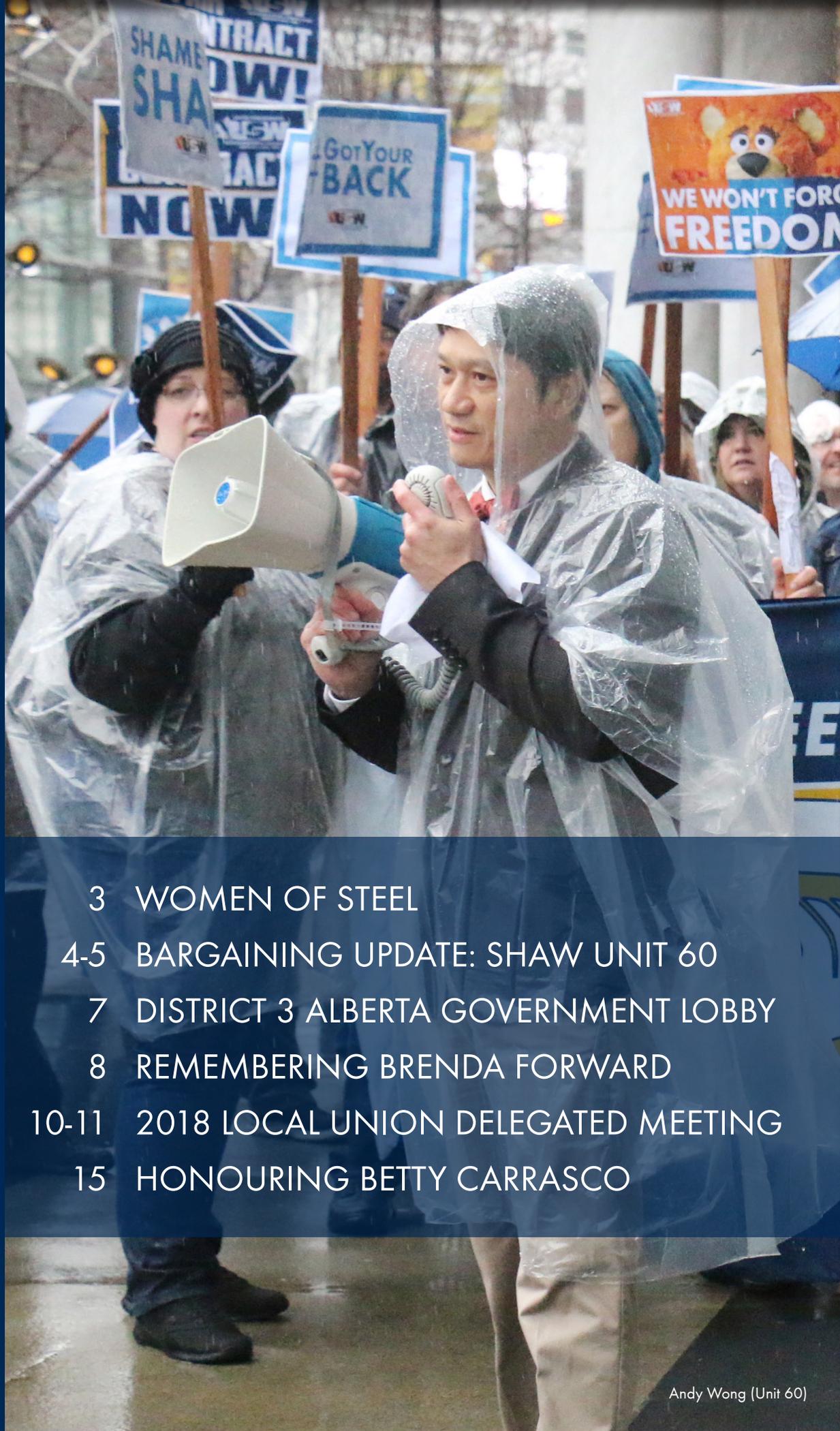


# The Transmitter

The Official Publication of the United Steelworkers Local 1944

**SUMMER  
2018**



- 3 WOMEN OF STEEL
- 4-5 BARGAINING UPDATE: SHAW UNIT 60
- 7 DISTRICT 3 ALBERTA GOVERNMENT LOBBY
- 8 REMEMBERING BRENDA FORWARD
- 10-11 2018 LOCAL UNION DELEGATED MEETING
- 15 HONOURING BETTY CARRASCO



# LETTER FROM LOCAL 1944

## THE TRANSMITTER

THE OFFICIAL PUBLICATION  
OF THE USW LOCAL 1944

Communications Specialist:

**CAROLINE TORRALBA**

[communications@usw1944.ca](mailto:communications@usw1944.ca)

Photography contributors:  
USW LOCAL 1944 MEMBERS,  
CAROLINE TORRALBA,  
BRETT BARDEN, RON PALMER

[www.usw1944.ca](http://www.usw1944.ca)

Join our online  
community of activists.

 /usw1944

 @usw1944

 /usw1944



We are halfway through 2018, and it has been a busy year for our Local so far.

In early January, Freedom Mobile announced the closure of its call centre in Windsor, Ontario, putting 130 of our members out of work, only one year after they voted to join the Union.

In March, the new By-Laws for USW Local 1944 became effective, replacing all previous By-Laws and Policies. Our Local Union Delegated Meeting (LUDM) took place from March 20 to March 22, 2018, in Burnaby, British Columbia, attended by 130 delegates, guests and staff (see pages 10-11).

In April, members of Local 1944 voted for Local Union Officers and Unit Officials. The election gave rise to over seventy complaints, a unique situation that led our Local to request to be put under administration. District Coordinator from District 6 Ron Wyatt was appointed as the Lead Administrator. He is assisted by Co-Administrators Mark Rowlinson, Executive Assistant to the National Director for Canada, and Scott McRitchie, USW District 3 Representative. John Perquin, who directly liaises with the USW International, assists the coordination of Administration.

This year, six more members from Local 1944 have been selected to participate in the prestigious USW's Leadership Development Scholarship four-year program. Congratulations to Trevor Malloy (Unit 208), Czar Loquia (Unit 10), Katelyn Armstrong (Unit 4), who started their training on April 17<sup>th</sup>, and to Robert Briza (Unit 604), Val Kung (Unit 213) and Natasha Aodan (Unit 502) who started in July. These members have shown strong leadership skills and have proven their commitment within our Local. Completing the LDS program will further develop their skills so that, in turn, they can empower other members and make positive changes in their workplace, within the Union and in their communities.

Several changes occurred among our Local's staff and Executive Board since the start of the year. Lance Trevison retired on December 31<sup>st</sup>, 2017. He was a union activist for over 30 years, and we wish him the best in his future endeavours. Rachel Worley was appointed Trustee for the Employee Life and Health Plan (ELHP), and Jordan Mohle was appointed as a Trustee on our Executive Board. At the LUDM, Czar Loquia was elected as the new Pension Trustee, replacing Carol Nagy. We also welcomed a new staff member, Alex Fantetti, in our Burnaby office.

Jennifer Bucholtz, a long-time Local Union Representative for Local 1944, has taken a position at the Telecommunication Workers Pension Plan. Local 1944 thanks her for her hard work and dedication to the members. Jennifer will continue to serve the members in her new capacity, and we wish her all the best in her new endeavor.

After serving our members for over 20 years, Betty Carrasco announced her retirement (see page 15).

Shaw Bargaining is now on a successful path. A strong yes strike vote from the Unit 60 membership in mid-July has resulted in reaching a tentative collective agreement on July 25, 2018 (see page 4). This achievement is another proof that when we work together, we empower each other. Our Local will be stronger as our members are educated and involved in our actions. We need each other to win our diverse fights for equity and fairness. When one of us wins, it is a win for every one of us.

In Solidarity,

USW Local 1944

# WOMEN OF STEEL



## WOMEN'S MARCHES

On January 20<sup>th</sup>, 2018, one year after the Women's March in Washington DC, the movement returned and our Women of Steel attended some of the many Women's Marches in cities across Canada, including Vancouver and Toronto. They gathered to ask for parity and equity for women, at all levels of leadership in society.

Last September, the #MeToo movement reengaged the fight for women. The Women's Marches unify our communities to create change from the grassroots level up. The Women of Steel marched because we know that gender, social and economic equality is possible and has yet to become a reality.

"I marched in resistance to the hate against women," said Michelle Ravary, one of our Women of Steel members from Scarborough, Ontario.

Across the country, thousands of people came together for the Women's Marches to say no to hate, and yes to justice.



## WOMEN OF STEEL SPREAD HOPE IN SURREY

From November 20<sup>th</sup> to December 6<sup>th</sup>, 2017, the USW Local 1944 Women of Steel Committee gathered and distributed items and food to the more than one-hundred less fortunate people who lived in tents in Downtown Surrey, BC.



Temperatures had dropped below zero and local shelters were overflowing.

The Women of Steel Committee distributed the collected items during the evening of December 6<sup>th</sup>, in recognition of the anniversary of the 1989 École Polytechnique Massacre in Montréal, during which fourteen women were singled out for their gender and murdered.

For the men and women who survived the 1989 Massacre, each anniversary signifies hope. The committee chose December 6<sup>th</sup> to distribute donations to spread hope and

to claim out loud that moving forward is possible for every one of us.

In the course of the evening, over 300 bags containing sandwiches and fruit were given out to people living in tents, along with over 150 clothing items (pairs of socks and gloves, toques and sweaters), and over 30 sleeping bags. These donations were very well received, and the people met by the Women of Steel showed gratitude towards each other.

USW Local 1944 thanks all who contributed and volunteered to support the cause.





# BARGAINING UPDATE SHAW UNIT 60

## BARGAINING COMMITTEE

The Unit 60 Bargaining Committee is formed by Jayson Little, Andy Wong and Corey Mandryk from VTOC, along with Tom Sedgwick from Langley and Wallace Koopmans from Surrey. Lee Riggs serves as chief negotiator for the union.

The company's primary negotiator is Helen Meighan HR Manager, along with Ken Erlandson, Brad Weller, and Rachel Paisley.

USW Local 1944 bargained with Shaw from January to July 2018, for the agreements that expired on March 23, 2018, for our members of Unit 60 reporting to Surrey, Langley, Vancouver and Richmond (British Columbia). Local 1944's objective was to bargain a renewed collective agreement with proposals to address better work-life balance and compensation that showed that all our members were valued.

**JANUARY:** Before starting the round of bargaining, an online bargaining survey was launched in early January, to give our members the opportunity to express their priorities, and guide the Bargaining Committee throughout the bargaining process. Each voice is vital to representing the members' interests at the bargaining table. The Bargaining Committee believed it would be important to involve all Unit 60 members during the bargaining process.

Negotiations for a renewed collective agreement started on January 25, 2018. The union put forward a bargaining package that was reasonable and respectful for both parties.

**MARCH:** In early spring, progress was not being made at the table and both the Union and the Company formally requested assistance from the Federal Minister of Labour by filing for conciliation in an effort to reach renewed collective agreements.

**APRIL:** Shaw refused to acknowledge Business Technicians (IBTs) as part of the bargaining unit, and refused to negotiate the terms and conditions of employment for these employees. Therefore, on April 24, 2018, the Local filed an application at the Canada Industrial Relations Board (CIRB) to defend the rights of these employees.

## DIFFERENT VISIONS

The "cultural shift" the company spoke to in their proposals was concerning, since their idea of fair and ours were obviously different. Shaw defended an agile and adaptable organization, but Local 1944 always claimed that this should not be at a cost to our members.

Throughout the bargaining process, it was our strong belief that it is possible to be a strong player in the competitive market and also provide a fair and respectful collective agreement that shows respect to our members.

**JUNE:** On June 13, 2018, Federal Conciliation started, administered by Conciliation Officer John Rooney who enabled focused yet unproductive conversations. Local 1944 discussed the "Bring Your Own Device" proposal and the "Take Vehicle Home Program" proposal.

On June 29, Shaw presented a disgraceful counter package to the one that was proposed previously by Local 1944. This package clearly showed that Shaw was not serious in reaching a deal. Shaw's counter offer did not provide any job protection nor greater work opportunities. The company was clearly seeking massive jurisdictional erosion of our member's work, by having them assume responsibility for more expenses, such as paying for their work cell phones. Shaw offered 0% annual wage increase and a small lump sum.

**JULY:** Unit 60 held 3 strike votes on July 17–19, 2018. There was 98% support for job action.

While Unit 60 members were getting ready for job action, the Bargaining Committee met again with Shaw on July 23–25, 2018, and finally reached a tentative agreement after a 32-consecutive hour bargaining session. The agreement will be ratified by Unit 60 members in the days to come.

"We want to thank all our members for the support that you have given the bargaining committee throughout this process," stated Lee Riggs, Chief Negotiator. "We couldn't have made it to this point without your solidarity."



# BARGAINING UPDATE SHAW UNIT 60



## GETTING READY FOR SUCCESS WITH THE BUILDING POWER WORKSHOP



On December 7<sup>th</sup> and 8<sup>th</sup>, 2017, Shaw Unit 60 Communication Action Teams (CAT) members attended the Building Power workshop in Langley, BC. Building Power is a training course provided for CAT members, to learn how to communicate more effectively with all Unit members.

Unity among Unit 60 members has been the key to negotiating an agreement that is fair and balanced for our members at Shaw.



Throughout the workshop, the CAT members and Jennifer Bucholtz, former Unit 60 Local Union Representative, discussed the possible means of action, while reflecting on the successes, flaws and teachings from the previous bargaining campaigns.

The successful fight for a fair contract has depended a lot on how we communicated. Not just at the bargaining table, but also with all the members of our Unit, our Local, and with the communities around us.

## THANK YOU FOR HAVING OUR BACKS!

Members of Local 1944 and the United Steelworkers have shown tremendous support to Unit 60 members throughout their bargaining process, by sending #GotYourBack pictures and selfies.

Your solidarity has been of a great help for the success of the bargaining process, and it has let Shaw know that we were united and strong together.

"Thank you everyone for the phenomenal support," said Corey Mandryk, from the Unit 60 Bargaining Committee. "Your unwavering support of Unit 60 Bargaining Committee and members has made a huge difference!"

When you bargain, you can count on us to have your back too!



**UNIT 60 MEMBERS  
THANK YOU FOR  
HAVING THEIR BACKS!**



# DONATIONS

## WINTER COAT & SLEEPING BAG DRIVE IN KAMLOOPS

The project began as an idea brought forward at our November 2017 Unit 8 Executive meeting to hold a drive among the unit's membership to collect some warm coats for the homeless in Kamloops, BC.

The weather was getting colder and there seemed to be a larger than usual homeless population around Kamloops, and especially downtown near our central office. We speculated this may have been due to the summer's wildfire evacuations in 2017.

We discussed possible recipients for the donations and eventually decided on the Canadian Mental Health Association (CMHA) who operated several programs locally and who had standing requests for donations of the type we were targeting.

A poster was created and two large donation bins were decorated and placed in the two largest Kamloops Telus headquarters.

I reached out to the Presidents of both USW Locals 1-417 and 7619 to ask if their Executives would be interested in partnering with us to expand the drive to their members as well. Both Marty Gibbons of 1-417 and Kyle Wolff

of 7619 enthusiastically agreed and additional donation bins were created for their offices. I also gave a report on our drive at the December 2017 Kamloops and District Labour Council meeting.

Shortly thereafter, I received a call from Greg Fry, a reporter from CFJC, the local television station and I gave an interview. I am still unaware of how the news media heard of our drive, but I was excited for the publicity and immediately decided to expand the request for donations to the general public as well.

The drive ran from December 1<sup>st</sup> to 15<sup>th</sup>, 2017, during which we collected several hundred articles of cold weather clothing and bedding. It was reported that a significant number of the donations were from the general public. Members of the three Locals co-ordinated a time to meet and, amidst falling snow, jointly presented our many bags full of items at the CMHA's Kamloops clubhouse.

Our donations were distributed to those in need at several shelters in Kamloops. Every now and then I see a familiar article of clothing being worn by someone on the street and I am reminded of the positive impact our project had.



For me personally, in addition to the enormous sense of accomplishment and pride in the hard work and generosity exhibited by our members during this drive, this was a powerful lesson in what can be accomplished when we enlist the help of our contacts and labour allies in pursuit of a common goal.

The media coverage showed our union in a positive light, selflessly helping those less fortunate. It is my hope that, in this instance, our less involved members had an opportunity to see their organization as something more than an entity of dues, meetings, and grievances.

— Submitted by Jordan Mohle, Unit 8

## GIVING BACK IN NELSON

On December 6<sup>th</sup>, 2017, Katie Armstrong and Rachel Worley from USW Local 1944 Unit 4 donated six boxes of oranges to the local soup kitchen in Nelson, BC. It was done on the 6<sup>th</sup> to mark the National Day of Remembrance and Action on Violence against Women, and the donations were made on behalf of the USW Local 1944 Women of Steel Committee.

"Knowing that you are helping the people in your community is an incredible feeling," said Rachel Worley. "Being able to provide the basic items that many of us take for granted in our day to day life is a very humbling and satisfying experience."



KATIE AND RACHEL, UNIT 4

## COMING TOGETHER IN TORONTO

In January, the executive team of Unit 502 decided to give back to the community. The winter has been really cold and snowy in Toronto. The homeless needing help being a constant story in the news every day, the Unit 502 members decided to collect winter jackets, hats, gloves, scarfs and socks. Their two-week campaign was very successful.

"I'm very proud of the members in our Unit coming together to help those in need," said Michelle Ravary. "We donated everything collected to Haven on the Queensway in Etobicoke, Ontario."

# DISTRICT 3 ALBERTA GOVERNMENT LOBBY



For the first time ever, the USW conducted "Lobby Days" at the Alberta Legislature in Edmonton, on December 4<sup>th</sup> and 5<sup>th</sup>, 2017. USW District 3 put out the call to our local unions in the province, and 23 members from four local unions participated in the training and lobbying. The members represented mining, wood products, health care, telecommunications, manufacturing and steel.

USW members participated in basic training on how government works, why the union is involved in politics and legislative action, and how to develop a lobbying plan.

Participants were encouraged to meet with their own Member of the Legislative Assembly, to introduce themselves as a constituent and member of the United Steelworkers. Most participants were able to meet their MLAs.

The District set-up meetings with a number of Ministers with key portfolios that have impacts on our members in the industries they work. The group met with Minister

of Labour, Christina Gray, to discuss a range of issues from Labour Code and Employment Standards changes, the minimum wage, Workers' Compensation Board and occupational health and safety change.

Our members also met with the Minister of Service Alberta, Stephanie McLean, to discuss government telecom contracts and ensuring that union employees and USW members enjoy that work. The Minister also has the Status of Women file and issues such as reducing structural barriers to women in male-dominated industries, along with a focus on childcare.

In a more informal way, throughout the lobbying days, USW members and staff met with Minister of Municipal Affairs, Shaye Anderson, a member of the USW Local 1944.

– Submitted by USW District 3



## AFL BRUNCH IN EDMONTON

On December 3<sup>rd</sup>, 2017, I attended an Alberta Federation of Labour brunch in Edmonton, AB, to commemorate the anniversary of the 1989 Montreal Massacre, where fourteen women were targeted and brutally murdered simply because they were women.

Remembering this horrific event has become the basis for recognizing and

supporting action against the rising epidemic of violence committed against women in our society. It was a truly humbling experience and an honour to be invited by Local 1-207's Women of Steel Committee.

The USW Local 1944 Unit 208 passed a motion to purchase a table at the fundraiser, not only to support the Women

of Steel and the hard work they do with the White Ribbon campaign to fight against domestic violence, but also to help raise money for the recipient

charity this year, the Jessica Martel Memorial Foundation. With 188 guests in attendance, it was the highest attended brunch in the history that it has been held, and \$10,000 was raised for the foundation to help build their shelter.

We listened to three dynamic keynote speakers, Sarah Hoffman (Alberta Health Minister), Ivana Niblett (Local 1-207 Business Agent and Woman of Steel) and Lynne Rosychuk (Jessica Martel's mother). Standing shoulder to shoulder with other Locals and USW members from all over the province, in so many different industries, to stand against violence towards women, made me proud to be a Steelworker.

– Submitted by Anthony LeBel





# CELEBRATING PINK SHIRT DAY



February 28<sup>th</sup> was Pink Shirt Day in Canada. USW Local 1944 Unit 51 members are pleased to have raised \$1,492.10 this year for the Pink Shirt Day campaign, bringing our grand total to \$10,151.70 over the eight years we have hosted this event at the Burnaby Campus.

Member Erin Jackson won \$307.25 as the lucky 50/50 draw winner.

This year's theme focused on cyberbullying and encouraged all to #RiseAbove it, and encouraged others to think twice before posting something negative, and instead use the internet to spread kindness.

Proceeds went to the Amanda Todd Legacy Society. Sadly, Amanda, a fifteen-year-old from Port Coquitlam, took her life in October 2012 after cyberbullying and relentless bullying by her peers. Amanda posted a video on recipe cards recounting her ordeal.

Her mother Carol Todd, through the heartbreak of losing her daughter, has taken a stand and continues to share Amanda's story with not only her community but the world. She tirelessly advocates on increasing awareness of bullying, cyberabuse, internet safety, mental health and now more recently, gender-based cyberviolence. Carol is an educator and a union Sister with the British Columbia Teachers' Federation (BCTF) and she has donated a beautiful plate to Unit 51 for their continued support.

Unit 51 would like to thank all of their brothers and sisters who supported this important cause.

In solidarity,

USW Local 1944 Unit 51

— Submitted by Nancy McCurrach

# REMEMBERING BRENDA FORWARD

The passing of Brenda Forward on June 6, 2018, left USW Local 1944 with a deep feeling of sadness.

Brenda, from Unit 501 in Barrie, Ontario, was a proud member of USW Local 1944 for fourteen years.

She was involved in social activism since she was 16. She became a Telus employee in 2004 as a client care representative, and later in Service 2.0.

Brenda was previously elected as Vice-President and President of Unit 501.

Sister Forward was a long-time advocate for our members in Ontario, where she served in various positions for our Local.

She was recently serving as Shop Steward and Unit Counsellor.

On the national level, she was elected to the Education Committee in 2008 and served on the Finance Committee.

Brenda was also appointed to the Merger Selection and Advisory committees in 2013 and 2014.

Thanks to her dedication and commitment to building a stronger future for our members, Sister Forward was appointed to the Executive Board in 2015, as the Regional Executive Officer representing Ontario.

USW Local 1944 is very grateful for her many years of active and dedicated service. Brenda is greatly missed by her colleagues, friends and Local 1944 members across Canada.



# ENGAGING WITH OTHER ORGANIZATIONS



## CBTU CONVENTION

From May 23 to 28, 2018, USW members including Isabelle Miller, Fred Redmond, and Roxanne St.Hill attended the 47<sup>th</sup> International Convention of the Coalition of Black Trade Unionists (CBTU), in Orlando, Florida.

During this convention, Fred Redmond and Isabelle Miller were reelected for four years as USW Representatives on the CBTU International Board. As a member of the International Affairs Committee, Sister Miller also had the opportunity to moderate the CBTU International Affairs panel discussion on the subject "Environmental Racism: The Aftermath of Hurricanes in the Caribbean".

"It is important that, as a Union, we get involved in international crises, especially when the governments' actions are not sufficient. For example, the hurricanes that hit the Caribbean in 2017 not only affected the people living there, but they affected our immigrant union members whose families live in the area. That is why I believe it is our Union's duty to assist people in devastated areas, even abroad. This is what it means to show solidarity."

Watch the panel's video online: <http://1944.fyi/CBTU18>.



## ABI SMELTER

In April 2018, USW Local 9700 members from ABI Smelter in Bécancour, Québec, reached out to their USW Brothers and Sisters in a call for massive solidarity. Since January 11<sup>th</sup>, 2018, ABI management locked out 1,030 employees and accused the workers of being responsible for the lockout.

On April 28, 2018, members of USW Local 1944 Danis Bouffard, Isabelle Miller, Hans-Woosly Balan, Pierre-Richard Joseph and Luc Lallier showed their support and marched alongside ABI workers for International Workers' Day.

# CIVIL & HUMAN RIGHTS COMMITTEE AT THE USW "JUSTICE 2017"

On October 1-5, 2017, members of the USW Local 1944 Civil & Human Rights Committee participated in the USW's "Justice 2017" Conference in Vancouver, BC, where they received civil and human rights-related training.

Sisters Isabelle Miller, Ex-Officio to the Committee, and Natasha Tony, from USW Local 2009, co-facilitated the "Working While Black" course. This interactive workshop focussed on how various forms of anti-black racism (including police surveillance) affect Black workers on the job and in the community. The workshop provided participants with a framework in order to discuss personal experiences and develop strategies that participants had for coping and for solutions.

The USW "Justice 2017" Conference provided other training opportunities,

including plenary sessions. The Committee members attended several workshops, such as Return to Work, Drug and Alcohol Testing in the Workplace, Gender Equality, Mental Health, Domestic Violence, and Bargaining Equality.

The information learned at the conference was shared with delegates during the LUDM 2018, on March 22, 2018.

The USW Local 1944 Civil & Human Rights Committee is composed of Sebastien Whissell (Chair), Launa Lazariuk (Secretary), Brooke Downey, Lauren Harrington, Marie Hutchinson, Isabelle Miller (Ex Officio), Tamara Marshall (Human Rights Officer) and Tricia Watt (Human Rights Officer).





# LUDM 2018

## LOCAL UNION DELEGATED MEETING IN BURNABY, BC

The Local Union Delegated Meeting (LUDM) took place from March 20 to March 22, 2018, at the Hilton Vancouver Metrotown Hotel in Burnaby, BC, with over 130 delegates, guests and staff in attendance.

There were several prominent guests throughout the LUDM, such as Honourable Harry Bains, British Columbia's Minister of Labour.

"I personally thank USW Local 1944 for its amazing work above and beyond," he said. "By improving your members' working conditions, you are improving every non-unionized worker's working conditions."

President of the BC Federation of Labour Irene Lanzinger reminded the delegates why unionization is the key to our society.

"We need to be and to give a voice to all workers, either if they are unionized or not; we need to take the benefits won over the years by strong and active

unions to other workers," she stated.

Secretary-Treasurer of the BC Federation of Labour Aaron Ekman stated that there should be no barriers dividing workers, nationality, sexual orientation, nor race:

"A union needs to be opened to the workers worldwide," he stated, "because the companies are not going smaller, they are going transnational. So should we, so that what we are doing here is benefiting you and the rest of the workers in the country, and elsewhere."

Time was dedicated to review our Local's new By-Laws that came into effect prior to the LUDM.

"We need to try something new to make progress and not get stuck in process," stated Steve Hunt, USW District 3 Director. "The new By-Laws are going to help your Local in fully integrating the USW and in making it stronger."

The USW Local 1944 National Health

and Safety Committee delivered its report, putting an emphasis on the Right to Refuse.

Too often, the companies put the responsibility of safety on the employees. This is the companies' way to deny their responsibilities towards their employees and clients. On the third day, the delegates proceeded to the election of one Pension Trustee for the TWPP: Czar Loquia was elected for a 6-year term.

Our LUDM came to an end with closing remarks from Lee Riggs.

"This morning, during the rally for Shaw Unit 60, we experienced what it means to fight together," he said. "Each one of you works very hard for the membership, and on the floor, you are the person that the people come to. I thank all of you for bettering the lives of your families and coworkers."



DELEGATES TAKE SEATS



EXECUTIVE BOARD



LEE RIGGS



ISABELLE MILLER



HARASSMENT OFFICERS



HON. HARRY BAINS

# LUDM 2018



PRESIDENT OF BC FED IRENE LANZINGER



"BE MORE THAN A BYSTANDER" PANEL



AARON EKMAN, SEC.-TREASURER OF BC FED



CZAR LOQUIA, ELECTED TWPP TRUSTEE



USW DISTRICT 5 DIRECTOR ALAIN CROTEAU



USW DISTRICT 3 DIRECTOR STEVE HUNT

## A RALLY FOR OUR SHAW UNIT 60 MEMBERS



The third day of the LUDM kicked off with a rally at the Shaw Communications headquarters in Vancouver, to show support for our Shaw Unit 60 members as they were negotiating a new contract.

Three buses filled with USW Local 1944 delegates, staff and guests gathered at 9:00 am, marching and chanting.

Though the rally took place in an absolute respectful way, Shaw's management locked down the tower for the rest of the day.

"We are very grateful that this action was made possible," said Andy Wong, Chair of Unit 60, later that day at the LUDM. "We know the impact this rally can have on our bargaining process with Shaw. Through this rally, we have shown the company that we are strong and determined to fight for our rights."



# DISTRICT 3 SUMMER SCHOOL

USW District 3 held a weeklong Summer School at the Trickle Creek Lodge & Kimberley Alpine Resort in Kimberley, BC, on June 10–15, 2018. Our Local selected eight members to be enrolled in three different courses.

Scott Stennes from Unit 3 (Nanaimo), attended the **“Facing Management”** course, that focuses on new skills and strategies for Steelworker activists to use in joint labour-management committees and as a shop steward. Members attending this course got knowledge about union-management relations, traditional and modern management theories and systems, and the history of work organization. They could improve their communication skills, group dynamics training, and conflict resolution. The course developed skill-building techniques, to allow members to be as comfortable in the boardroom as at a union meeting.

Richard Blais from Unit 214 (Hinton),  
Matt Dickinson from Unit 8 (Kamloops),

Kay Rothe from Unit 208 (Edmonton), Genevieve Wojdyga from Unit 213 (Calgary), and Katelyn Armstrong from Unit 4 (Nelson) attended the **“Occupational Health and Safety”** course. During this course, the members got familiar with provincial health and safety law, along with Part II of the Canada Labour Code.

Suzanne Tailleur from Unit 207 (Edmonton) and Alina Gherghinoiu from Unit 51 (Vancouver) were enrolled for the **“Leadership for Action”** course that provided them with useful tools to develop leadership skills, and communicate effectively with members to build solidarity.

Michelle Dey from Unit 51 cofacilitated the Health and Safety course with Brian Harder from the District.

Attendance to the District 3 Summer School was made possible through the merger agreement.



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 \$10,000

*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 months-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.**

## EMERGENCY RESPONSE TEAM (ERT) TRAINING

Jayson Little, from Unit 60 in Vancouver BC, is an Emergency Response Team (ERT) Coordinator. He attended the ERT training twice, in August 2016 and again this year, from April 30 to May 4, 2018. The ERT is a program entirely specific to our union. Its role is to support families when a member has been severely injured or killed on the job.

Throughout the course, ERT members discussed the prevalence of post-traumatic stress disorder within the USW, critical incident management and the resources available to those families in their most desperate time.

“Both ERT trainings were very informative and beneficial,” said Jayson. “I would definitely recommend this position, while being fully aware that it might not be for everyone. Most ERT coordinators have a spiritual background and appear to have overcome some sort of adversity in their lives. I am extremely proud to be an ERT Coordinator and to help those when they need it most.”

To learn more about the Emergency Response Team, please visit <http://1944.fyi/ERT>.



# CELEBRATING WITH PRIDE



## Why does Local 1944 advocate for LGBTQ2S+ rights?

Our 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 an undeniable positive change in mentalities, there is still a lot to be done until sexual orientation and gender identity are treated neutrally. LGBTQ2S+ rights are human rights, therefore they are an integral part of our Local's fight.

## Why does Local 1944 encourage our members to attend Pride events?

Joining a Pride event is a unifying act, and a public declaration of a purpose we hold dear: the ongoing fight for the rights and equity for all. This purpose is at the core of Local 1944's work, that is why we encourage our members to attend a Pride event in their communities.

USW Local 1944 also believes that marching in celebration for a cause feels good, rather than against yet another attack on wages or working conditions.

## Steelworkers celebrate with Pride

Throughout the summer, there are many opportunities to take part in LGBTQ2S+ activities. Some Pride events already took place, such as in Victoria, BC, or in Toronto, ON, where Steel Pride Toronto were a proud Parade Participant.

Visit <http://1944.fyi/Ad9EAv> for more information about Pride events in Canada.

## Beyond Pride events

Local 1944 along with the United Steelworkers advance LGBTQ2S+ rights all year long. Since 2015, the USW

International has supported four cases of members transitioning gender.

"Improvement in protections for LGBTQ2S+ members is also reflected within our union itself," said Ken Neumann, USW National Director for Canada. "At the International Convention in August 2014, gender identity was added to the USW Constitution as a further ground of civil and human rights protection."

"Let's remember that the fight for equality must take place throughout the year", said Marty Warren, USW District 6 Director. "In our workplaces, we must continue to fight for transition leaves, parental leaves, and anti-harassment and anti-bullying policies."

## To Conclude

Attending a Pride event in your community is a first step. A first step towards inclusivity and building strength and solidarity with diverse groups of people. As union members, we are part of a broader community than the one we may be accustomed to.

# FORT MCMURRAY STEELWORKERS VOTE

Three members from Local 1944 (Steve Durrell, Unit 203; Terry Fidler, Unit 210; and Ron Palmer, Local Rep) moved into Fort McMurray during the recent provincial by-election, to learn about communication skills related to political and organizing campaigns, alongside members from several other Locals.

The three-day course, facilitated by Jessie Uppal and Scott Lunny, focused on how to craft a message from the ground up, turn it into an easy to communicate package, identify the supporters of your message, and make sure that come voting day, they actually come out to vote.

The skills had obvious political application, but also have direct practical application to organizing a new union, and other forms of communication from a union to its members,

particularly when competing against an alternative message from an employer of political party, especially when leading up to a critical certification vote.

The NDP is a long-time supporter of the labour movement and recently passed several laws in Alberta supporting workers, including a workers safety bill for farm workers, and a full overhaul of the Labour Code, as well as being incredibly responsive to the Alberta Federation of Labour's lobbying efforts for the rights of unions, such as the new rules for certification of a union that has a card check option for membership.

Due to the support the Alberta NDP have shown for unions, the members from Local 1944, and the other USW members who attended the course chose to volunteer their time after classes each

day to support the local Alberta NDP Candidate Jane Stroud, for election in Fort McMurray. Applying the skills they learned in the course, members worked with the campaign to door knock, communicate with the Locals about the importance of electing a labour-friendly government and to make sure that people who had been identified as supporters were getting out to vote on early voting days. Jane Stroud had a fantastic showing in the following by-election, pulling in 30% of the vote, a fantastic result in a conservative stronghold.

All participants hope to bring back the skills they learned on Steelworkers Vote to their local memberships and apply them to union activities at home, from organizing to bargaining.

*Submitted by Steve Durrell, Unit 203*



# ON THE AGENDA

## 2018 WOS Conference "Women of Steel – A Call to Action"

October 14 to 17  
Toronto, ON



## 2018 District 6 Conference "Power Up – Don't stop, until you've changed the world!"

Sept. 4 to 8  
Blue Mountain,  
ON



## 2018 District 3 Conference

Oct. 30 to Nov. 1, 2018  
Kamloops, BC



## 2018 District 5 Conference

Nov. 21 to 23  
Charlevoix, QC



## District 6 Fall School

November 4 to 9, 2018  
Orillia, ON



## USW National Policy Conference 2019

April 1 to 5, 2019  
Vancouver, BC



## WHY CELEBRATING LABOUR DAY MATTERS

On September 3, 2018, USW Local 1944 celebrates Labour Day, a day that affirms the dignity and honour of the working people. On this day, we remember and honour what Canadian unions have done to improve labour regulations, such as employment insurance, maternity leave and paid vacation, so many victories that make life better for everyone. We express our gratitude for workers' rights that benefit every Canadian worker, unionized or not, and which exist today thanks to the vision and struggles of previous generations. To honour this legacy, it is our duty to stand up in solidarity to defend and advance each other's rights.

Yet, with the current federal and provincial liberal governments, working conditions tend to worsen throughout the country. That is why this Labour Day, we encourage our members to take part in the festivities. Labour Day events also

represent an excellent opportunity to meet with fellow union members as well as with labour activists, and build solidarity within your community.

Labour Day is an occasion to reflect on the history of Local 1944, which has been representing workers in communications and related fields for 74 years now. Since it was chartered in 1944, our Local has strived to negotiate collective agreements that promote fair wages and equity for all. Our Local works every day in ensuring fairness for our members. When we work together, we can make a difference.

Much is yet to be done, and what has been acquired is to be protected from potential changes: our paid holidays, safe work places, medical care, unemployment insurance, fair hours, stronger public pensions, union wages and even our weekends will not be granted forever if we are not ready to

fight for them. With the economy failing working people and attacks on unions and labour rights, now is the time to tackle issues like precarious work and the suppression of good jobs. As a union, we can do that through collective bargaining and political action: when our members fight for their own cause, they fight for the cause of all working people.

On Labour Day, let us march in the streets and gather with friends and communities to call on the government to make it easier to join a union, to provide workers with access to paid sick days and vacation, and to allow every worker to make a living with decent hours. Let us ask for a better future.

**PLEASE SEND YOUR  
LABOUR DAY PHOTOS AT  
[photos@usw1944.ca](mailto:photos@usw1944.ca)**

# HONOURING BETTY CARRASCO



"I have had so many opportunities to grow and learn, not only as a unionist, but as a human being. All because of my involvement in the union, and I am very honoured and humbled for all that I have learned and all the people that have touched my life."

Betty Carrasco, former Vice-President BC of Local 1944, and Chair of our Local's Women of Steel Committee, retired on June 30, 2018, after working for our Local for over 20 years. She was the longest serving member of our Executive Board.

For more than 37 years, Betty has been active in our Union and dedicated herself to helping people. She was a strong and integral part of Local 1944's structure for all these years. Her knowledge and skills were a great resource for everyone in our organization throughout these decades.

She started working for BC Tel in 1981 and quickly got involved in the labour movement as a Shop Steward in Unit 50. She later became a Counsellor/Delegate

and the Vice-President of the Unit. In 1994, Betty was elected to our BC Tel Bargaining Committee, and four years later, she was elected as a Business Agent.

In 2007, Betty became the second woman elected as a Vice-President in our Local, a position she held until June 2018.

Her responsibilities also included sitting on the Contracting Out and Tech Change Committee, Temp Committee, Bylaws Committee, JEMS Committee, as well as on the Affiliation Committee.

Over the years, Betty has taken on hundreds of arbitrations, and her experience on the matter has been an asset in the mentoring and training of our Local Union Representatives.

Betty has been a leading and inspiring figure for women. She served as Chair on our Local's Women of Steel Committee, CLC Women's Advisory Committee, BC Fed Women's Committee, and the USW National Women of Steel Committee. As a mentor for many other women to take leadership roles within the union, Betty

believed that a community can only be strong if it nurtures strong women.

Betty was a strong leader and she had the extraordinary ability to rally coworkers, members, friends and other organizations to her cause. She was a dedicated activist not only for women, but also for all the members who needed support.

Local 1944 recognizes the incredible work Betty has achieved, and the countless members whose rights she has defended throughout her career within the Local.

"Moving forward, Local 1944 needs to build solidarity to keep our members strong, especially with the ongoing and upcoming bargaining processes with Shaw and Telus. With the transition to the Steelworkers model, I believe that our Local is headed in the right direction and is in great hands. Education of our members and preparation of the next group of activists will be the keys to the success of our Local."



UNITE HERE RALLY, FEBRUARY 2016



UNITE HERE RALLY, FEBRUARY 2016



BARGAINING CAMPAIGN, JUNE 2017



USW JUSTICE 2017, OCTOBER 2017



USW JUSTICE 2017, OCTOBER 2017



#GOTYOURBACK RALLY, MARCH 2018



# LETTERS OF APPRECIATION

## BRITISH COLUMBIA

Burnaby Head Office  
5261 Lane Street  
Burnaby, BC V5H 4A6  
PHONE: 604-437-8601  
FAX: 604-435-7760

Kelowna  
#403 – 1630 Pandosy St.  
Kelowna, BC V1Y 1P7  
PHONE: 250-860-5025  
FAX: 250-860-6737

Prince George  
#100 – 1777 3<sup>rd</sup> Ave  
Prince George, BC V2L 3G7  
PHONE: 250-960-2220  
FAX: 250-563-0274

## ALBERTA

Calgary  
#402 – 5940 Macleod Trail SW  
Calgary, AB T2H 2G4  
PHONE: 403-237-6990

Edmonton  
#202 – 4264, 91A St.  
Edmonton, AB T6E 5V2  
PHONE: 780-444-6945  
FAX: 780-488-6911

## ONTARIO

Scarborough  
#412 – 10 Milner Business Court  
Scarborough, ON M1B 3C6  
PHONE: 416-506-9723  
FAX: 416-506-9722

## QUÉBEC

Westmount  
#540 – 4060 Ste. Catherine St. W.  
Westmount, QC H3Z 2Z3  
PHONE: 514-788-8811  
FAX: 514-788-8813

## TELECOMMUNICATION WORKERS PENSION AND BENEFIT PLANS

#303 – 4603 Kingsway  
Burnaby, BC V5H 4M4  
PENSION: 604-430-1317  
BENEFITS: 604-430-3300  
FAX: 604-430-5395  
WEBSITE: [www.twplans.com](http://www.twplans.com)

Please wish Betty a happy retirement for me. She has been a great asset as a union representative and she especially helped me when trying to get back to Kelowna after all the turmoil of moving to Vancouver due to downsizing in 2003.

Thanks for all your help. I wish you a wonderful retirement.

Mindy Parmar (Kelowna)

The District 3 Summer School has been an amazing opportunity to brainstorm, network, and build solidarity with the future leadership of both our Local, and all of District 3.

I have overheard it has been the “best summer school in history” by various staff and brothers/sisters that have attended previous years.

Cheers,

Matt Dickinson

Thank you to the Honourable Minister of Labour brother Harry Bains for addressing our Local.

I hope the committee he is forming to look at labour reforms will accept input. I would like to see more arbitrators made available to lower wait times in regards to arbitrations.

Mike Goodmurphy

The District 3 Summer School was great this year. The Health and Safety class run by Michelle Dey and Brian Harder was informative and engaging. Hearing stories and sharing experiences with classmates across industries was eye-opening.

I have already started to implement strategies discussed in this class in our local Health and Safety Committee.

Grateful to have had this opportunity,

Katie Armstrong

Thanks everyone for their support on the #GotYourBack campaign for our Unit 60. It was amazing to get so many pictures from all over the country!

Unit 60

## WANT TO SHARE YOUR APPRECIATION?

Email: [editor@usw1944.ca](mailto:editor@usw1944.ca)

## STAY INFORMED! IT'S YOUR UNION, YOUR NEWS.

Visit our web site to sign up for frequent Hotlines at:  
[www.usw1944.ca](http://www.usw1944.ca)