

Union ready to begin bargaining with Telus

The TWU bargaining committee is now prepared to begin bargaining a new contract with Telus, following the three-day bargaining convention held in Burnaby September 13-15.

Delegates debated the package of resolutions which had been submitted by Locals, and on each resolution, voted on the committee's recommendation of concurrence or non-concurrence.

For the first time, delegates from Alberta locals participated in a TWU convention. More than 20 Alberta delegates were present at the convention. The TWU officially became the bargaining agent for the unionized Telus employees from Alberta on June 30, 2000.

The bargaining committee will be bargaining a new collective agreement covering members from both Alberta and B.C.

With that in mind, the Union expanded the size of the bargaining committee to 16 from 10.

The six new bargaining committee members from Alberta, (two from Plant, two from Clerical, one from Mobility, and one from Operator Service) were nominated by the Alberta contingent, and were elected by convention. They are: Donna Hikiro from Mobility Local 237, Eileen Wylie and Bobbi Schneider from Edmonton Local 207, Sandy Mutter from Calgary Local 203, Dave Tingle from Calgary Plant Local 204 and Tom Robson from Edmonton Plant Local 208. Following their election, they immediately took their place at the head table along with the 10 previously elected members on the team. The 10 original members were six B.C. delegates, Ron Driscoll, Darlene Foley, Kelly Gray, Lila Hackett, Marcel LaFond and Greg Lorne, and three officers, Bruce Bell, Peter Massy and Hope Cumming, with President Rod Hiebert an ex-officio member.

The Committee presented a short "Bargaining Committee Report" to convention, the major portion of which follows:

The Bargaining Committee met in the month of June. TWU President Rod Hiebert presented a training and strategy seminar in preparation for this upcoming round of negotiations. Following the seminar the Committee debated the 409 resolutions as received from the Locals to prepare the package that is presented before you.

Although all the proposals are generally based on the existing TWU/BCT Collective Agreement we are cognizant of the fact that many of our Sisters and Brothers in Alberta are currently covered by other Collective Agreements. With that in mind, your Bargaining Committee has put together a package of proposed concurrences with a focus of achieving improvements for all, with no concessions.

In keeping with past practice, we have included a Policy Section of proposals that the Committee agrees with in principle, but which we believe would be detrimental for the Union to take to the Bargaining table. We therefore want to indicate our approval for the concepts contained in these resolutions, without having them adopted as

part of the Bargaining Package.

The Bargaining Committee is again unanimous in our commitment to keep the membership informed of our progress throughout the bar-

gaining process. We are confident that an informed membership will be a vocal and supportive membership. These upcoming negotiations belong to the membership, and it is

only with their support that we can, again, bring negotiations to a successful conclusion.

Respectfully submitted.

Bargaining is expected to begin later this fall.



Six Alberta delegates added to bargaining team at September convention, bringing total to 16

12 Alberta Locals chartered

The organization of the TWU among the Union's new Telus members in Alberta has been proceeding at a steady pace over the summer months since the formal labour board order extending our bargaining certificate was handed down June 30.

The sign-up of members began almost immediately and is carrying on, with a good response rate and a great deal of interest.

Twelve new locals covering Alberta were chartered in July by motion of Executive Council, and founding meetings were held in most of the Locals in August.

TWU offices have also been set up and are being staffed in Calgary and Edmonton.

The new locals are:

- Local 201 covering members in Medicine Hat and area;
- Local 202 covering Lethbridge and area;
- Local 203 covering Clerical and Operator Service members in Calgary and area;
- Local 204 covering Plant members in Calgary and area;
- Local 205, Red Deer and area;
- Local 206, Camrose and area;

• Local 207, Edmonton and area Clerical and Operator Service;

• Local 208, Edmonton and area Plant;

• Local 209, Grande Prairie and area;

• Local 210, Fort McMurray and area;

• Local 211, covering the northeast including Vegreville, St. Paul, Bonnyville and other area towns; and

• Local 237, Telus Mobility members.

Founding meeting were held in August for Locals 201, 202, 203, 204, 206, 207, 208, and 327.

At those meetings, members elected local executives, shop stewards and delegates to the bargaining convention, which was held in Burnaby in mid-September.

The Union offices in Alberta are being staffed by two Business Agents each, with Ron Williams and Fran Guillet assigned to Edmonton, and Bill Silvester and June Lewis in Calgary. There are also three clerical staff in the Calgary office and one in the Edmonton office.

This staffing situation is for the interim period, until the

Union's regular convention this coming January, when it is expected that additional Business Agents will be elected and assigned to the Alberta offices.

The Edmonton office is located at:

**Suite 103
10525 - 170 Street,
Edmonton, Alberta,
T5P 4W2**

Phone: 780-488-2223

Fax: 780-488-6911

E-mail:

Ronald.Williams@telus.net

The Calgary office is located at:

**Suite 225
525 - 28 St. S.E.,
Calgary, Alberta, T2A 6W9
Phone: 403-237-6990
Fax: 403-802-2381**

Meanwhile, Alberta members with grievances can take them to their Local shop steward, who may wish to discuss them with their Local delegates and the Union office in Edmonton or Calgary.

Members who have Workers Compensation claims denied and who wish to appeal them can telephone the Burnaby office at 604-437-8601 collect and ask for Myron Johnson.

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LETTERS TO THE EDITOR

Retirement thanks

Dear TWU:
I would like to thank you for the honorary life membership, the cheque for \$1,000 and 36 years of great service.

Dan MacDonald
Local 36, Cranbrook

Dear TWU:
I would like to thank the TWU for the honorary life membership and the \$1,000.

Carol Honour,
Maple Ridge

Dear TWU:
I accepted the ERIP and retired at the end of July.

I wish to thank the TWU for all of the hard work and support over the years, and continued success in the future. Thank you.

Verna R. Brown,
Local 14

Dear TWU:
I would like to thank the TWU for the Honourary Life Membership, retirement pin, and \$1,000 which I received upon my retirement August 1. I greatly enjoyed my 34 years as a TWU member. I would also like to thank Executive Council and all TWU members for a job well done.

Sincerely,
Vicky Zallas,
Surrey, B.C.

Dear TWU:
I wish to thank the TWU for the much appreciated \$1000 cheque and honorary life membership, presented by Rob Moubray at my retirement celebration. Thanks to everyone for the great party.
Congratulations on the successful TWU vote.

Yours sincerely,
Tom Kilpatrick
Penticton, Kelowna

Dear TWU:
Thank you for the \$1000 cheque and the Certificate of Honourary Life Membership that I received from Marilyn Clark on my retirement from TELUS.

Thank you to each and every one of you who helped and supported me through all the years that I worked at BCTEL/TELUS, and especially to all my friends who were so caring and helpful at the Whalley Service Centre. Without your support I would never have made it through all those hard struggling years. You are all wonderful.

Thank you,
Kathy Findlay
Blaine, WA

Dear TWU:
I would like to thank the TWU for the Honourary Life Membership and

the \$1000 cheque. These were presented to me by Jim Christensen on behalf of the Union, also in attendance were Bill Silvester and Tim Williams. Great to see that the TWU won the vote and will represent all members in BC and Alberta. I wish all the officers and members of the TWU all the best in the future.

In solidarity,
David Grange
Surrey

Dear TWU:
Many thanks for the generous retirement gift.

Sincerely,
M. Briden
Coquitlam

Dear TWU:
Thank you very much for the cheque in the amount of \$1000 and for the Honourary TWU Life Membership that I received when I retired from TELUS.

I would also like to thank Karen Whitfield and George Doubt for all their help.

Sincerely,
Bobby Scott
Local 25

Dear TWU:
Sorry to be so late in getting off this thank you for the Life Membership certificate and pin and the gift of \$1000 which I am going to use to buy a standard poodle that I have wanted for many years.

Retirement is great, so thank you very much for making it possible.

Sincerely,
Fern Presley
Prince George

Dear TWU:
I would like to thank you for the Life Membership and the \$1000, which Mike Slade presented to me at my retirement party on June 17, 2000.

I have enjoyed my 35-year plus years as a TWU member. Keep up the good work.

In solidarity,
Kathleen Higgins
Local 14, Nanaimo

Dear TWU:
My sincere thanks for the \$1000 cheque on my retirement and best wishes to your executive and members.

Marge Kopchiak
Cranbrook

Dear TWU:
I would like to take this opportunity to express my appreciation for the \$1000 retirement gift and Honourary Life Membership upon my retirement.

Yours sincerely,
Wayne Dodd
Local 16, Kelowna

Dear TWU:
I would like to take this opportunity to thank all of my many friends and associates for their kind words of congratulations on my retirement at the end of July 2000.

It has been a very interesting 29 years in telecommunications at BC TEL & subsequently TELUS, and I owe much to the camaraderie of those in Outside Plant Engineering, Construction and I&R.

At my farewell luncheon my long time colleague Brother Bruce Sargeant, who was also there representing the TWU, presented me with my TWU Honourary Life Membership Certificate, my TWU Retired Members pin, and a cheque from the TWU for \$1000.

The TWU supports its members in so many ways and my thanks go out to all of you for your diligent work on all of our behalf over the decades.

Yours sincerely with thanks,
Albert Richard Hooper
Maple Ridge

Dear TWU:
I wish to thank the TWU for the \$1000 gift I received May 31 for my retirement. Congratulations on winning the merger vote and may you have continued success with your newly expanded membership.

Happily retired,
Paul Kusch
Salt Spring Island

Dear TWU:
I would like to thank you for the much appreciated \$1000 gift and the Honourary Life TWU membership I received on my retirement.

Congratulations on your winning vote which gives you more strength as you move forward.

Janet Ganden
Qualicum Beach

Dear TWU:
Thank you so much for the \$1000 retirement cheque.

Most important of all, a special thanks for the hard work and dedication on your behalf so that I can enjoy a good pension and that I also enjoyed good wages and working conditions.

Yours in solidarity,
Sharon Morton
Local 6

Sports thanks

Dear TWU:
Our team of 12-year old girls, the Langley Squirt Girls, was a treat to be around. I would like to thank you for the generous contribution to make this softball season one to remember. Thank you again.

Art Teelson,
Langley Squirt Girls

Dear TWU:
We would like to thank you for sponsoring our T-ball Team and Pee wee Boys Team and helping to make our Softball program a success. It is very much appreciated.

Yours very truly,
Chase River-Extension
Minor Softball Assn.,
Brenda Shaw, Secretary

Dear TWU:
On behalf of the Coquitlam Classics Girls Fastpitch Team I would like to extend a huge thanks for your generous support. The girls have just completed another very enjoyable season, which was highlighted by a trip to Kamloops to compete in a tournament and participation in the Provincial Championships in Tswassen. Participation in these tournaments is only possible through sponsorship of the team by organizations such as the TWU. The girls would like to let you know that it is greatly appreciated. Thanks again!

Sincerely,
Doug Corrado
Local 50

Dear TWU:
The players, coaches and families of Delta Heat '87 girls Rep A Fastpitch team extend their sincere thanks to TWU Local 31 for your sponsorship of our 2000 season.

Your generous support has enabled the team to effectively train and participate in league games and tournaments. Through this support the girls will be taking part in approximately 7 local tournaments and 3 tournaments in Washington State. They have been invited to play in Los Angeles in November 2000 and are working very hard at getting there.

You can be proud of your contribution to the development of this team, as they are a group who has not only progressed they are truly ambassadors for our communities. Your sponsorship has been advertised on our team

banner, which the girls proudly display at all league games and tournaments. Again, thank you for supporting the development of this fine group of hard working young ladies.

Sincerely,
Delta Heat '87 Girls Fastpitch

Dear TWU:
Thank you for your donation of \$250 for our fifth Annual Goju Karate Tournament, which took place in Crofton on June 17, 2000.

Yours sincerely,
Debbie Noa
Tournament Co-ordinator

Thanks for help

Dear TWU:
I am writing to thank all of the Sisters and Brothers who represented me during my arbitration with Rogers Cable. The support for me and my family has been outstanding. A special thank you to Neil Morrison and Tim Williams for their guidance and patience.

I was overwhelmed by the support from Local 60, in particular from Doug Cameron and Paul Yorke. They were instrumental in raising \$5,000 for me and my family. I thank all of the members of Local 60 for their generosity. I was a member for such a short time, and Local 60 really helped me in a time of need.

Even though the arbitration award did not go in my favour, the membership dug deep, and for that, my family and I are very grateful. I wish the best to my sisters and brothers.

Sincerely,
Dennis Lee

Dear TWU:
I would like to send my most heartfelt thanks to my Sisters and Brothers for all of their generous donations to my family.

Also another big thanks to all who participated in the 50/50 draw (\$1,100.) What a wonderful thoughtful thing to do. It was very much appreciated.

Our daughter "Shannon" came home from Children's Hospital in March, after 8 months and one week. She's still not 100% but doing very well, better every day and loving being at home.

Thank you for all of your thoughts and best wishes. And special thanks to my friend Lila Wing and Local 23!

Sincerely,
Sister Nancy Zamora & family

ITAC thanks

Dear TWU:
As you know, on June 13, 14 & 15, 2000 Industry Training & Apprenticeship Commission (ITAC) staff gathered from all over the province to meet, share ideas and provide feedback on issues of operational importance and review our Strategic and Business Plans. All scheduled workshops and meetings were successful and productive.

Thank you, once again, for the door prize you kindly donated. ITAC staff also asked me to express their sincere gratitude for your generous contribution.

Sincerely,
DeLaine Foxley
Board Co-ordinator

WCB thanks

Dear TWU:
I would like to thank Myron Johnson for all the help, and work he put into winning my Workers' Compensation case. It took a long time, but with all his work that he did, we finally won.

Gary Wallace
Retired Member
Kamloops

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TWU Home Page: <http://www.twu-canada.ca>
TW Pension Plan: <http://www.twu-canada.ca/twpp/pptoc/htm>
TW Benefit Plan: <http://www.twu-canada.ca/twpp/bphome/htm>
TWU Email Address (Union Office): twu@twu-canada.ca
TW Pension and Benefit Plans: twplans@twubc.com

The Transmitter

Member of

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More Letters

Walk thanks

Dear TWU:

A special thanks to all of our membership who supported the TELUS Mobility teams who participated in the Canadian Cancer Society Relay for A Friend walk, June 3, 2000.

Two teams (24 people) from TELUS Mobility walked in memory of Linda Sherritt, a 30-year union member who died, March 28 of this year of cancer. With your donations we raised over \$5,300 for the Canadian Cancer Society.

Participation in the walk helped all of us deal with the loss of our friend and enabled us to do something positive towards helping find a cure for this dreaded disease that has touched so many.

We would like to recognize the following people and TWU Locals who sponsored us.

- The TWU Executive Council;
- Peter Massy, Local 51 Business Agent;
- All of the employees at TELUS Mobility;
- Locals 1, 51, 21, 7, 60 & 4; and
- Arden Honey, Vice President of Customer Service – TELUS Mobility (who donated her \$1000 fee for a seminar she put on for a private company).

In solidarity,
Sister Drina Latrace & all of the rest of us who walked for this worthy cause.
TWU Local 51 member

Van Tel thanks

Dear TWU:

Thank you for your donation for our Annual General Meeting held on May 4, 2000.

Your efforts helped add to the success of this event and we appreciate your generosity.

Yours truly,
Jan Butterworth
Executive Assistant
Van-Tel Credit Union

CWA congrats

Dear TWU:

I have heard the news of your outstanding victory in the TELUS elections. It was a very decisive vote.

It is quite clear that the TWU went into this election in a very professional and systematic way – as all good organizing campaigns should be conducted.

My sincere congratulations to President Rod Hiebert, your officers, and staff on this terrific win.

In solidarity,
Morton Bahr, President,
Communications Workers of America

Banquet thanks

Dear TWU:

We would like to extend our sincere thank you for the generous donation towards our 1999 Retiree Spring Banquet that was held on April 15, 2000. With your kind donation, our event was a great success enjoyed by approximately 350 people.

Again, thank you and we hope we can look for your support for next year's event.

Yours truly,
Maria Halushka Chairperson
CSU 52 Social Committee
Civic Service Union 52

CEP head retires

To President Rod Hiebert:

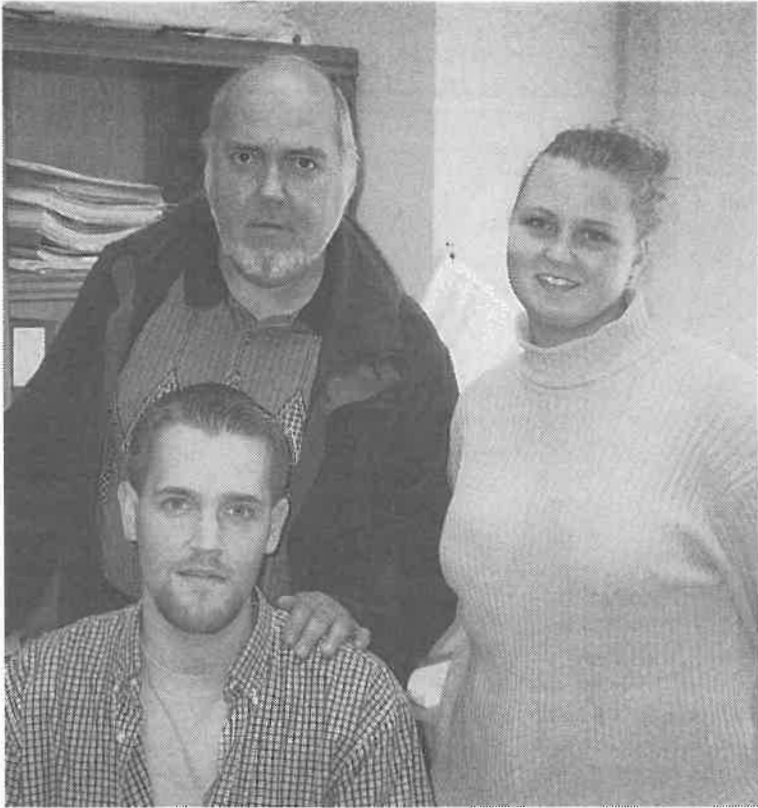
Dear Rod & Lina:

I just want to take a moment to say a great big thank you for being at my retirement party in Regina and for the beautiful chest and jacket. I know that you made the chest yourself and that makes it all the more special to me.

Please thank the other officers and the TWU members for me.

We've just returned from a month on the East Coast and I can tell you there is life after work – and it's a very good one!

All the best & keep in touch.
Fred Pomeroy
Past CEP President



Organizers Marcel Dionne, Nicole Mitchell, and seated, Raymond Chretien

TWU steps up organizing efforts

With the Telus merger campaign and vote behind us, the TWU Organizing Department is again in full gear seeking new certifications.

Currently, two members, Nicole Mitchell of Local 52 and Raymond Chretien of Local 53 are working out of the Burnaby office on organizing campaigns.

Executive Council has also obtained the services of experienced BCGEU organizer Marcel Dionne for a six-week period from late August through mid-October to lead the initial organizing drives and to mentor the two TWU members in the organizing office.

The organizers will be seeking certifications in Alberta as well as British Columbia.

The Organizing Department has put together the following additional information.

We invite our members to take a role in assisting this important Union department.

If anyone has friends or family working in the Communications industry who are not currently members of a Union and would like to explore the idea of becoming TWU members, please call us with details at (604) 437-8601 ext. 630 (collect calls through an operator will be accepted).

As members will understand, it is increasingly important for the TWU to focus on organizing this quickly-changing industry. With deregulation comes a huge need for the TWU to reach out to the large group of non-union employees in the communications industry.

We need to bring them up to our level of compensation and working conditions rather than

sit back and allow the opposite – the downgrade of wages and working conditions – to take place. The only way to do that is to organize.

It is not an easy task, but with the help of all our members, we stand a much better chance. We look forward to all of your calls.

Watch for updates in future issues of the Transmitter.

Following is a list of current TWU certifications:

- Telephone Company**
- TELUS**
- Cable**
- Rogers Cable TV – Abbotsford**
- Rogers Cable TV – Surrey**
- Rogers Cable TV – Vancouver**
- Dixon Cable (Delta)**
- Communications**
- Quinsam Radio Communications**
- (Campbell River)**
- Food Services**
- Restauronics (Burnaby)**
- Internet Services**
- Journet Communications (Langley)**
- Security and Alarm Monitoring**
- Tri-Com Security (Burnaby)**
- Answering and Paging**
- Professional Answering and Paging Vancouver (Richmond)**
- Telephone Survey and Polling**
- Campbell-Goodell-Traynor (Vancouver)**
- Traffic Control**
- Guardian Angels Traffic Control (Prince George)**
- Kilo Flagging (Nelson)**
- Quesnel Traffic Control**
- Fort St. James Flagging**

Superior Poultry using strike-breakers

The United Food and Commercial Workers (UFCW) Local 1518 has been on strike against Superior Poultry in Coquitlam since July 23, 2000 in an attempt to win a first collective agreement for 317 workers.

According to UFCW, the employer has been using unfair labour practices and has hired private security guards to shuttle strikebreakers into the workplace.

Other poultry processing plants in B.C. have a base rate of \$16.16 to \$16.46 an hour after 48 months, but the vast majority of workers at Superior earn less than \$10 an hour and receive no medical insurance or sick benefits.

Superior Poultry is owned by Pollon Group of companies. The Pollon Group owns three other poultry processing facilities in B.C.: Hallmark (non-union), United (non-union) and Colonial Farms (certified by UFCW 518 prior to purchase by Pollon). These plants produce 50 per cent of B.C.'s poultry products, and Local 1518 has sought a declaration that these operations are allied and common employers.

Since these plants are wholesalers, some products are packaged with identifiable product labels for retail, while a significant part of the product is delivered in bulk for repackaging. Regardless of the product label, Pollon Group products can be identified at the retail level by an "Establishment Number" required by food safety regulations.

They are as follows: Superior Poultry (also labeled as Valley Farms), 545; Hallmark, 317 or 217a; and United (also labeled as Topper), 341.

Workers are asked to support the strikers by not purchasing poultry with the above numbers while the strike is in progress.

BOYCOTTS

All readers are asked to support the following trade union sponsored consumer boycotts. Please do not patronize or purchase any of these goods, services and/or retail outlets:

- All Non-Union Postal Outlets.** Dispute with CUPW
- California Table Grapes.** United Farmworkers of America
- All Indonesian Products** CLC re: East Timor
- Philips Electronic Products, Quebec** CLC/USWA 7812
- National Post and Calgary Herald** CEP and GCIU strike against Herald
- NORPAC Products** CLC/PCUN

Camp Jubilee looking for rentals

Dear TWU:

Know what the best kept secret is for recreational camping in Vancouver? Camp Jubilee located half-way up Indian Arm, of course. The camp is 64 years old and is only 30 minutes from downtown Vancouver by boat. It is owned and operated by the Children's Jubilee Association which is a registered non-profit organization.

Our mission is: "To provide a quality summer camp experience for all children" and our philosophy is "To enhance a young person's self-esteem through various recreational activities."

The camp was founded in 1936 (Vancouver's Jubilee anniversary) by the Woman's Labour League of Vancouver. Since then, the B.C. labour movement has been the principle provider for the camp's existence.

Despite the virtually unchanged wilderness surrounding the camp, the site has many newly-renovated buildings. We have 136 acres of prime real estate with 2,640 feet of shoreline. Unfortunately, many do not know about this beautiful site and the camp sits vacant for most of the year. And, Jubilee is prepared to offer a competitive price.

We offer a number of activities including: sea kayaking, ropes obstacle course, swimming, beachcombing, volleyball, hiking, and campfire, as well as a host of indoor activities for inclement weather.

Rentals help us to offset the cost of running this facility and sponsoring kids to go to summer camp. So when planning your next outdoor event, please consider using Camp Jubilee.



Convention delegates, top, extend warm greeting to new Alberta delegates. Below, six new members elected to bargaining team from Alberta locals: Tom Robson, Dave Tingle, Bobbi Schneider, Eileen Wylie, Donna Hikiro and Sandi Mutter.

TWU certified as bargaining agent June 30

On June 30, the TWU was certified as the bargaining agent for all unionized employees at Telus.

The Canada Industrial Relations Board order stated that the TWU "is hereby certified to be the bargaining agent for a unit generally comprising all employees of Telus previously represented by the TWU, IBEW Local 348, the CEP and CSU 52."

The June 30 order specifically included field sales and telemarketing employees in both provinces. The employer had sought to have the field sales and telesales employees excluded from the bargaining unit, but that application was denied by the CIRB.

The order certifying the TWU as bargaining agent came on the heels of an announcement earlier June 30 from the CIRB that

the delayed vote count of the telesales and field sales personnel had been completed, with nearly 80 per cent voting for the TWU.

The actual vote count was 478 for the TWU and 121 for the IBEW. With that vote count added in to the bulk of the votes counted May 26, the final vote tally is TWU 10,107, and IBEW 4,168 – or nearly 71 per cent for the TWU.

Arbitration held on disputed work

An arbitration hearing was held in mid-September into the dispute which resulted in a walkout of TWU members at some Telus locations in B.C. in late August.

As we go to press, we are awaiting a finding from arbitrator Don Munro.

The walkout involved hundreds of employees from the call centre in New Westminster and customer service offices around the province, who were directly affected by the dispute, as well as other workers who went out in sympathy.

The first day of the walkout, which was not sanctioned by the Union office, saw upwards of 600 workers off the job, and eventually escalated to the point that well over 1,000 workers were out.

The underlying issue in dispute was the assignment of traditional Service Representatives' work to telemarketers, in effect, assigning work to a lower-paid classification. (Serv Reps are paid at a Clerical Group 7 rate, while Telesales employees are paid at a Group 4 or 5 rate). The immediate issue was the suspension of eight call centre employees over refusal to do the disputed work.

Telus applied to the Canada Industrial Relations Board (CIRB) to have the employees ordered back to work.

Following a hearing into the dispute August 23, the CIRB did declare the walkout an "unlawful job action" and ordered the workers back. However, the Board also ordered a 15-day cooling off period for both sides to try to resolve the dispute, during which time the company was not allowed to assign the disputed work.

The Union was pleased with the Board decision to order the cooling-off period as part of its overall finding.

During the cooling off period, the parties agreed to an expedited arbitration in front of Mr. Munro.

One issue in dispute which flowed out of the job action involved the question of discipline. As the dispute was ending, the company's media relations manager said the company planned no disciplinary action, but almost immediately after, letters of discipline were mailed out to some of the workers involved in the dispute, and all those who participated lost an ATO day or equivalent.

Contact shop steward when filing grievance

New members from Alberta are strongly encouraged to contact their shop steward or local executive member when they have a grievance or a workplace situation that requires Union attention.

That is the proper procedure for a member to follow, rather than directly contacting the Union office with the problem.

The shop steward or local executive member can of course then contact the Union office for assistance or advice in dealing with the grievance or workplace problem, should that be necessary, but it is preferable for the member to make the initial contact with the Local representative.

Dealing through the Local representative rather than the Union office is usually to the member's advantage, as the local person is more likely to be fully aware of the circumstances of the situation, and of the personnel involved, and it is important to have someone in your workplace working on your behalf. It also gives the Union office more time to deal with broader issues, and to keep in contact with Local officials.

TWU Locals

We want to hear from you!

The Transmitter would like to receive more news from union locals.

What's happening in your local that might be of interest to other union members? Upcoming events, local activities, concerns, issues you'd like to raise . . . Interesting things your fellow-workers may be doing – in the union or in the community.

Let us know about it!

We are also interested in announcements of retirements of long-time members.

Take the information to your local secretary-treasurer or your local Transmitter liaison person, or forward it directly to:

Transmitter Editor
5261 Lane Street
Burnaby, B.C. V5H 4A6

or telephone 604-437-8601
or fax 604-435-7760.



Health and Safety representatives from locals around B.C. attend H&S seminar in June

CHRC moving ahead with TWU pay equity complaint against Telus

The Canadian Human Rights Commission is moving ahead with the TWU pay equity complaint against Telus.

The Commission is finalizing a Job Evaluation Plan, and is finalizing the process for a pay equity study, which will use the Plan.

As we reported in the June Transmitter:

"During the last week of March, CHRC investigators came to B.C. to conduct preliminary evaluations and tour a variety of Telus jobs in the Lower Mainland."

"Despite a number of initiatives to attempt to jointly determine the extent of the gender-based wage gap at BC TEL, the company continues to resist any participation in resolution of the complaint, so the CHRC has decided to press forward with our complaint without the company's co-operation."

"The Commission is developing their own job information questionnaire and job evaluation plan, (not a Telus plan, as reported in the June article) and when it is complete, they intend to do a pay equity study of BC TEL workers. The March 2000 visit was designed to allow them to see the wide range of work done by TWU members and to pilot test the job evaluation tools they are developing. The Commission started with a sample of 22 jobs drawn from Plant, Clerical and Operator Services and had one incumbent from each of those jobs fill out the job information questionnaire. They then did a site visit of some of those jobs, and others, to help them fine-tune the Plan. When they have completed the Plan, they will return to do the real study, which will involve a sample of 200 to 300 jobs, throughout the company. The intent is to then evaluate those jobs based on the questionnaires and determine the gender-based wage gap."

"The Commission is developing their own job information questionnaire and job evaluation plan, (not a Telus plan, as reported in the June article) and when it is complete, they intend to do a pay equity study of BC TEL workers. The March 2000 visit was designed to allow them to see the wide range of work done by TWU members and to pilot test the job evaluation tools they are developing. The Commission started with a sample of 22 jobs drawn from Plant, Clerical and Operator Services and had one incumbent from each of those jobs fill out the job information questionnaire. They then did a site visit of some of those jobs, and others, to help them fine-tune the Plan. When they have completed the Plan, they will return to do the real study, which will involve a sample of 200 to 300 jobs, throughout the company. The intent is to then evaluate those jobs based on the questionnaires and determine the gender-based wage gap."

Now, in finalizing the process, the Commission is determining the sample, which will include 200 to 300 employees, randomly selected within each pay band or group. In order to obtain a representative sample, the Commission has chosen as the sample areas the Lower Mainland, Prince George and North Island.

Selected members will receive a letter direct from the Commission, probably late this fall, explaining the process. Arrangements will be made for the selected members to spend one day with the Commission to do the questionnaire on their job duties. (The Commission's target date is January 2001).

Business Agent Karen Whitfield says the Union is pleased the Commission is proceeding despite the reluctance of Telus, and we encourage members to participate fully.

The June Transmitter article also touched on the pay equity complaint brought against Bell Canada by the Unions, the CEP and CTEA. We incorrectly reported that the parties had negotiated a settlement which had provided a pay equity payment to the members at Bell. In fact, the settlement negotiated by the parties was rejected by the members at CEP and CTEA. The Bell case continues at the Human Rights Tribunal.

Health and Safety changes adopted by Parliament

Health and Safety Officer Tim Williams reports that proposed changes to Part 2 of the Canada Labour Code dealing with health and safety have been adopted by Parliament and became law September 30.

The legislation, Bill C-12, provides a number of improvements to the law, including:

- An expanded role for health and safety committees, including investigating and resolving complaints.
- New requirements for policy health and safety committees for employers with more than 300 workers. The policy committee would develop overall policies and procedures and help the workplace health and safety committee.
- Refinements to the right to refuse, including right to refuse for pregnant and nursing mothers.
- Provision for development of regulations on prevention programs, violence and ergonomics.

Job Evaluation update

The TWU Clerical Job Evaluation Working Committee would like to bring members up-to-date on the status of the Committee.

The Committee consists of the following members: Janet Reid, Local 20; Heather Ryall, Local 23; Anita Thompson, Local 50, and Shelagh White, Local 50. The Steering Committee members are Karen Whitfield and Neil Morrison, with Kathy Pearn as alternate.

The Committee completed the review of backlog jobs in February 2000. At that point, Telus' obligation to pay for the committee ended and the committee moved from the company headquarters building to the Union Office. The committee, which did not meet during the merger campaign, resumed meeting August 21.

The mandate of the committee will be the review of the ongoing jobs for consistent application of the PAR plan, as well as reasonableness of pre-requisites.

The backlog were all the jobs that had pending re-evaluation requests on file prior to 1992. There were 262 in that category.

The ongoing are all other jobs covered by job evaluation in clerical. The Committee will do a shorter review of these jobs, paying particular attention to pre-requisites, while keeping an eye on consistent application of the plan.

Those jobs that were disputed by the members will still get a full review.

CIRB hearing on unresolved issues

On September 18, the Canada Industrial Relations Board began hearings dealing with issues relating to the February 2000 mediated settlement signed by Telus and the TWU that resulted in the CIRB order reshaping the five former BC Tel and Alberta Telus bargaining unit into one.

In a bulletin September 19 relating to the hearings, Telus stated the company "regrets the TWU attempts to move away from the mediated settlement sanctioned by the Board in February."

President Rod Hiebert says the Telus allegation is simply untrue. "The fact is that there were some unresolved issues in the February settlement, and these hearings are an attempt to resolve those unresolved issues – a process that the parties agreed to."

The same bulletin also states that Telus and the TWU have exchanged the required documents to start the bargaining process. Hiebert explains that the documents referred to are letters required by the Labour Code before bargaining can commence. There has been no exchange of proposals, and no date has yet been set for the start of negotiations.

As we go to press, we are awaiting the CIRB decision on the outstanding issues.



RETROACTIVE LUMP-SUM PAYMENTS

The 1999 Federal Budget proposes that individuals receiving qualifying retroactive lump sum payments of \$3,000 or more after 1994 will be allowed a special mechanism to compute the tax.

In an April 21, 1999 Ministerial Letter, Revenue Canada notes that requests for adjustments will be handled by the Taxation Centre, upon request by the taxpayer.

Revenue Canada also ask for a statement from the payor which:

1. Indicates the year in which the payment was made.
2. Describes the payment and its circumstances.
3. Provides a breakdown between principal and interest, and
4. Identifies the principal amount that relates to the current and each of the preceding years.

If you believe you qualify, contact the company payroll department.

Internet gap growing

From an August 17 Canadian Press report.

The gap between Internet haves and have-nots has been growing, and as more public information and private services move to the Web, low-income Canadians could be left in the digital dust.

A new government-funded study obtained by the *Toronto Star* showed a growing digital divide between the country's rich and poor, despite attempts at all levels of government to bridge the chasm.

"It's getting worse," said Andrew Reddick, director of research at the Public Interest Advocacy Centre in Ottawa. Reddick was principal author of the report, entitled "The Dual Digital Divide: The Information Highway in Canada."

Reddick said the implications become more serious as the Internet moves from being a novelty to a mainstream way of gathering information and conduction business.

Many job hunters use Web sites where thousands of positions are more likely to be listed than in the classified section of a local newspaper.

Reddick said governments and business should preserve traditional information channels while finding new ways to give low-income groups Internet access and training.

As part of Van Tel Credit Union's commitment to its members and the TWU community, the credit union established a foundation in 1998.

The goal of the Van Tel Credit Union Foundation is to stimulate interest in volunteering and to promote community involvement.

The focus is on non-profit youth and environment programs, as well as those that strive toward community enhancement and crime prevention. The Foundation was created to provide funding for such projects in our communities and to serve as a place where donations can grow and be made available to future generations.

The Van Tel Credit Union Foundation launched its call for applications in August. Posters were distributed to Telus locations across the province and brochures were mailed to all Van Tel members, Telus employees in B.C., Telus Retirees and other members of the TWU.

A number of grants ranging from \$250 to \$2,500 will be granted annually. To qualify for a grant this year, applications must be received by the Foundation no later than October 15, 2000. Call 430-3221 or 1-800-663-1557 for more information or to request an application package. See www.vantel.com for future announcements.

Telus expands wireless with Clearnet purchase

Telus made a major leap forward in August in expanding its wireless operations across Canada with the "friendly takeover" of Clearnet Communications Inc.

The acquisition, reported to cost \$6.6 billion, will bring an additional 2,600 employees under Telus' wing.

Telus has indicated that Clearnet will not be run as a separate company; rather, the operation of Clearnet will be integrated with the existing wireless operation owned by Telus.

In a meeting with Telus officials shortly after the acquisition was announced, TWU officers emphasized the Union position that the new employees should be covered by the existing TWU bargaining certificate. The company would not state its position on labour relations issues.

The deal is set to close in October. Union Vice-President Neil Morrison indicated at the meeting that the company will need the Union's co-operation for the deal to proceed and for the integrated company to operate smoothly.

In a news release August 21, Telus outlined the deal in some detail. The company stated:

In what will be the largest acquisition in Canadian telecommunications history, Telus Corporation has agreed to offer to acquire all of the shares of national digital wireless company Clearnet Communications Inc.

The combined entity will be a leader in the fast-growing market for national wireless voice, data and Internet services. The combination of Telus' and Clearnet's wireless operations will produce the largest wireless company in Canada in terms of annual revenue, customer growth and wireless spectrum position.

The transaction, valued at \$6.6 billion, will unite Canada's leading wireless company with the country's most dynamic national wireless company. This deal is a major advance in building Telus into the leading Canadian provider of advanced, integrated communications, with more than 1.8 million customers, a licence to provide coverage to 30.7 million potential customers and existing digital network coverage for more than 21 million potential customers coast-to-coast.

George Cope, President and CEO of Clearnet, will assume leadership of the combined wireless entity as its President and CEO.

Members of the Telecommunication Workers Pension Plan Eligible to Purchase Days of Pay in 2000

The TWPP Administration Office is in the process of sending letters to members who appear on their records to be short Days of Pay in 2000 and are eligible to purchase.

In order to obtain a full year of membership service, a total of 250 Days of Pay are required. If you project you will not have worked the required number of days by the last payroll period in 2000 and have not received a letter by October 15, contact the Administration Office.

The Administration Office is also available to assist any member who needs additional information with respect to their eligibility to purchase service in 2000.

The Administration Office phone number is (604) 430-1317.

Great Financial Plans



By **BILL BILES, CFP**
Financial Planner
Van Tel Credit Union

Response to my article in the last issue of the TWU Transmitter was fantastic. I enjoyed receiving and responding to your questions, the overwhelming majority of which concerned "Retirement" and "Investments". I have written an article describing the basics of "Retirement Planning" for the latest issue of the "Van Teller", our regular Van Tel Credit Union newsletter, and would happily send a copy to any reader here who is not a member of Van Tel (misguided as you may be!). With this space today, I'll address some of the basics of building an Investment Portfolio.

The first basic is detailing precisely what you are investing for, and by when. For example: your retirement in ten years; your children's education in seven years; or your new car in two years. I'm still working on the speedboat I mentioned last time!

The second basic is finding out who you are as an investor, or establishing your "investor profile". Details such as: your investment literacy, risk tolerance, and experience; your age, income and tax bracket; and the size of your portfolio and investment horizon (or time frame) are significant factors in determining what portion of your investments should be dedicated to Safety, Income and Growth. Everyone should have some percentage of their investment portfolio in each of these three asset classes.

The next basic is selecting quality investments that are appropriate for each asset class. For "Safety" one might use short-term deposits, Canada Savings Bonds or money market funds. These investments have a high degree of liquidity and often feature some element of government guarantee. For "Income" one might use longer-term deposits, bonds, debentures, or income-oriented mutual funds. And for the "Growth" component, most people use individual equities (i.e. stocks) or equity-based mutual funds.

Selecting individual funds for each of the specific types of investments is a process of finding those that outperform the established benchmark for each asset class. For example, if you were buying a Canadian Equity Fund, you would like it to outperform the TSE 300 index over the long term. A U.S. Equity Fund should beat the S&P 500 Index. Most investment advisors have the tracking software to show you how well the investments they are suggesting you purchase have performed over the past one, three, five, 10 and 15 years (or since inception).

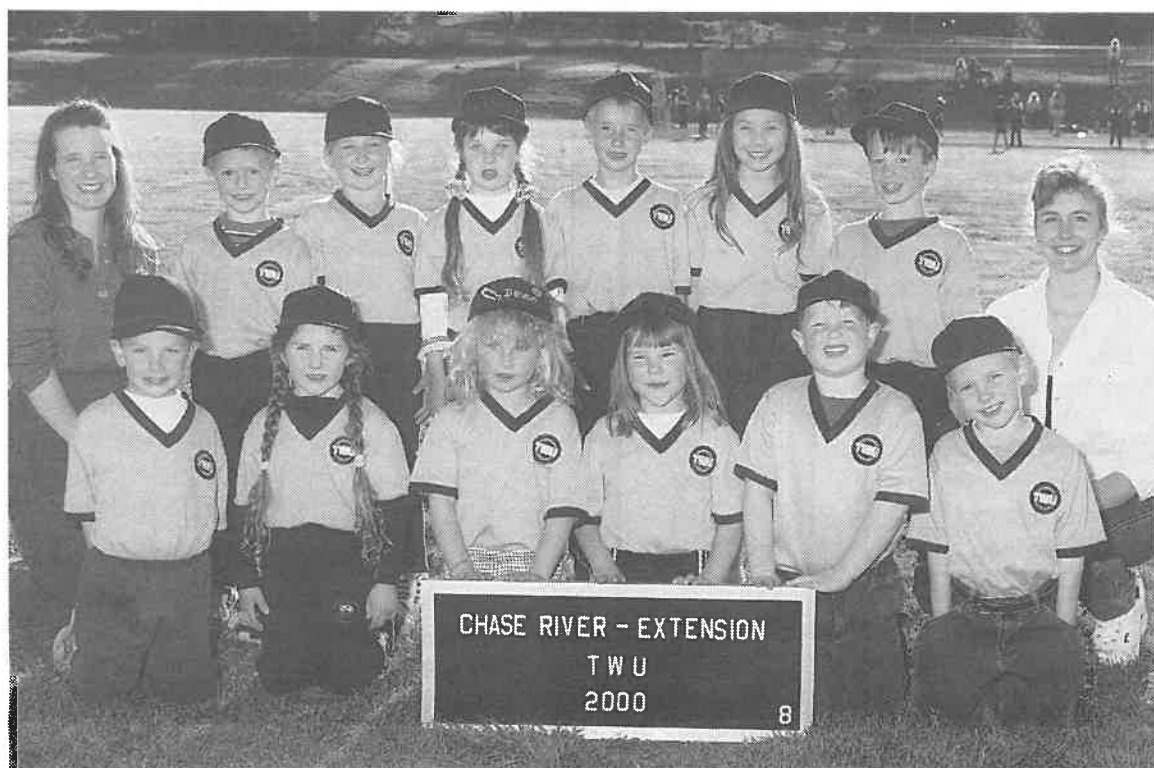
I have met many market-shy savers who shun the equity markets due to some past bad experience. They bought a mutual fund one-month before the October crash in 1987, or the only stocks they have ever owned were BCRIC shares. The scary truth is that if you've only invested in CSBs over the last ten years, you've received an average rate of return of 5.5%, compounded annually. Five-year GICs (or term deposits) have featured a slightly better 6.5% return over the same ten-year period. The TSE 300, however, with all its ups and downs, has returned 14% annually, and the S&P 500 have returned over 20% per year. Naturally, the markets go up and down and the returns are not the same year to year and can never be guaranteed to be positive over a short period of time, but given five to ten years it is virtually impossible to find a fund that has a negative return. Want proof? Come and see me or visit your own fund-tracking site (like Globefund or Morningstar).

By mixing Income and Safety investments with the Growth, you reduce some of the volatility of a pure equity portfolio while you retain some of the higher return potential. If you are building your wealth on GIC rates alone, you'll give up 3% to inflation and 2-3% to taxes. You end up doing all the work, your investments very little. Add some Growth investments and watch the long-term returns add real value to your portfolios. When you also take into account the advantaged tax treatment of capital gains and dividends, the riskiest part of investing becomes *not having* any Growth investments.

The final basic is reviewing your investment goals and performance regularly. After all, the whole idea is to be able to buy that speedbo..., I mean, finance that retirement!

Happy investing and keep those questions coming.

Remember to forward questions to Bill Biles by telephone at (604) 656-6289, by fax at (604) 656-6299, or by email at bbiles@vantel.com.



Verizon workers gain major organizing rights after 2-week walkout

Compiled from news reports

Verizon Communications, the largest provider of local telephone services in the United States, signed an agreement in late August settling a two-week walkout by its two largest unions, the Communications Workers of America (CWA) and the IBEW.

The strike involved some 87,000 Verizon workers in its former 13-state territory of Bell Atlantic in the eastern U.S. The CWA and IBEW represent telephone company billing clerks, customer service operators and installation workers. Workers in the former GTE parts of Verizon, mostly in the West and Midwest, were not involved.

The Verizon contract provides workers with 12 per cent pay raises and 14.7 per cent pension improvements over three years, stock options and performance-based bonuses. The Union also gained access to jobs in the company's fast-growing wireless and high-speed Internet operations.

The company won greater flexibility in juggling work-

loads and balancing the high volume of calls across its call centres.

The issue likely to have the greatest long-term impact was resolved early in the walkout – the Union's right to organize Verizon's fast-growing wireless division, where fewer than 50 of about 32,000 employees are union members.

The new deal will let unions organize Verizon Wireless through "card checks" that allow potential members to indicate their desire to join simply by signing a card. Traditionally, unions had to hold long, bureaucratic elections to enter a workplace.

The deal was a valuable achievement for CWA, the most aggressive union at organizing in new economy industries. The ability to gather members quickly in Verizon Wireless represents the CWA's biggest inroad yet into high tech.

CWA membership has jumped 20 per cent in the past five years, to more than 600,000.

Our Union will continue to grow with our employers

**By Rod Hiebert,
President, TWU**

Last spring, Telus workers voted for TWU and formed a single bargaining unit covering some 17,000 workers in British Columbia and Alberta. We are very gratified by the results of this vote and we are well aware of the magnitude of the job that lies ahead.

More importantly, this solid support gives us the mandate that we need to move our union forward in this new era. Telecommunications workers are affected by many changes in the industry.

Greater competition, both domestic and foreign, advanced technologies and the explosive growth of the Internet pose many challenges for us. **We also must fight to make sure that the jobs created by this industry are good-paying, high-skilled union jobs.**

These developments also mean many changes for all Canadians in the ways we work and live. As representatives of the workers who stand on the frontiers of tomorrow, TWU members feel a special responsibility to speak out on these

issues and to alert Canadians about how new information technologies will change life for them.

I want to give you a glimpse of the future.

Telus, for example, recently acquired 70 per cent of QuebecTel, which allows the company to accelerate its competitive entry into Quebec. Telus is truly a national telecommunications service provider and now the second largest telecommunications company in Canada.

The company is moving into many new ventures. Just this month, Nortel Networks, Telus Mobility and Redknee.com showcased a fully operational "in vehicle" mobile solution called AIME (Advanced Intelligent Mobile Entertainment) that delivers Wireless Internet, personalized information and streaming multimedia content into automobiles. In the future, you will buy cars with Internet access as standard equipment.

Telus also signed an agreement with Blockbuster Inc. and Enron Broadband Services to conduct a trial service of streamed real-time video in

early 2001 in B.C. The service will deliver feature-length movies from Blockbuster to the televisions of 5,000 Telus high-speed Internet customers.

These are just a few of the innovations Telus is planning, and other companies are embarking on similar ventures. We have opened up Canada's marketplace to both domestic and international competition. The list of players now reads like a phone book of telecommunications companies, both large and small, Canadian and foreign.

For better or worse, competition is evident or beginning to take hold in most segments of the Canadian telecommunications business. The Canadian Radio-Television and Telecommunications Commission reports:

- As of October 1999, eight competitive Local Exchange Carriers (CLECs) were offering service in Canada. Another 18 companies have been recognized as CLECs by the Commission but have not yet completed all requirements. This is in addition to the former monopoly telephone companies

that now compete in this new competitive market.

- As of October 1999, 311 competitive pay phone providers have registered with the Commission.

- As of October 1999, the Commission has introduced 135 international telecommunications licences.

- The CRTC approved applications by three major telephone companies for broadcast distribution licences to conduct marketing and technical trials of broadcasting services.

- Other new competitive services have been introduced. In addition to PCS, satellite service and land networks, through government action, Canada has a provider with a national LMCS licence in the first states of its rollout.

In all, there are about 5,600 broadcasters and 85 telecommunications providers. The services the companies and our members provide are essential to us.

Our commission infrastructure plays a vital role in our economy and our culture as Canada is the second largest

country in square miles in the world, after Russia. Such a small population spread over an enormous territory creates many challenges. TWU members are building and maintaining a world-class information technology infrastructure to link us.

Because of our skills, Canada is now one of the most connected nations in the world. Today, 98 per cent of Canadian households have access to telephone service. Almost 40 per cent of Canadian households are connected to the Internet and 10 per cent of them have access to broadband highways. This figure doubled in 18 months.

Amid these vast changes, TWU is committed to fight for high-skill, high-wage jobs for Canadians today and future generations. We are building tomorrow's Canada. Our union will continue to grow with our employers and create a new information age the likes of which the world has never seen.

**Reprinted from:
AIL Labour Agenda
(Canadian edition),
August 2000**

TELECOMMUNICATION WORKERS PENSION PLAN
DECEMBER 31, 1999
REAL ESTATE INVESTMENTS

ABE AC	BOOK VALUE AT DEC 31, 1999	MARKET VALUE ADJUSTMENTS DEC 31, 1991	MARKET VALUE ADJUSTMENTS DEC 31, 1992	MARKET VALUE ADJUSTMENTS DEC 31, 1993	MARKET VALUE ADJUSTMENTS DEC 31, 1994	MARKET VALUE ADJUSTMENTS DEC 31, 1995	MARKET VALUE ADJUSTMENTS DEC 31, 1996	MARKET VALUE ADJUSTMENTS DEC 31, 1997	MARKET VALUE ADJUSTMENTS DEC 31, 1998	MARKET VALUE ADJUSTMENTS DEC 31, 1999	MARKET VALUE ADJUSTMENTS DEC 31, 1996	MARKET VALUE ADJUSTMENTS DEC 31, 1997	MARKET VALUE ADJUSTMENTS DEC 31, 1998	MARKET VALUE ADJUSTMENTS DEC 31, 1999	TOTAL MARKET VALUE ADJUSTMENTS	MARKET VALUE AT DEC 31, 1999
VLC LEASEHOLDS	136,500	0	988,260	0	0	0	0	0	(294,840)	0	0	0	(294,840)	0	693,420	829,920
CONCERT REC	44,989,259	3,000,000	3,300,000	3,888,500	0	0	1,478,241	416,687	(2,499,533)	(1,874,651)	1,478,241	416,687	(2,499,533)	(1,874,651)	7,709,244	52,698,503
BAMBERTON JT VENTURE	9,492,600	0	580,000	365,000	0	0	0	(8,107,600)	0	(330,000)	0	(8,107,600)	0	(330,000)	(7,492,600)	2,000,000
INTRAVEST	1,077,206	0	0	99,999	116,000	129,000	0	0	0	(292,005)	0	0	0	(292,005)	54,994	1,132,200
PACIFIC POINT	11,255,727	2,443,697	1,445,931	848,645	1,961,000	2,191,600	0	0	0	(87)	0	0	0	(87)	8,890,786	20,146,513
	66,951,292	5,443,697	6,314,191	5,202,144	2,079,000	2,320,600	1,478,241	(7,690,913)	(2,794,373)	(2,496,743)	1,478,241	(7,690,913)	(2,794,373)	(2,496,743)	9,855,844	76,807,136
MORTGAGE FUND ONE	60,000,000	0	117,664	1,658,790	2,483,271	3,869,220	3,392,405	3,453,522	3,877,745	1,672,195	3,392,405	3,453,522	3,877,745	1,672,195	20,524,812	80,524,812
FULLERTON MORTGAGE	8,000,000	0	0	0	0	0	0	665,000	693,000	750,000	0	665,000	693,000	750,000	2,108,000	10,108,000
	68,000,000	0	117,664	1,658,790	2,483,271	3,869,220	3,392,405	4,118,522	4,570,745	2,422,195	3,392,405	4,118,522	4,570,745	2,422,195	22,632,812	90,632,812

TELECOMMUNICATION WORKERS PENSION PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 1999

	(\$000'S)
VALUE OF PLAN AT DECEMBER 31, 1998	1,783,121
ADD:	
INVESTMENT INCOME (NOTE 1)	39,867
CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS (NOTE 1)	(205,596)
CONTRIBUTIONS - EMPLOYERS'	51,730
CONTRIBUTIONS - PLAN PARTICIPANTS	23,864
INCOME FROM BROKERAGE PROGRAM	0
INCOME FROM SECURITIES LENDING PROGRAM	421
	(89,714)
LESS:	
PLAN BENEFITS:	
RETIREMENTS	63,265
TERMINATIONS	1,684
DEATHS	467
RETURN OF EMPLOYEES' VOLUNTARY CONTRIBUTIONS	128
	65,544
PLAN EXPENSES:	
INVESTMENT MANAGEMENT FEES	1,684
COMPUTER SERVICES	1,365
SALARIES AND EMPLOYEE BENEFITS	507
ACTUARIAL AND CONSULTING	805
GOODS & SERVICES TAX	274
CUSTODIAL FEES	148
OFFICE SUPPLIES AND RENT	127
PROFESSIONAL FEES	124
PRINTING, STATIONERY, POSTAGE AND TELEPHONE	65
SECURITY	(8)
FILING FEES	57
CONSULTANT FEES	0
INSURANCE	25
TRUSTEE MEETINGS	19
ADMINISTRATIVE RECOVERIES AND DIRECTORS' FEES	(37)
GOODS & SERVICES TAX RECOVERY	(150)
	5,005
VALUE OF PLAN AT DECEMBER 31, 1999	\$1,622,858

DESCRIPTION OF NET ASSETS	
CASH	7,398
ACCURED INVESTMENT INCOME	7,266
PREFERRED & COMMON STOCK	96
BONDS	1,381,650
GUARANTEED INVESTMENT CERTIFICATES	8,193
MORTGAGES	21,816
SHORT-TERM NOTES	20,997
OTHER INVESTMENTS	167,441
CONTRIBUTIONS RECEIVABLE	9,009
ACCOUNTS RECEIVABLE	493
	1,624,359
LESS LIABILITIES:	
ACCOUNTS PAYABLE	1,116
BENEFITS PAYABLE	385
	1,501
NET ASSETS	\$1,622,858

- NOTES:
- INVESTMENT INCOME INCLUDES ALL INTEREST AND DIVIDEND INCOME RECEIVED DURING THE YEAR. CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS INCLUDES ALL REALIZED AND UNREALIZED CAPITAL GAINS AND REAL ESTATE ADJUSTMENTS.
 - THIS CONDENSED STATEMENT HAS BEEN PREPARED FROM THE AUDITOR'S ANNUAL REPORT TO THE TRUSTEES. A COMPLETE COPY OF THE AUDITOR'S REPORT MAY BE OBTAINED FROM THE PENSION PLAN OFFICE AT THE ADDRESS LISTED BELOW.
 - ACTUARIAL VALUATIONS OF THE PLAN ARE CARRIED OUT BY THE PLAN ACTUARY EVERY THREE YEARS TO DETERMINE ITS FINANCIAL CONDITION AND ASSIST THE TRUSTEES WITH POSSIBLE BENEFIT IMPROVEMENTS. THE LAST SUCH ACTUARIAL VALUATION WAS CARRIED OUT AS OF JANUARY 1, 1999.

FOR ANY ADDITIONAL INFORMATION ON THE PLAN PLEASE CONTACT THE PENSION OFFICE, #303 - 4603 Kingsway, BURNABY, B.C. V5H 4M4 (430-1317)

**TELECOMMUNICATION WORKERS LTD PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
YEAR ENDED DECEMBER 31, 1999**

1999

VALUE OF PLAN AT DECEMBER 31, 1998

\$44,255,510

ADD:

INVESTMENT INCOME (NOTE 2)	1,805,527
CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS (NOTE 2)	(3,824,436)
EMPLOYERS' CONTRIBUTIONS	1,288,010
	(730,899)

DEDUCT:

PLAN BENEFITS:	
DISABILITIES	3,221,785

PLAN EXPENSES:

RENT, PARKING AND SECURITY	47,113
ACTUARIAL AND CONSULTING	43,142
INVESTMENT MANAGEMENT FEES	31,757
PROFESSIONAL FEES	30,300
SALARIES	26,438
INSURANCE	24,375
GOODS & SERVICES TAX	7,691
PRINTING, STATIONERY, POSTAGE AND TELEPHONE	5,026
COMPUTER	3,825
CUSTODIAL FEES	1,000
TRUSTEE EXPENSES	776
INCOME TAX EXPENSE (RECOVERY)	(97,280)
	124,163

VALUE OF PLAN AT DECEMBER 31, 1999

\$40,178,663

DESCRIPTION OF NET ASSTS (NOTE 1)

CASH	\$420,851
CONTRIBUTIONS RECEIVABLE	150,124
ACCRUED INTEREST	285,022
SHORT TERM NOTES	2,007,437
BONDS	22,903,450
INTEREST COUPONS	14,340,571
AMOUNTS RECEIVABLE	3,536
INCOME TAXES RECEIVABLE	97,300
	40,208,291
LESS LIABILITIES:	
ACCOUNTS PAYABLE	29,628
TOTAL	\$40,178,663

NOTES:

1. ASSET VALUES HAVE BEEN DETERMINED USING MARKET VALUES FOR ALL INVESTMENTS.
2. INVESTMENT INCOME INCLUDES ALL INTEREST AND DIVIDEND INCOME RECEIVED DURING THE YEAR. CURRENT PERIOD CHANGE IN MARKET VALUE OF INVESTMENTS INCLUDES ALL REALIZED AND UNREALIZED GAINS AND LOSSES.
3. THIS CONDENSED STATEMENT HAS BEEN PREPARED FROM THE AUDITOR'S ANNUAL REPORT TO THE TRUSTEES. A COMPLETE COPY OF THE AUDITOR'S REPORT MAY BE OBTAINED FROM THE PENSION OFFICE AT THE ADDRESS LISTED BELOW.
4. THE PLAN IS TOTALLY FUNDED THROUGH EMPLOYER CONTRIBUTIONS DETERMINED BY THE TRUSTEES ON THE ADVICE OF THE PLAN'S ACTUARY AS TO THE AMOUNT REQUIRED TO MAINTAIN THE PLAN ON A SOUND ACTUARIAL BASIS.

FOR ANY ADDITIONAL INFORMATION ON THE PLAN PLEASE CONTACT THE PENSION OFFICE,
#303 - 4603 KINGSWAY, BURNABY, B.C. V5H 4M4 (604)430-1317.



Alta. LRB rules TWU 'successor employer'

The Alberta Labour Relations Board has ruled that the TWU is a successor employer to IBEW 348, and as such a Collective Agreement covering Staff Representatives working for the IBEW in Alberta remains in effect and applies to the TWU.

That means that a severance package for the IBEW Staff Representatives, involving a substantial amount of money, becomes the responsibility of the TWU.

The IBEW Staff Representatives were not represented by a Union until November 1999, when the Plumbers and Pipefitters Local 488 was certified as their bargaining agent. The first collective agreement covering the Staff Representatives between the Plumbers Local 488 and IBEW Local 348 was not signed until April 17, 2000, just as the Telus representation vote between the IBEW and TWU was getting underway.

The TWU has argued in front of the Alberta LRB that the TWU should not be considered the successor employer. Among the arguments the TWU put forward were the following: One, given the timing of the agreement, the Plumbers Local 488 and IBEW Local 348 had bargained the agreement in bad faith, with both parties knowing full well it was unlikely the IBEW would have to implement the terms of the agreement, and that the TWU would be forced to make good on an agreement it had no part in bargaining. And Two, that although Local 348 lost the Telus employees to the TWU as members through the representation vote, the IBEW Local continues to exist and to represent workers of other employers, and hence remains the employer of the Staff Representatives.

However, on September 11, the Alberta LRB handed down a ruling with brief reasons, that the TWU is the successor employer and that "the collective agreement concluded April 17, 2000 between Local 488 and IBEW Local 348 binds the TWU."

TWU Secretary-Treasurer Kathy Pearn says the Alberta LRB ruling appears to leave the TWU with the option of paying them the amount of severance pay in their April 2000 agreement with the IBEW.

Pearn says the TWU is awaiting final word on the amount of severance due each employee, and is also awaiting detailed reasons from the Board.

Payne new head of CEP

CEP/CALM

Brian Payne became president of the 150,000-member Communications, Energy and Paperworkers Union (CEP) on July 1.

Payne was designated by CEP's executive board to replace retiring president Fred Pomeroy until the union's September convention, where Payne will seek election.

Payne began his working career at the Crofton Pulp and Paper Mill in 1966, where he soon became a union activist and president of the Canadian Paperworkers' Union Local 1132. In 1978, he became a staff representative, and in 1992, he was elected regional vice-president. In 1994, he became vice-president, Western Region, of CEP.

His other duties have included serving as a vice-president of the BC Federation of Labour and serving six years on the Board of Governors of Simon Fraser University.

Women rally in Ottawa October 15

Canadian participation in the "World March of Women 2000" will culminate in mid-October with a mass rally in Ottawa.

The objectives of the March are to end poverty and violence in women's lives.

The March has been endorsed by over 135 countries and 2200 organizations. Hundreds of Canadian women's organizations, social justice, church, student and labour groups are among them. BC women labour activists, including TWU members, have been involved in a major way.

Among the events scheduled for October are:

- A conference on Violence against Women in Ottawa, organized by the Canadian Association of Sexual Assault Centres.
- A mass rally in Ottawa October 15, where women from across Canada will gather to present their demands to the federal government.
- October 17, Ottawa lobby of political parties and MP's on the Canadian demands of the March.
- October 15-17, a delegation of women from Canada will participate in international events at the World Bank and the IMF head offices in Washington October 15 and at the UN in New York October 17.

ICFTU statement insists on Trade Union rights

ICFTU Trade Union World/CALM

In a statement on "Organizing International Solidarity" adopted by a congress of the International Confederation of Free Trade Unions, delegates recognized that the future, strength and vitality of unions depends on the ability of workers to form and join trade unions. Organizing workers in trade unions must remain an absolute priority.

Trade union action often requires recognition of the international nature of much of the economy, stresses the statement, pointing to the growing role of the multinationals. It also insists on the need to adapt workers' rights to the new forms of working in order to protect them more effectively and to ensure support for workers in the informal sector.

The statement advocates social dialogue, which so far has been largely missing from globalization. It commits the ICFTU to closely follow developments with respect to the proliferation of codes of conduct, ensuring that the content of these codes reflect the fundamental principles of the ILO and that their implementation is monitored and verified.

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TELECOMMUNICATION WORKERS BENEFIT PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
YEAR ENDED DECEMBER 31, 1999

	PART A	PARTS B&C	PART D	PART E	TOTAL
VALUE OF FUND AT DECEMBER 31, 1998	(\$541,506)	\$19,475,098	\$36,296	\$1,370	\$18,971,258
ADD (DEDUCT):					
CONTRIBUTIONS IN YEAR					
BY PARTICIPANTS	569,873	3,442,182	568,554	12,985	\$4,593,594
INVESTMENT INCOME	29,575	(1,189,680)	(4,308)	0	(1,164,413)
RESERVE TRANSFER	0	0	92,164	0	92,164
EXPERIENCE DEFICIT FROM					
GROUP LIFE POLICIES (NOTE 2)	0	(176,712)	0	0	(176,712)
SURVIVOR INCOME BENEFIT STOP LOSS CHARGE (NOTE 2)	0	(40,232)	0	0	(40,232)
GROUP LIFE PREMIUMS	(339,674)	(618,514)	(38,831)	(2,000)	(999,019)
WAGE INDEMNITY CLAIMS	0	(1,497,326)	(72,111)	0	(1,569,437)
SURVIVOR INCOME BENEFIT CLAIMS	0	(1,154,021)	0	0	(1,154,021)
EMPLOYEES ASSISTANCE PROGRAM PREMIUMS	0	0	(4,077)	0	(4,077)
LONG-TERM DISABILITY PREMIUMS	0	0	0	(4,360)	(4,360)
DEPENDENT LIFE PREMIUMS	0	0	(7,264)	0	(7,264)
ACCIDENTAL DEATH AND DISMEMBERMENT PREMIUMS	0	0	(6,472)	0	(6,472)
EMERGENCY TRAVEL ASSISTANCE PREMIUMS	0	0	(647)	0	(647)
EXTENDED HEALTH CLAIMS	0	0	(134,594)	(3,178)	(137,772)
DENTAL CLAIMS	0	0	(116,885)	0	(116,885)
LONG-TERM DISABILITY CLAIMS	0	0	(15,031)	0	(15,031)
MEDICAL SERVICES PLAN PREMIUMS	0	0	(102,585)	0	(102,585)
INTEREST EXPENSE	0	(7,934)	0	0	(7,934)
ADMINISTRATIVE EXPENDITURES	(100,599)	(607,642)	(100,366)	(2,291)	(810,898)
INCOME TAX EXPENSE	0	(138,595)	0	0	(138,595)
INTERNAL STOP-LOSS CHARGE	0	(1,071)	1,071	0	0
INTERNAL STOP-LOSS TRANSFER RELATED TO EXPERIENCE	0	18,325	(18,325)	0	0

VALUE OF FUND AT DECEMBER 31, 1999	(\$382,331)	\$17,503,878	\$76,589	\$2,526	\$17,200,662
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TELECOMMUNICATION WORKERS BENEFIT PLAN
CONDENSED ANNUAL FINANCIAL STATEMENT
YEAR ENDED DECEMBER 31, 1999

DESCRIPTION OF ASSETS – PARTS A, B&C, D AND E

CASH, INVESTMENTS AND	
ACCRUED INTEREST RECEIVABLE	\$17,738,064
CONTRIBUTIONS RECEIVABLE	359,181
CLAIM RECOVERIES RECEIVABLE	38,384
PREPAID SURVIVOR INCOME BENEFITS	82,907
LESS:	
ACCOUNTS PAYABLE	(59,149)
PREMIUMS AND BENEFITS PAYABLE	(276,774)
DUE TO THE TELECOMMUNICATION WORKERS	
PENSION PLAN	(321,403)
DUE TO THE GREAT WEST LIFE ASSURANCE COMPANY (NOTE 2)	(221,953)
INCOME TAX PAYABLE	(138,595)
FUND EQUITY	\$17,200,662

NOTES:

- 1) THIS CONDENSED STATEMENT HAS BEEN PREPARED FROM THE AUDITOR'S ANNUAL REPORT TO THE TRUSTEES
- 2) DUE TO THE GREAT WEST LIFE ASSURANCE COMPANY THE GROUP LIFE POLICIES HAVE A FISCAL YEAR ENDING JULY 31. AT JULY 31, 1999 THE POLICIES EXPERIENCED A NET DEFICIT OF \$176,712. THERE IS \$40,232 DUE TO THE GREAT WEST LIFE ASSURANCE COMPANY WHICH REPRESENTS A SURVIVOR INCOME BENEFIT STOP LOSS CHARGE. THE TOTAL AMOUNT PAYABLE, INCLUDING INTEREST WAS \$221,953.
- 3) THE AMOUNT SHOWN AS FUND EQUITY DOES NOT REFLECT THE REQUIRED RESERVES THAT MUST BE HELD FOR VARIOUS LIABILITIES AND OBLIGATIONS OF THE TRUST FUND IN RESPECT OF INCURRED CLAIMS.
- 4) ALLOCATION OF REVENUES AND EXPENSES
THE REVENUES AND EXPENSES HAVE BEEN ALLOCATED TO PART A, PARTS B&C, PART D AND PART E OF THE PLAN AS FOLLOWS:
(A) INVESTMENT INCOME:
INVESTMENT INCOME HAS BEEN ALLOCATED IN PROPORTION TO AVERAGE FUND EQUITY.
(B) ADMINISTRATIVE EXPENDITURES:
ADMINISTRATIVE EXPENDITURES COMMON TO THE PARTS OF THE PLAN HAVE BEEN ALLOCATED IN PROPORTION TO CONTRIBUTIONS.

FOR ANY ADDITIONAL INFORMATION PLEASE CONTACT THE TWU HEALTH AND BENEFIT OFFICE, #303, 4603 KINGSWAY, BURNABY, B.C. V5H 4M4 (430-3300)



TWU Lower Mainland boat cruise August 24. Pictures courtesy of Janet Reid.

CWA director dies at UNI meet

Eduardo Diaz, director of the international department of the Communications Workers of America, has passed away at age 41.

Diaz died suddenly of a heart attack July 19 while attending a meeting of the new international labour organization UNI in Edinburgh, Scotland. TWU President Rod Hiebert, who was also a delegate to the UNI meeting in Edinburgh, sends deep condolences on behalf of himself and the Union to the Diaz family.

Diaz was well known to many activists in the TWU. On behalf of the CWA, he attended and spoke to the TWU convention in New Westminster this March.

Diaz leaves his wife Rosie Torres and two-year-old daughter Victoria. A scholarship fund has been established in Victoria's name. Cheques should be made out to "Victoria Diaz Scholarship Fund" and mailed to:

Yvette Herrera,
CWA,
501 Third St. NW,
Washington, DC, 20001 USA

CLC seeks end to CAW rift

OTTAWA — The President of the Canadian Labour Congress is calling on the leadership of the Canadian Auto Workers to avoid taking any steps that might further escalate an internal labour rift that has placed the CAW under CLC-imposed anti-raiding sanctions.

In a news release August 17, Ken Georgetti called on the CAW President Buzz Hargrove to work within the Congress structure to find a workable solution to a situation that has seen the Autoworkers run afoul of the CLC Constitution.

The CLC President took the action following the CAW's announcement that it would hold a series of cross-Canada membership meetings to discuss its "expulsion" from the Congress.

"The CAW have not been expelled from

the CLC, and it is regrettable that a CAW news release stated that to be the case," Georgetti said.

Georgetti said the CLC was simply upholding its Constitution.

"The CAW was found by an independent third party to have violated the CLC Constitution by raiding SEIU Locals. The sanctions being applied are not arbitrary; they are in full accordance with a Constitution the Autoworkers themselves helped craft and pledged to uphold. No affiliate should be able to abrogate the Constitution arbitrarily, no matter how strongly they feel about a situation or issue," Georgetti said.

"I am calling on the CAW leadership to set the record straight and to continue working inside the labour movement to resolve this undeniably divisive issue."

CUPE again take aim at privatization of services

By Judy Darcy,
National President
Canadian Union of Public
Employees

With our groundbreaking first Annual Report on Privatization last year, CUPE documented the impact on Canadian life of increased privatization of public services. Called *Hostile Take-over*, the report examined the consequences for families and communities as quality vital services are eroded and jobs are cut.

In this year's report, *Who's Pushing Privatization*, we've dug deeper to expose the risks of private control of health care, water and schools and the higher cost to taxpayers over the short and long term. Drawing on experiences from Canada and around the world, we've demonstrated the perilous gap between the promise and performance of for-profit services.

Whether it's costly "public-private partnerships" or outright privatization, we've shown that the public interest suffers as Canadians, especially women, youth, people of colour and Aboriginal Canadians pay a heavy price.

Just recently, Nova Scotia's Tory government took time from its busy schedule of slashing vital public services and announced it was getting out of the business of public-private partnerships (P3) for schools. With 39 leaseback school contracts in place, Nova Scotia has long been recognized as Canada's leader in handing over control of public schools to corporations. But citing huge cost over-runs and concerns about accountability, the Tories reversed direction, abandoning a plan to sign contracts for 17 more P3 schools to be built in the near future. The government's P3 school program was a costly experiment that eroded the quality of public education. So, who's pushing privatization? A small but increasingly powerful cluster of corporations are peddling their vision of market driven public services at the local, provincial, national and international levels. Too often they're aided by politicians and pundits who share their ideology or their interests, out of step with the strong support among Canadians for a major reinvestment in public services. Poll after poll shows Canadians don't want public service to fall into the hands of private, for profit corporations. Nowhere is this more evident than in health care. Our Medicare system has been starved as the federal government has slashed health care funding and provinces have closed hospital beds.

Now the right claims for-profit health care is the only way out of the mess. But Canadians know that pri-

vatizing hospital services will create a two-tier health system that will be more costly and less effective. They don't want market-driven medicine where they check your purse before they check your pulse.

Instead of this shortsighted approach governments must take a leadership position by publicly financing infrastructure, fending off further privatization of public services and retaining ownership and control of services for future generations.

Health care, schools, childcare, clean water, good roads, public transit, utilities and affordable housing are all important public services that meet a range of social needs. Often taken for granted, these services are part of the infrastructure that underpins a healthy society.

Public infrastructure keeps Canada's economy working, providing services for everyone, including businesses of all sizes. Public services are particularly essential to health and welfare of low-income individuals and families. The steady decline in real incomes makes the provision of affordable, quality public services more important than ever.

Public spending on programs and investment in public infrastructure have dropped since the early 1980's. The most drastic public sector funding cuts have occurred at the federal level, where government spending has been cut by 13 per cent over the past decade, compared to an annual average growth rate of over two per cent in the preceding decade.

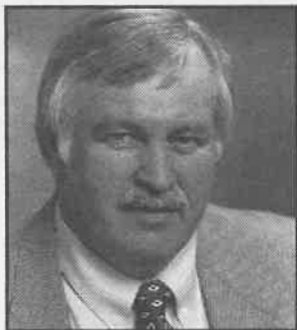
Investment in public infrastructure has also suffered. There was a striking decline in the level of investment in public infrastructure in the 90's compared to the 80's.

The average annual increase in investment in publicly owned structures and equipment has fallen considerably over the past decade.

We must reverse this trend for the future of Canada.

Privatization is often presented as the cure to whatever ails public services. But the evidence clearly demonstrates it's the wrong remedy to a self-induced illness. Canadians recognize that with investment and innovation, public delivery means higher quality and better value.

Our public services are the envy of the world and the foundation of our quality of life. Rather than diverting valuable public resources to inflate the profits of corporate giants, we should turn our collective efforts to improving public services and public infrastructure for the benefit of all. It's what Canadians want and we can do it.



Rod Heibert

President's Report

Expansion into Alberta historic moment

At the TWU bargaining convention in Burnaby in mid-September, it was my great pleasure to welcome delegates from Alberta locals for the first time.

This expansion beyond the borders of B.C. was an historic moment, and a major turning point, for the TWU.

Since my last Transmitter report, the TWU has become the bargaining agent for all unionized Telus employees. On June 30, the Canada Industrial Relations Board (CIRB) issued the order expanding the bargaining certificate to include the Telus workers in Alberta. This followed the May 26 vote count in which the TWU was chosen by more than 70 per cent of the voting members in Alberta and B.C. to represent them.

Over the summer, the TWU has been busy implementing the practical matters which

flowed from the decision. We set up offices in Edmonton and Calgary, and staffed them with Business Agents and clerical staff. We began the formal process of signing up members. We chartered 12 new locals and held founding meetings in most, with founding meetings slated for the remainder within the near future. At those meetings, the new members elected Local executives, shop stewards and convention delegates, who have already attended their first TWU convention, the September bargaining convention.

In the light of what has happened over the summer, I am more convinced than ever that the TWU was right to insist that there should be one bargaining unit to cover all unionized Telus workers. We never wavered from that conviction, and I believe it is fortunate that our view prevailed. Having

17,000 members together in one bargaining unit will give us strength and solidarity, and will enhance our bargaining position.

The Union will be heading into bargaining with Telus shortly, and I would not pretend that this will be a quick or easy process. I expect it will take time, and will require a great deal of skill and perseverance on the Union's part, before we conclude a new Collective Agreement. Bargaining is normally a complex process, and this time it is complicated.

But while I do not underestimate the difficulties ahead, I am encouraged by our success in achieving one bargaining unit, and even moreso by the evident enthusiasm of the new members from Alberta to become full partners in the TWU and to become actively engaged in the bargaining process.

The recent announcement that Telus is expanding its wireless operations through the acquisition of Clearnet Communications, bringing another 2,600 employees under the company umbrella, will also mean a significant further expansion for the TWU, as we expect to become the bargaining agent for all non-management Clearnet workers.

As corporations in the telecommunications industry merge and grow, Unions must also be prepared to expand. Moreover, in order to meet the challenge of corporate expansion and strength, I believe individual unions in the communications industry must co-operate, and must be prepared to work out joint strategies in dealing with the employer.

That's one of the reasons I am a strong supporter of the

National Alliance of Communications Unions (NACU). With the present and ongoing trends in the industry, I believe NACU will have to take on an increasingly important role for unionized workers in the telecommunications industry.

NACU members will be meeting in Cape Breton on October 14-17, and over the next while, I expect to devote even more time to NACU, as the Alliance partners work to develop joint bargaining strategies and co-operative positions and actions on a variety of matters.

I believe the future is bright for the telecommunications industry in Canada, and for workers in the industry, but I also understand that Unions must be diligent, disciplined and united if we are to ensure that the workers share fully in the benefits of the industry's growth and prosperity.

Labour Day message finds reasons to celebrate

By Jim Sinclair,
President,

BC Federation of Labour

As summer comes to a close and the first Labour Day of the new century approaches, people across British Columbia have good reasons to celebrate but those reasons may

be very different, depending on your situation.

Small business has good reason to celebrate the contribution unions have made to consumers' purchasing power. Conservative estimates show that union workers in BC make about \$4.50

more per hour than non-union workers. With 35 percent of the workforce earning more money because of union contracts, the benefits are enormous to our province and our communities, including small businesses. Just the difference in wages – not including benefits – generates an additional \$5 billion dollars annually in British Columbia. That money – in workers' pockets – is spent in local communities.

The wealthy have good reason to celebrate too. Statistics Canada reports the wealthy families in this Province have never been wealthier. The problem is not that the wealthy do not have enough money – in Vancouver there is a line up to buy luxury cars worth more than \$100,000 and a hot market for multi-million dollar homes. Admittedly, the wealthy may not celebrate the fact that in just over a decade Canada has gone from having almost no food banks to more than 2,000. But in my experience, details like that have never dampened the mood in the boardroom.

Big business certainly has cause to celebrate, and one of the highlights of their party will be to sing another chorus of praise for deregulation.

Remember how we were told that deregulation would be great for all of us? Now we see natural gas prices skyrocket in BC because we are "competing" with the U.S. to set the price. The same big business coalition that pushed privatization and deregulation of BC Gas is now pushing to deregulate and privatize BC Hydro.

This year, we can still celebrate the fact that we enjoy some of the cheapest (and cleanest) electric power in the world, but how long will cheap rates last if we deregulate BC Hydro? Of course, there probably won't be many people from the BC interior at the Howe Street party – they will be left waiting for a flight as a result of airline deregulation.

So what can BC's working families celebrate this Labour Day? Plenty.

We can celebrate our affordable and efficient network of public services, including education and health care systems that help all of us, regardless of the size of our pocketbook. We can also celebrate the fact that we have weathered the impact of the recent Asian economic crisis without succumbing to business demands to chop public services, and our

economy is on the upswing again.

We can celebrate the fact that we have maintained a minimum wage standard that ensures most workers earn a living wage and that improving the minimum wage is on the current political agenda. And we can celebrate the fact that we have improved many workplace standards for non-union workers.

But the one thing I will be celebrating most the first Monday in September is the energy and commitment of thousands of men and women – members, activists, shop stewards, staff and leaders in the labour movement – who through our work, have made a huge difference to the lives of all working people.

Together, let's celebrate this Labour Day by committing ourselves to a society that prides itself on respecting workers' rights to collective bargaining and a decent income.

Let's re-affirm that making British Columbia a better place for all citizens does not include cutting back public services, privatizing Medicare and lowering the minimum wage for young people.

And let's continue to create more reasons for working families to celebrate every day.

TWU SCHOLARSHIPS

Any daughter or son of an active, retired or deceased TWU member (with at least 12 months continuous service) intending to attend any university, accredited regional college, or BCIT in British Columbia in 2001 is encouraged to apply for these scholarships:

**TWU THOMAS WARD STANLEY
MEMORIAL SCHOLARSHIP** **\$1,000**

**TWU J. DOUGLAS BOOTH
MEMORIAL SCHOLARSHIP** **\$1,000**

**TELECOMMUNICATIONS WORKERS UNION
SCHOLARSHIPS (3)** **each: \$750**

The TWU Thomas Ward Stanley Scholarship is an award made by the TWU in memory of business agent and first secretary-treasurer of the TWU, Tom Stanley, who died in office in 1977.

The TWU J. Douglas Booth Scholarship is in memory of business agent Doug Booth, who died in office in 1988.

Application forms for these awards will be sent to all B.C. high schools in March, or may be requested anytime after March 1, 2001, by writing to:

**University of British Columbia
Awards and Financial Aid Dept.
Room 1036 - 1874 East Mall
Vancouver, B.C. V6T 1Z1
Phone 822-5111**

Applications must be returned to UBC no later than May 15, 2001.