ongoing surveys and you can take them to make your voice heard and let the Local know of your issues in the workplace.

### **Working Off The Clock To Pee or Not To Pee**

If you have issues not relevant to the topics above, please make sure to contact the Local at [contact@usw1944.ca](mailto:contact@usw1944.ca) or email your [Local Union Representative](#).

# TELUS: SUPPORT YOUR BARGAINING COMMITTEE



In this page, from top to bottom & left to right: Dip Pat, Kim Luong, Robert J. Briza, Ryan Asplund

Email your photos at [riseup@usw1944.ca](mailto:riseup@usw1944.ca)



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From top to bottom & left to right: Paul Hutchinson, Mike Bjork, Ryan Hamilton, Ashlynn Michon

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From top to bottom & left to right: Samuel Skiffington, Robin Navin, Michael Ogundipe, Derek Travers, Jennifer D'Souza, Katherine Leung

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From top to bottom & left to right: Nancy Huynh, Ekene Udeh, Anthony Bourque, Shelly

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From top to bottom & left to right: Evan Ross, Pascale Evans, Peter McLaughlin, Matthew Henry

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From top to bottom & left to right: Aaron Ma, Parul Pathak, Rob Patterson, Stella Cheng

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From top to bottom & left to right: Samir Soni, Steve Nikolovski, Tricia Benedicto, Curtis Grimmon

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From top to bottom & left to right: Brian Nix, Jaqueline Wheatley, Karl Eaton, Kirby Knittle

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From top to bottom & left to right: Doreen Chan, Travis Seavers, Navdeep Jassal, Paul Wigboldus

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From top to bottom & left to right: Nomaan Mubashir, Christine Jordan, Harleigh Hansen, Rodelito Alcade

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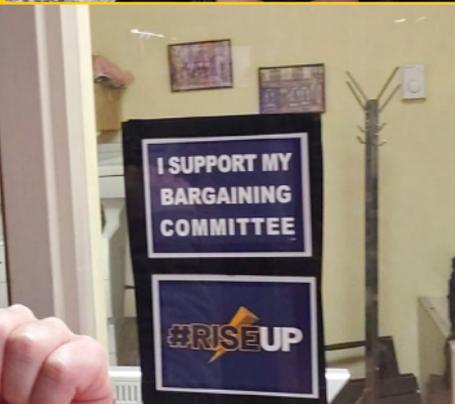


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From top to bottom & left to right: Brian Miller, Ivy Biona, Sheila Gorman, Marty McGlame, Mike Neufeld

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From top to bottom & left to right: Matt Rizzo and Scott Sutherland, Ashley Urquhar, Simon Brown

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## CAMPAIGN #3 — #RISEUP

Bargaining is here, and the key to making sure YOU get a fair and improved Collective Agreement is YOU showing your support for YOUR BARGAINING COMMITTEE.

Each member was mailed their very own #RISEUP mask, stickers and tent card. Your Bargaining Committee is asking you to wear/use these items and to take a photo (or many photos) while doing so, the more original the better. Then send those photos in to [riseup@usw1944.ca](mailto:riseup@usw1944.ca) so that we can show off your support for your Bargaining Committee on social media.

With every campaign, our solidarity and willingness to act in unity is growing. With the whole membership behind your Bargaining Committee, your employer will have to get the message that we won't rest or waver until we get a respectful deal that gets you better treatment at work.

*Your Local 1944 — Telus Bargaining Committee*

TO HELP PROMOTE THIS AND FUTURE  
CAMPAIGNS, EMAIL [PUMA@USW1944.CA](mailto:PUMA@USW1944.CA) NOW!



# CIVIL AND HUMAN RIGHTS

## CIVIL AND HUMAN RIGHTS COMMITTEE: NOT ALL DISABILITIES ARE VISIBLE

*This content was shared on the [Civil and Human Rights Committee's Facebook page](#) on February 5<sup>th</sup>, 2022.*

Not all disabilities are visible. It's thought that invisible disabilities, also known as hidden, unseen or non-visible disabilities, account for 96% of chronic medical conditions.

But while so many of us have an invisible disability or illness, there are still plenty of assumptions made over what disability looks like.

Part of the issue is that invisible disabilities are exactly that – invisible. It's hard or impossible to tell who has or hasn't got an invisible illness just by looking at them.

7 ways to be more inclusive of people with invisible disabilities:

- Don't expect people to disclose or prove their invisible illness or disability
- Remember that different people need disabled spaces



not every disability  
is visible

**ARE YOU UP-TO-DATE WITH YOUR LOCAL'S COMMITTEES ON SOCIAL MEDIA?**

Civil and Human Rights Committee: [Facebook page](#)

Women of Steel Committee: [Facebook page](#)

Worker's Compensation and Health and Safety Committee: [Facebook page](#)

# CIVIL AND HUMAN RIGHTS

- Review your accessibility standards
- Broaden your understanding
- Learn what to do if you say the wrong thing:
  - Don't make a big deal out of it or cause a scene
  - Equally, don't downplay it to avoid the discomfort
  - Accept responsibility and commit to learning from it
  - If you were called out but aren't sure why, acknowledge it and ask for help
- Don't benchmark everyone using neurotypical standards
- Believe people when they tell you about their pain

For further information, read the online article  
["7 ways to be more inclusive of people with invisible disabilities"](#)

## DISCOVER OUR COMMITTEES

### Get involved!

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: [usw1944.ca/committees](https://usw1944.ca/committees)

Join a network of activists and ensure that no member is left behind with the Project for United Membership Action (PUMA).

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

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.

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.

# **STRONG AS STEEL**

## **LOCAL 1944'S PODCAST**

**YOUTUBE: STRONG AS STEEL PODCAST**

**FACEBOOK: @STRONGASSTEEL1944**

**The first 3 podcasts are available online!  
Click on the pictures below to watch.**



# SOLIDARITY IN QUEBEC: STRIKE AT ARCELORMITTAL

Around 800 Steelworkers from Local 6586 (Contrecoeur-Est), 8897 (Longueuil) and 8060 (clerical) employed at ArcelorMittal's, Quebec, had been on strike from February 2<sup>nd</sup> to February 27<sup>th</sup>, 2022. Their collective agreements had expired on January 31<sup>st</sup>, 2022. On February 7<sup>th</sup>, these workers had rejected almost unanimously their employer's final offers:

Local 6586: rejected by 99%

Local 8897: rejected by 98%

Local 8060: rejected by 98%

Attendance rates at these meetings were very high, ranging from 92 to 95%. Thanks to their solidarity, these members ratified an excellent tentative agreement on February 27.

"When a wealthy company is not ready to table a deal that respects the workers, a strong strike vote shows employers how serious and united they are," said Vice President Pierre-Luc Dick. "As we continue bargaining with Telus, let's remember that the real bargaining power lies in the hands of those who make this company a success. YOU!"

**More details and updates on the  
Métallos' [web site](#) and [Facebook page](#)**



# INTERNATIONAL WOMEN'S DAY

## QUEBEC: VIRTUAL CONFERENCE WITH MYLÈNE PAQUETTE

On International Women's Day, the USW/Métallos Women's Committee invite you to attend a free virtual conference on March 8<sup>th</sup>, 2022 at 7:00 pm Eastern Time.

Mylène Paquette, a modern-day heroine who rowed across the North Atlantic Ocean in 129 days, will share her point of view on the following topics:

- Facing the impasse: It's about attitude
- Mental posture in the face of change
- Anxiety is the fruit of our hyperactive creativity
- Monitor blind spots to stay healthy

Men are also encouraged to participate in this conference.

**Registration is required to attend, please send your name and email address to [clalancette@metallos9414.org](mailto:clalancette@metallos9414.org)**

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## BC: WOMEN'S HEALTH & SAFETY IN THE WORKPLACE

The BC FED Health & Safety Centre will be holding a free webinar on International Women's Day, to provide participants with the opportunity to develop their ability to identify, assess and control workplace hazards from a woman's perspective:

- Understand gender-based inequities in health & safety
- Discuss workplace hazards that put women at risk
- Explore possible actions to address inequities

**[Register here](#) to attend on March 8 at 1:30 pm Pacific Time**

**MORE INTERNATIONAL  
WOMEN'S DAY EVENTS [HERE](#)**

# TAKE ACTION

## STEELWORKERS VOTE: LET'S DO BETTER FOR ONTARIO – ELECTION 2022

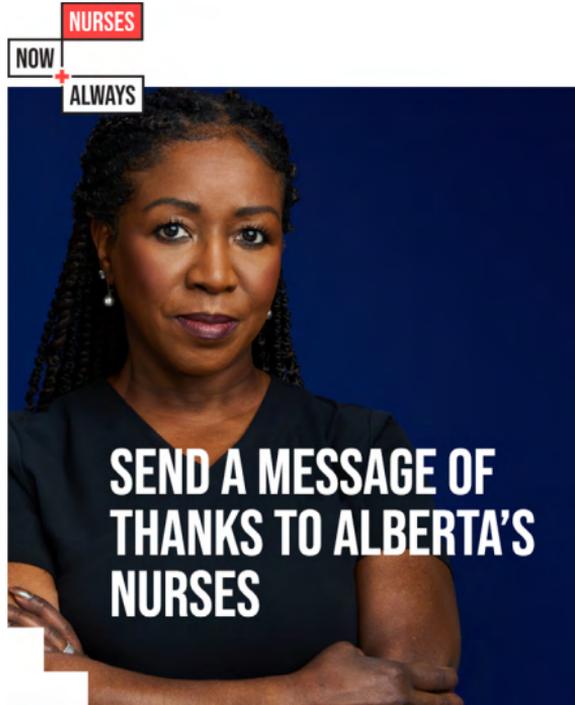
The United Steelworkers is calling members in Ontario to get involved in the June 2022 election. Volunteering for your local NDP candidate or getting involved in the Steelworkers Vote program, there are many ways to help out to elect a government that will benefit workers!

Read more [here](#)

## ALBERTA: SEND YOUR THANKS TO NURSES

It has been two years of the COVID-19 pandemic, and Alberta's nurses and health care workers are burned out and need your support.

[Send your message in one click](#) to thank them for their hard work and dedication.



**ARE YOU INVOLVED IN YOUR WORKPLACES?**



Send your pictures and stories from your Units at [communications@usw1944.ca](mailto:communications@usw1944.ca)