

## Six Alberta Business Agents among 12 elected *President re-elected* *Edmonton Business Agents*



Convention Chair Rick Fleming swears in President Rod Hiebert

Rod Hiebert has been re-elected to a three-year term as TWU President. Hiebert was unopposed when nominations were entered at convention January 15, and was declared elected by acclamation. He has been a TWU officer since 1983, serving first as Business Agent, then Vice-President, and since 1991 President.

Seven new Business Agents, including six from Alberta, will be joining an expanded Executive Council, as a result of voting by

convention delegates. All will serve two-year terms.

Five incumbent business agents were re-elected for Burnaby: Tim Williams with 119 votes out of a total of 122, Jim Christensen (115 votes), June Lewis (122), Bill Silvester (122) and Karen Whitfield (118). Business Agent Mike Slade did not seek re-election. The sixth Burnaby B.A. spot was won by Sherryl Anderson of Local 51, with 79 votes. The unsuccessful candidate was Local 51 delegate Cathie Young with 57 votes.

Three Business Agents elected to the Edmonton office were Len Steparyk from Local 208 with 118 votes, Marjorie Shewchuk, Local 207, (119 votes), and Alison Kuzyk, Local 207, (101 votes). Unsuccessful candidate Bobby Schneider, Local 207, received 28 votes.

Three new B.A.'s were also elected for Calgary: Mick Shiels, Local 204, with 117 votes; John Carpenter, Local 237 (92 votes), and Dan Lakusta, Local 203, (78 votes). Unsuccessful candidates Marcia Brumec and Sandi Mutter, both of Local 203, received 43 and 36 votes respectively.

The number of Alternate Business Agents was increased to six from three, and five of the six elected were newcomers. In addition to incumbent Lori Ruggles, the five new Alternate BA's elected were Peggy Askin, Nancy Curley, Lesley Hammond, Brian Wolfe and Laura Stewart. Incumbent Lila Hackett did not seek re-election as she is serving on the Bargaining Committee, and incumbent Rick Fleming was unsuccessful in his bid for re-election.

Delegates also elected five members to each of three committees:

**Finance:** Don Fehr, Doug Birrell, Denise Buchan, Randy Cairns, and Wayne Gutfriend.

**Constitution:** Rod Giddens, Andy Bender, Cindy Orivolo, Gord McMullan and Don Jones.

**Education:** Doug Jarrett, Bruce Kennedy, Tamara Marshall, Al Friesen and Rob Bieber.



LEN STEPARYK

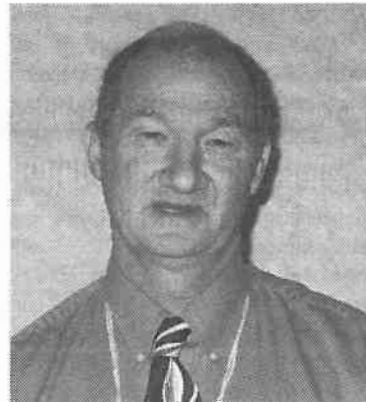


MARJORIE SHEWCHUK

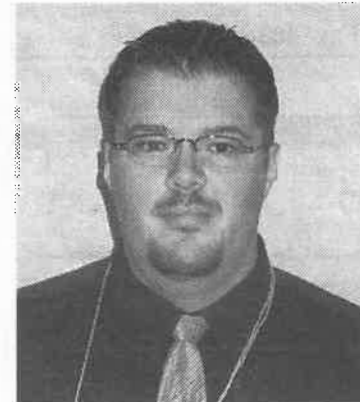


ALISON KUZYK

### Calgary Business Agents



MICK SHIELS



JOHN CARPENTER

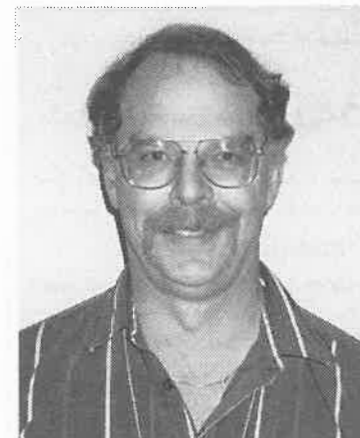


DAN LAKUSTA

### Burnaby Business Agents



SHERRYL ANDERSON  
*Newly-elected*



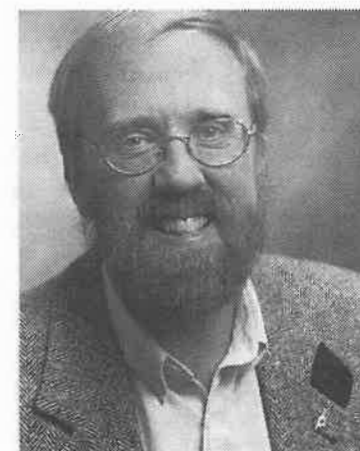
TIM WILLIAMS



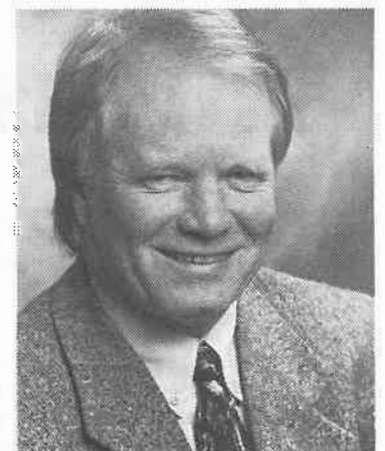
JUNE LEWIS



KAREN WHITFIELD



JIM CHRISTENSEN



BILL SILVESTER

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# LETTERS TO THE EDITOR

## NDP thanks

Dear TWU:

A cheque from your Union arrived the day after the election. Our candidate is burned out and broke from his one-man effort against the Alliance. Our budget of \$250 won't even pay his telephone bill, let alone other expenses. What a nice surprise from your generous workers in solidarity with us against the Corporate Grinch. Thanks to you people, one lone fighter will be able to put a couple of tires on his van as he goes home to Edmonton tomorrow.

Sincerely,  
**Larry MacKillop**  
Official Agent for  
**Dwayne Good Striker**  
Federal NDP Candidate in  
Macleod

Dear TWU:

Thank you very much for your donation to my campaign. It is very much appreciated. With your help we were able to buy signs, print literature and do all the other things necessary to run a good election campaign. Again, thank you.

Yours sincerely,  
**Pat O'Neill, NDP Candidate**  
Saanich-Gulf Islands

Dear TWU:

Another federal election has passed and we want to let you know how

much your financial contribution was appreciated by our campaign. For any candidate, the democratic process relies on the labour, monetary support and votes of many people. Thank you for being such a generous and vital part of that exciting process.

We are proud to have worked with Art Hildebrandt to ensure that the federal New Democratic message was presented. From the entire Surrey-North campaign team, please know that your donation and support was greatly appreciated.

Sincerely and in solidarity,  
**Everyone on the Surrey-North federal NDP campaign team**

Dear TWU:

Thank you so much for your financial help to our federal campaign in Kelowna.

It was a difficult one for us all. You helped provide for our campaign to present a progressive left alternative. Thanks.

**John O. Powell**

Dear TWU:

Please permit me this opportunity to thank all the sisters and brothers for their most generous support and campaign contributions. I would not have been able to be a candidate had it not been for the TWU, and for that, I and the NDP are extremely grateful.

*"Throughout its history, the men and women of the CCF have championed what cynical political pundits*

*have called lost causes. But their fearlessness has won the admiration of their fellow Canadians and their persistence in the face of obstacles has produced great benefits for the common people."*

**David Lewis, November 1957, 25<sup>th</sup> CCF celebration**

Yours in Solidarity,  
**Dan Goy,**  
Federal NDP Candidate,  
Surrey Central

Dear TWU:

Thank you for your financial contribution to Loretta Woodcock's NDP Quadra campaign. Thanks to your contribution, and others like it, we were able to run an effective campaign - getting the important issues on the table and debated.

Thanks again,  
**Brian Woodcock,**  
Official Agent, Quadra NDP

Dear TWU:

Election 2000 served as a reminder of how distinct the New Democrats are from the other national political parties. As the only national party that can honestly say it is not influenced by corporate donations, the NDP offers Canadians a platform that serves the interests of citizens and workers. Yet our fourth place national standing (third place in Kootenay - Boundary - Okanagan) in the election made it clear that we still have a big job ahead of us - to restore our credibility and to educate the public. This task will take all the available time between elections.

Although we had hoped for better election results, there are some positive indicators for the future. In our riding and nationally, the Alliance Party has stalled. Liberal support in our riding appears to be soft, a parking place for voters who won't vote for alliance. The issues will be preserving our health care system, restoring the environment as a national priority and re-establishing control over energy costs - things New Democrats can address much more effectively and credibly than any other national party.

At the moment our first priority must be to prepare for the provincial election to be called next spring, but afterwards I will be working on strategies and helping to organize our activities leading up to the next federal election. I will do what I can to ensure we are up and running long before the writ is dropped.

At this time I would like to thank you for your union's generous financial contribution. Help from supporters like you made all the differences during the campaign and will be the key to our future success.

Yours truly,  
**Donald Scarlett**  
Kaslo

Dear TWU:

After the toughest election battle I have been involved with since my first campaign in 1979, I am back as the MP for Burnaby-Douglas. It's great that Libby Davies was re-elected as well in her riding of Vancouver East, and while we lost seven colleagues, the party still has party status in the House. As I said on the night of the election, we could not have won without the strong support of our brothers and sisters in the labour movement. I am writing to thank you for your generous contribution in our campaign in Burnaby-Douglas. You will recall from election night that it was my tightest margin, some 2000 votes, since my first election in 1979. It is clear that without a strong team of dedicated volunteers and significant financial support, the outcome could have been different, with a right wing Alliance MP in the riding.

In the aftermath of the election, there

have been some calls, both within the party and outside, for New Democrats to end our close relationship with the labour movement. I believe that this would be the end of our party. Now more than ever we need to re-affirm our partnership, and be very clear that we are the only party that speaks for working people and labour. Our greatest challenge today is the assault on democracy and workers from global corporate power and so-called "trade" deals. We must work together for an alternative vision that puts people and the environment before profits. I look forward to working with you in the coming Parliament. If I can ever be of assistance on federal concerns, please do not hesitate to contact me.

Thanks again for your support. I really made the difference.

Yours in solidarity,  
**Svend J. Robinson, MP**

Dear TWU:

I want to thank you for your help and support during the federal election. If it were not for you, and others like you, it would not be possible to mount the kind of campaigns that we do.

I was proud and honoured to be the candidate for Canada's New Democrats in Nanaimo-Cowichan. Proud to represent the kind of policies and ideals that define us as New Democrats and honoured to have had privilege of working with many fine individuals.

We were not successful in electing a New Democrat to be our Member of Parliament but it is important to remember that our Leader, Alexa McDonough, retained her seat and the party still has status in the House.

We may not have as many New Democrats seats in Parliament, but those that were successful will be fighting for ordinary Canadians and the things that are important to us. Things like public health care, education through to post secondary, jobs for all who want work and protection for our ever more fragile environment. Things like social justice and child care. Things that define us as New Democrats and as Canadians.

We must start today to get ready for the next election. We must make sure that the next federal election sees Nanaimo sending a new Democrat to represent us in Ottawa.

Thank you again for your support and your hard work. It was, and is, very much appreciated.

In solidarity,  
**Garth Mirau**  
Nanaimo

## Local 3 thanks

Dear TWU:

The executive and members of Local 3 wish to thank all the Port Alberni TWU members for their vigilance and dedication with regards to the contracting out issue on Mount Blenham.

In Solidarity,  
**Diana Bouwman**  
Secretary-Treasurer, Local 3

## Scholarship thanks

Dear TWU:

I would like to extend much gratitude for the extra Christmas present that was waiting upon my return to residence at UBC. The scholarship will continue to help my parents and me with the financial challenges of university. I am beginning my second term of my first year in the Faculty of Arts and am hoping to pursue a specialization in Honours History with International Relations. I also intend to pursue training in Education in my later years. Thank you very much for your generous help. Your organization should be proud of its support of post-secondary education.

**Graham Chernoff**

## Retirement thanks

Dear TWU:

I would like to thank the TWU for the honorary life membership and the \$1,000 retirement gift. Thanks to Business Agent Bill Silvester for making a wonderful and humorous presentation and to President Rod Hiebert and Vice-President Neil Morrison for taking time out of their busy schedule to attend my retirement function. Thank you to Rod for the kind words you had to say. I was very pleased with the turnout of many old friends including past President Bill Clark and Larry Armstrong. Thanks also to Marilyn Clark and Bob Connolly who were assisted by Lorraine Reglin and Gary Marr for making the whole thing possible.

I want to wish all the members of the TWU the best of luck in the future. It has been a great 29 years and I feel honoured that I was lucky enough to represent and work for what I consider the best Union and the greatest group of members there is. This is also an opportunity to say goodbye to the hundreds of friends that I have made in my 15-plus years as a Convention Delegate and 10 years as a Business Agent. All that I can wish for is that in some small way I did some things that made a difference and helped some members.

In solidarity,  
**Alf Madsen**

Dear TWU:

Thank you for the best wishes and \$1,000 cheque presented by Roy Olsen on my retirement November 30, 2000. It was very much appreciated.

Sincerely,  
**Keith Peacock,**  
Prince George

Dear TWU:

I wish to express my pleasure in receiving my life membership and retired TWU member pin upon my retirement November 30, 2000. The generous cheque was received with pleasure.

I have enjoyed my years with BC TEL and Telus and wish you well in your negotiations in 2001.

Sincerely,  
**Eleanor M. Henn,**  
Chilliwack

Dear TWU:

As a new retiree, I would like to take this opportunity to say thank you to the TWU for the life membership and \$1,000 gift presented to me recently. I would also like to thank you for all your support over my 36 years of employment at BC TEL/Telus and wish you every success in the future.

In solidarity,  
**Fred Mann,**  
Port Alberni, Local 3

Dear TWU:

I recently retired after 25 years of service and I'd like to thank you so much for the \$1,000 cheque. I wish the TWU all the best in the future.

Sincerely,  
**Carol Skelton,**  
Coquitlam

Dear TWU:

Thanks for the \$1,000 gift and thanks for all those years fighting for our members. Keep up the good work.

**Peter Charly**

Dear TWU:

I am sorry to be so late in sending my thank you for the life membership and cheque for \$1,000 that I received when I retired from Telus. It was much appreciated. I have enjoyed my 30 years as a TWU member and wish the TWU continued success in the future.

Sincerely,  
**Joan Dusanj**

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TWU phone ... (604) 437-8601

TWU fax ..... (604) 435-7760

Pension Plan  
office ..... (604) 430-1317

TWU hotline .. (604) 435-2224

### TWU Website addresses:

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](mailto:twu@twu-canada.ca)  
TW Pension and Benefit Plans:  
[twplans@twubc.com](mailto:twplans@twubc.com)

# The Transmitter

Member of

The Transmitter is the official publication of the Telecommunications Workers Union.

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Vice-Presidents: **Neil Morrison & Bruce Bell**  
Sect.-Treasurer: **Kathy Pearn**  
5261 Lane Street, Burnaby, B.C. V5H 4A6



## More Letters to the editor

Dear TWU:

I would like to thank the TWU for your generous gift of \$1,000 and the Honourary Life Membership presented to me by Roy Olsen at my retirement luncheon. It was great to see so many people turn out. I'm going to miss the people I've worked with over the past 34-plus years. Wishing you much success in the upcoming negotiations, I'll be following them on the web page regularly.

**Ralph T. Vis**

Dear TWU:

I would like to thank you for the Honourary Life Membership, the TWU pin and the cheque for \$1,000, which were presented to me on my retirement by Mike Foreman on behalf of the Union.

I would also like to express my thanks and gratitude for the hard work the TWU executive and staff put in to make the TWU the best. Good luck to all of you in the future.

**Sincerely,  
Heikki Isomaa  
Local 2, Sidney**

Dear TWU:

I would like to express my sincere appreciation for the Honourary Life Membership to the TWU and for the cash retirement gift presented to me by Bill Zawaduk in the Kelowna OP Engineering office November 30, 2000.

**Robert (Bob) Stein  
Kelowna**

Dear TWU:

I accepted the ERIP and retired November 30, 2000.

My thanks to the TWU for the much appreciated Honourary Life Membership and the generous retirement gift of \$750 (for 15 years service at BC TEL/Telus).

I wish all the officers and members of the TWU all the best in the future and may you have continued success with your newly-expanded membership.

**Dianna Caldwell,  
New Westminster**

Dear TWU:

I would like to thank you for the \$1,000 gift, TWU pin, and Honourary Life Membership presented to me by Rick Fleming and Ernie Iwakow.

All the best to you in your future contract negotiations.

**Joe Churchill,  
Victoria**

### In appreciation

Dear TWU:

My husband, John Finora, who had worked for BCTEL/TELUS since 1979, passed away last October. I would like to thank all the TELUS people for their many offers of help and for their friendship over the years. John always greatly enjoyed the friendship of the people he worked with. Thank you as well to the TWU for the very helpful cheque.

Thank you to all those who donated to the Cancer Society in his memory, for the beautiful "Peace" Bear which you gave to our daughter, and to those who were able to come to our Open House - it helped us a lot to see so many there.

I would also like to thank everyone in the TELUS and TWU pension, benefits and short and long-term disability offices for their unfailingly cheerful help and assistance over the year and a half of John's illness, and then helping to cope with his death. You all provide an invaluable service to those TWU members who are ill, and somehow managed to help us in such a way that we came away with better feelings about our situation.

We feel greatly enriched through knowing the people in a great union. Thank you all so much for everything.

**Sincerely,  
Sally Finora**

Dear TWU:

Simple words cannot express my gratitude to all of the officers, delegates and staff at the convention in Edmonton for your kindness and overwhelming generous support given to me in the loss of my sister. Being away from home made it difficult; the compassion shown helped me through a very difficult time.

**Sincerely,  
Marcel LaFond and family**

## Six Alternate Business Agents elected



**LORI RUGGLES  
Local 18**



**NANCY CURLEY  
Local 27**



**LESLIE HAMMOND  
Local 30**



**PEGGY ASKIN  
Local 203**



**BRIAN WOLFE  
Local 28**



**LAURA STEWART  
Local 53**

## Delegates endorse NDP support

The New Democratic Party can continue to look forward to financial support from the TWU.

By a near-unanimous vote, delegates to the January convention in Edmonton endorsed the Union's policy of support for the NDP.

An immediate consequence of the vote is that New Democrat candidates in provincial elections in B.C. and Alberta will receive donations from the TWU. Elections are expected in both provinces this spring. The Union donated about \$30,000 to NDP candidates in the November federal election, a decision

which prompted the review of the Union's policy of support for the NDP at convention.

Several speakers including President Rod Hiebert and Vice-President Neil Morrison spoke in favour of continuing the Union's support of the NDP.

Hiebert recounted numerous instances of NDP federal MPs, and NDP provincial governments, going to bat for the TWU when the Union membership faced potential job losses, as well as favorable changes to the Labour Code by NDP governments.

Morrison, a former Political Action officer for the TWU,

made an impassioned plea for continued NDP support, concluding: "We have to be involved in politics or we lose the fight."

A number of new delegates from Alberta acknowledged that promoting support for the NDP is "sometimes a hard sell in Alberta", but pledged to redouble efforts to explain to members why it is important for labour to support a party sympathetic to labour's aims and goals.

The resolution passed with only three or four dissenting votes.

The report of the Political Action Committee is printed below.

## Political Action Committee report

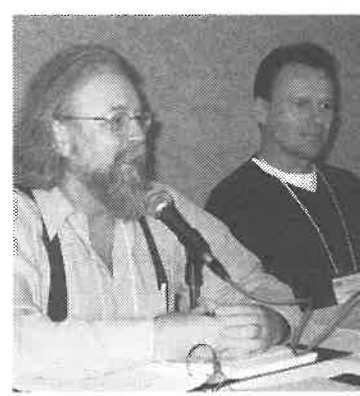
Following is the text of the report of the Political Action Committee to January 2001 convention.

There has always been debate within the TWU over political action. We work in a climate where government has defined our rights and where the Canada Labour Code and other laws affect the very right of our Union to exist. Throughout its existence the Union movement has debated how best to be politically active if active at all.

There are many choices available. We could work to create and support a Labour Party of some sort. We could investigate the policies of each individual candidate regardless of party and support those who would best support us. We could support labour-minded individuals who would run as independents if they could show they would best represent our interests in government. We could spend all of our efforts lobbying the party in power. We could choose not to be active at all but to leave action to others.

The TWU has long taken the position that it is in the best interests of the members for the Union to be politically active.

The TWU Convention has adopted



**George Doubt, Brian Wolfe**

many policies to direct action by the Union and to encourage activity by our members. The policies clearly show that the members of the TWU want more action beyond the donation of money to election campaigns. The Committee is confident that the policies lay the groundwork for a plan that can give the members a voice loud enough to be heard by the decision-makers of government.

The Political Action Committee was reduced in size some years ago to two rank-and-file members and one Business Agent, with the reduction in participation there has necessarily come

a reduction in activity. We would like to see the group expanded to include representatives from the various regions of Alberta and BC. To be effective the Committee must have a wide spectrum of participants and many ears to hear the wishes of the membership. The Committee will also encourage locals to select Political Action Coordinators for their locals.

We have proposed a budget that will allow a committee of seven members to meet twice for one day each time through this year. We believe that time could be well used to develop action plans to implement the Union's policies, to provide education to members and to lobby government.

The Committee would like to turn the political policies of the Union into action. Our priority will be to educate, motivate and activate the membership to stand up and be heard at all levels of government.

**Respectfully submitted,  
TWU POLITICAL ACTION  
COMMITTEE  
Vicki Schoonbeek  
Brian Wolfe  
George Doubt, Business Agent**

## 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.



*Vice-President Bruce Bell introduces Bargaining Committee to convention as Committee reports on status of bargaining with Telus. Bargaining broke for convention, but has resumed, with the parties meeting Tuesdays through Thursdays. Members are urged to attend local meetings and watch for bulletins on progress of negotiations.*



*Human Rights Committee reporting to convention, Dianne Walkley, Larry Smallwood, B.A. June Lewis, Cathie Young and Liisa Spoor*

## Human Rights Committee Report

Following are excerpts from the report of the Human Rights Committee to January 2001 convention

The TWU Human Rights Committee met for two days, November 9 and 10, at the Union office in Burnaby. This year there were no resolutions sent to the Human Rights Committee for consideration for our 2001 Convention. We would like to take this as an invitation to remind members of the importance of Human Rights issues in the workplace, and that their support by an informed member is necessary to deal with the complex issues of today's work life.

The Committee has sent a letter to all secretary-treasurers in Alberta to ask for liaisons in Alberta. We must have a good avenue to send out information on Human Rights issues as the employer is trying to take more rights away every day.

In reviewing last year's goals we find we have fallen short of our objectives. This does not mean that we abandon our goals but only that we will strive harder to achieve them in the coming year.

Our goals for the coming year are:

1. Quarterly Transmitter articles.

We would like to invite local human rights liaisons to help us in this regard by sending us articles, questions or issues you would like to see addressed.

2. Have more direct contact with human rights liaisons. Encourage them to participate in CLC weekend courses at SFU, Harrison Winter School courses or any other courses on human rights.

3. Monitor Company policies and practices.

4. Continue anti-racism and anti-hate group work.

5. Support the TWU Employment and Pay Equity aims.

*Respectfully submitted,  
TWU Human Rights Committee  
Larry Smallwood  
Liisa Spoor  
Dianne Walkley  
Cathie Young  
June Lewis, Business Agent*

### WORKPLACE HARASSMENT COMMITTEE REPORT

The Workplace Harassment Committee has had a difficult time getting meetings together with the Company for a number of reasons. The Union and Company came together in recognition of the importance of human rights and the need to train all TELUS employees/members through the Joint

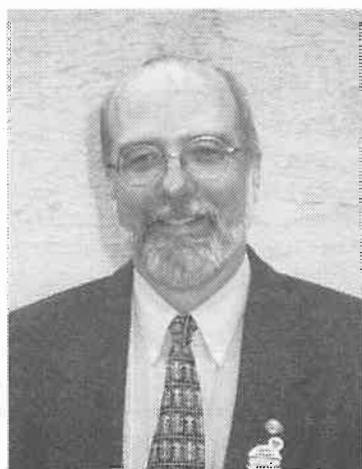
Workplace Harassment Policy. The information for support of the policy was sent to all upper level managers by Judy Shuttleworth at the time the training was rolled out. The TWU has continued their support and readiness to deliver the training.

There are issues to be discussed and resolved, for example;

1. changing the policy to cover Alberta;
2. to have the training delivered to BC and Alberta;
3. to provide an expedited procedure; and
4. to make this process equivalent to the 4th stage grievance procedure to provide
5. confidentiality to the process.

We are clearly at risk of losing the positive ground won as members view human rights as words with no action, without any commitment from TELUS. The TWU has deep concerns for the well-being of our members. We will demand the restoration of this program and the dignity of a respectful workplace.

*In solidarity,  
WORKPLACE HARASSMENT COMMITTEE  
June Lewis  
Marcel Lafond*



### MIKE SLADE

*did not seek re-election as Business Agent due to personal reasons. Mike served as B.A. for 10 years, servicing Locals in Nanaimo and Campbell River, and was responsible for Compassionate Transfers, development projects and operator service back-up. Mike will return to the Telus workforce but will remain active in Union affairs.*



### COLLEEN McFADDEN

*has been hired as TWU office manager, effective January 22. Colleen will be working out of the Burnaby office but will be responsible for the clerical operations in Burnaby, Calgary and Edmonton. Colleen was formerly a Human Resources Assistant with Simon Fraser Health Region.*



*Some of the Delegates to January convention*



*President Rod Hiebert swears in newly-elected Business Agents and Alternate Business Agents at conclusion of convention*

## AC&TWU and CEP set up Bargaining Council in Atlantic

**From: NACU News Bulletin, December 2000**

In response to the former Atlantic Telcos merging to form Aliant, CEP Locals 401, 410, 506 and 902 as well as AC&TWU Locals 201, 202 and 203 have overwhelmingly (95%) endorsed the creation of a Bargaining Council called the Council of Atlantic Telecommunications Unions.

Under the Bargaining Council's Constitution, both unions will elect a 24 member Board of Governors (AC&TWU - 12 members) (CEP - 12 members) as well as Council Bargaining Committee comprised of 6 AC&TWU and 6 CEP members.

While the Unions' intention is now to ask the Canada Industrial Relations Board (CIRB) to recognize the "Council" as their bargaining agent, Aliant has in the meantime applied to the CIRB, seeking recognition as a "common employer" for all existing bargaining unit employees.

In short, Aliant's application under section 18 of the Code seeks to force a run off vote between the Unions.

Gary Grant, President of AC&TWU indicated that this was in exact opposition to what the Unions are trying to do: "The employer's promises to work with the Unions and its call for building trust as we move forward has been shattered by this application. Our Unions have chosen to work together while the Company wants to divide and conquer."

A lengthy process may now await members in the Atlantic, as both unions will fight off this unwarranted attack on their member's clear wish to work together.

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## Globalization focus of UNI meet

In mid-July, 400 trade unionists from around the world converged on Edinburgh for UNI's conference on the growing impact of globalization.

Top of the agenda was the union challenge to organize the new industries of the new economy.

Speakers from around the world outlined the issues and reported on their successes in tackling different sectors of the dot.com world.

Marisca Steur from FNV Bondgenoten in the Netherlands reported on call centres and Morton Bahr from the Communications Workers of America outlined developments in Silicon Valley.

Speakers from Africa and Latin America warned of the dangers of a growing digital divide between those with access to the new technology (and the better paid jobs this can bring) and those without.

UNI's aims are to ensure that workers in the new economy benefit from union membership and that the digital revolution doesn't create new divisions.

Uni-Europa telecom unions discussed a major organizing campaign aimed at the new, fast-growing mobile telephone companies.

UNI is launching two major projects arising from Edinburgh - an ambitious plan to put all 900 affiliates on-line by September 2001 and to produce a global report on organizing levels.

"UNI on-line 2001" aims to hook up the half of affiliates still not on the Internet and e-mail in time for our first World Congress in Berlin in September of next year.

It's the internal contribution of UNI to avoiding a digital gap between the rich and poor within countries and between the developed and developing world.

The UNI on-line plan has three phases:

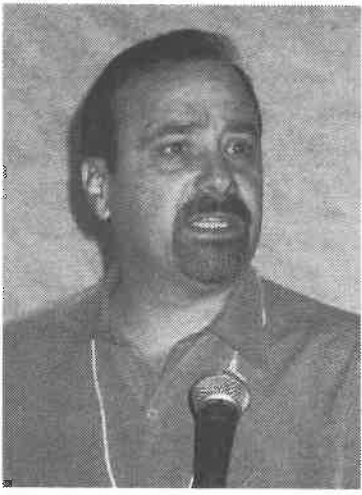
Phase One: UNI regions will assess the needs.

Phase Two: A fund-raising drive to help unions which do not, currently, have the resources.

Phase Three: An action plan to provide both hardware and software, as well as training, to unions which need assistance. This phase may also involve building alliances with telephone companies and Internet Service Providers (ISPs).

*From UNI Info*





**KEN GEORGETTI**  
Canadian Labour Congress



**JIM SINCLAIR**  
BC Federation of Labour



**AUDREY CORMACK**  
Alberta Federation of Labour



**ALEX GRIMALDI**  
Edmonton Labour Council



**MARION LESKIW**  
CSU 52

## Labour leaders bring delegates message of solidarity

Prominent leaders of the labour movement in Canada, including the Presidents of the B.C. and Alberta Federations of Labour and the Canadian Labour Congress, addressed delegates to the TWU convention in Edmonton.

CLC head **Ken Georgetti** spoke on the impact of globalization in Canada and around the world.

Noting that globalization can result in "greed, exploitation and misery", Georgetti stressed the need for labour solidarity on an international basis.

"Labour changed the world here (in Canada), and we must do so in the global world."

Georgetti spoke of the need to preserve public services in Canada, and said moves toward privatization of health care, education, safety and infrastructure should be vigorously opposed. "Those services should not be put on the altar of the profit motive, and we need to build solidarity in the labour movement to protect them."

The CLC leader also reminded delegates of the success of Union ethical investing, and pointed to the Working Opportunity Fund, and

the TWU's support for unionized development projects through our Pension Plan's involvement in Concert Properties.

B.C. Federation of Labour President **Jim Sinclair** addressed the many issues which still remain to be dealt with in Canada through a strong labour movement.

"A million Canadians are still unemployed, one in 13 Canadians was injured on the job last year, women still earn only 80 cents for every dollar earned by men, and business still wants to use strike-breakers during labour disputes," Sinclair said.

In light of these and other ongoing concerns and issues, Sinclair said labour's message is that "unions are good".

He said unions ensure good wages, and those good wages support local small businesses. As well, labour has a fundamental role to play in the fight to save medicare and other public services.

He noted deregulation has caused energy prices to rise, and that B.C. with its public power company has the cheapest elec-

tricity rates in the country.

Turning to politics, Sinclair said unions must support parties and leaders who are good for working people.

"Is Gordon Campbell good for working people?" he asked rhetorically. "Campbell has said Ralph Klein is his hero", which gives a good idea of where he stands on the rights of workers.

If we stick together and all participate in the labour movement, we will be successful in our agenda which puts people first, Sinclair concluded.

**Audrey Cormack**, President of the Alberta Federation of Labour, said Alberta is facing an election this spring. She described the Conservative government, which has been in power for the past 30 years, as "careless, out-of-touch, and arrogant."

She said electricity deregulation has proven to be a bad idea in California, but the Alberta Tories are so arrogant they refuse to look at the consequences. She also noted that in wealthy Alberta, "we can't keep open enough emergency beds in our hospitals".

Cormack said the provincial la-

bour minister has promised a full review of the Labour Code. "We need a review, but not the kind the Conservatives are considering," which she said is being undertaken because employers think the Code is too generous to workers, and because they want right-to-work legislation.

She said the government has undertaken numerous initiatives which are not in the interests of working people, including attempts to privatize the medicare system, and one way they have been restrained and prevented from going even further is "through the solidarity of the labour movement."

Looking optimistically to the future, Cormack concluded that while "governments come and go, the trade union movement is permanent, and that's because we play a crucial role for working people."

**Alex Grimaldi**, head of the Edmonton and District Labour Council, brought greetings to delegates. He said the Labour Council is a major voice of labour in the city, holding an annual school to provide labour education to hundreds of union-

ists every year. Grimaldi also noted the Labour Council is a major supporter of the food bank, participates in a big way in the MayWeeks festival, and is reaching out to exploited people who are not part of the labour movement, such as students. On the latter point, he said the Labour Council produced a leaflet on the labour rights of students, which was distributed throughout the schools.

CSU52 President **Marion Leskiw** spoke glowingly of the TWU and President Rod Hiebert. He spoke of the alliance the CSU formed with the TWU, and said the two unions are very similar in philosophy and approach.

"Having the TWU in Alberta is a great day not only for the CSU but for all labour in Alberta," Leskiw said.

"We are only as good as the people we surround ourselves with, and Rod and I are surrounded by good people and good friends in our Unions. We battle for dignity and respect for working people, and together we will win that battle."

## Excerpts from Executive Council Report to convention

*From Executive Council Report to January 2001 convention*

### **WORK JURISDICTION COMMITTEE**

The Work Jurisdiction Committee has been affected by the TELUS merger in that TELUS management is doing work in Alberta which it cannot do in BC.

We already have a ruling from the Umpire on the "National Build" that gives the Union the right to make claims on the bargaining unit work already done by management.

We are still rigorously guarding our rights to any work being done in BC. Among them are the \$26 million Royal Bank project, where we are in a dispute with the Company over jurisdiction over the design, configuration and set-up of the network.

Another disputed issue involves Customer Systems Engineering Specialists, whose work involves accompanying sales people. The Umpire has ruled that the work is our members', but TELUS contin-

ues to drag its feet in implementing the decision. And a third involves Operating System loads - loading systems onto new PC's, or onto existing PC's. We have been able to maintain that work in BC.

We look forward to working together to ensure that technicians are doing Bargaining Unit work that is correctly within our jurisdiction in both provinces.

With approximately 5,300 non-bargaining unit people in Alberta (there are approximately 2,700 in BC) we have a huge job to do to protect our work from slipping to management.

### **CAMPBELL GOODELL TRAYNOR BARGAINING**

The TWU contract with Campbell Goodell Traynor expired June 30, 2000. The parties exchanged proposals in April 2000. The company has three new owners. After many meetings over several months with the new owners

at bargaining, the new owners made an offer to the Union seeking four concessions. That offer was not taken to the membership. Instead, the Union made our opposition to the offer plain to the employer. The Company returned to the bargaining table with a hired consultant, and TWU bargaining with the Company and consultant is ongoing.

### **RETURN TO WORK**

In our last report, our attempt to negotiate a Return-to-Work program with TELUS was broken off, and the RTW Committee is no longer active.

Business Agent Mike Slade reports that the initiative broke down over three issues: Who would pay, whether the Union would have equal representation in administering the program, and confidentiality of records and forms used in the process.

A new concern that has arisen involves TELUS' attempt to unilaterally impose some of the conditions that the Union was prepared

to negotiate, provided the necessary protection could be provided our members.

The first example involved in the use of physiotherapists, where the Company believes they have the right to determine a member's terms and choice of physiotherapist. The Company has been given copies of an arbitration which clearly states they do not have that right. Despite this, TELUS attempted to have a physiotherapist bill the Union for an appointment TELUS had made in the name of a member. That action exemplifies how far off the mark TELUS has gone on the issue of Return-to-Work.

The second major problem to arise is over "new" forms TELUS is using to obtain medical information that is more than they require for a RTW situation. We have previously asked members to ignore the supplemental doctor's report form, as it is our experience that the sole purpose of the supplemental form is to refuse benefits to members.

There is a new job overview for

RTW wherein job descriptions along with frequency of physical demands are being listed in the form of a "mini" Job Demands Analysis (JDA). The only accepted form of a JDA was in regards to the linework position which had been covered off in a Letter of Agreement, which assured us that the information could be used only for RTW purposes, and would remain confidential.

If additional information is required about a RTW situation, all members are advised to contact their convention delegate. We have, on occasion, found it appropriate to have the member provide their doctor with a job description to consider restrictions.

The major problem with the job overview for RTW is that no agreement around its use exists. In discussions about the JDA's, the Company's stated intent was to establish physical requirements which might very easily have led to prerequisites for the job posting process and exclusionary tests for physical standards.

# Working for a living can be hazardous to your health

By JUDITH McCORMACK  
CALM

**THERE IS** no doubt that working for a living is hazardous to your health. The staggering number of workplace injuries, diseases and even deaths each year in Canada confirm this over and over.

And these figures don't even include more invisible risks, such as the stress from speed ups, managerial abuse or deadening repetition. We now know this kind of stress can cause or contribute to high blood pressure, ulcers, heart disease, strokes and other serious or fatal conditions.

As one comedian said, it's no longer a question of staying healthy; it's a question of finding a disease you like.

In fact, if we measured the health risks of work the way we look at new drugs or food additives, work would probably have to be banned.

For obvious safety hazards, the law does provide some protection. Across Canada, workers have the right to refuse work that is dangerous to their health and safety.

There are some variations in these rights, depending on the province in which you live. In British Columbia, Alberta and New Foundland, for example, workers are actually prohibited from performing dangerous work. In these provinces, refusing unsafe work is not just a right – it's a legal obligation as well.

In Alberta and New Foundland, the danger must be "imminent" before a worker can pass up the assignment, while in Saskatchewan and the North West Territories, the work must be unusually dangerous before this right comes into play.

There are a number of exceptions as well. For federal workers and those in Alberta, Nova Scotia, Quebec, the Yukon and certain occupations in Ontario, work can't be rejected if the danger is inherent in the work itself.

This means that window washers can't knock off the job simply because they might fall. However, they may be able to refuse to work if their safety equipment is inadequate or their scaffold is unsafe.

In Nova Scotia, Quebec, the Yukon and certain occupations in Ontario, workers are also not entitled to refuse if it would put someone else's safety in danger. Most provinces also provide a specific procedure that must be followed for work refusals.

What happens if workers are disciplined or discharged for refusing unsafe work? Legislation across Canada also bars employers from retaliating against workers who just say no, as long as the workers are acting within their rights. This kind of punitive action can usually be grieved under collective agreements as well, on the basis that the just cause provisions have been violated.

Of course, the bottom line may not be legal at all. In hazardous situations, self-preservation is likely to come first. After all, it's better to be off the job than in the hospital. Or pushing up daisies.

+++++

**THE RIGHTS** of union members received a welcome boost recently, when a court ruled that arbitrators setting wages and working conditions must be unbiased.

The case of CUPE and SEIU v. The Minister of Labour for Ontario dealt with an attempt by the Ontario government to manipulate the interest arbitration process. This is an arbitration system often used to set wages and working conditions for workers who are not allowed to strike, for example, in the health care sector.

The idea is that if a union and employer cannot reach a negotiated settlement of their collective agreement, the outstanding items will be decided by an arbitrator instead of a strike or lockout. For many years in Ontario, these arbitrators were appointed from a roster of arbitrators who had been approved by a committee of union and employer representatives.

Enter the current ultra-right government. First, it tried to set up a new tribunal to decide collective agreements in certain situations. However, unions mounted a vigorous campaign against the new tribunal, and the government backed down. The minister of labour told unions that it would go back to the way things had been previously.

Too good to be true? Sure enough, the government promptly reneged on its commitments. Instead of appointing arbitrators from the roster, it started assigning handpicked retired judges who had no background in labour matters.

CUPE and SEIU took the minister to court, challenging these appointments. The first level of court dismissed the case, but the Ontario Court of Appeal decided the unions were right.

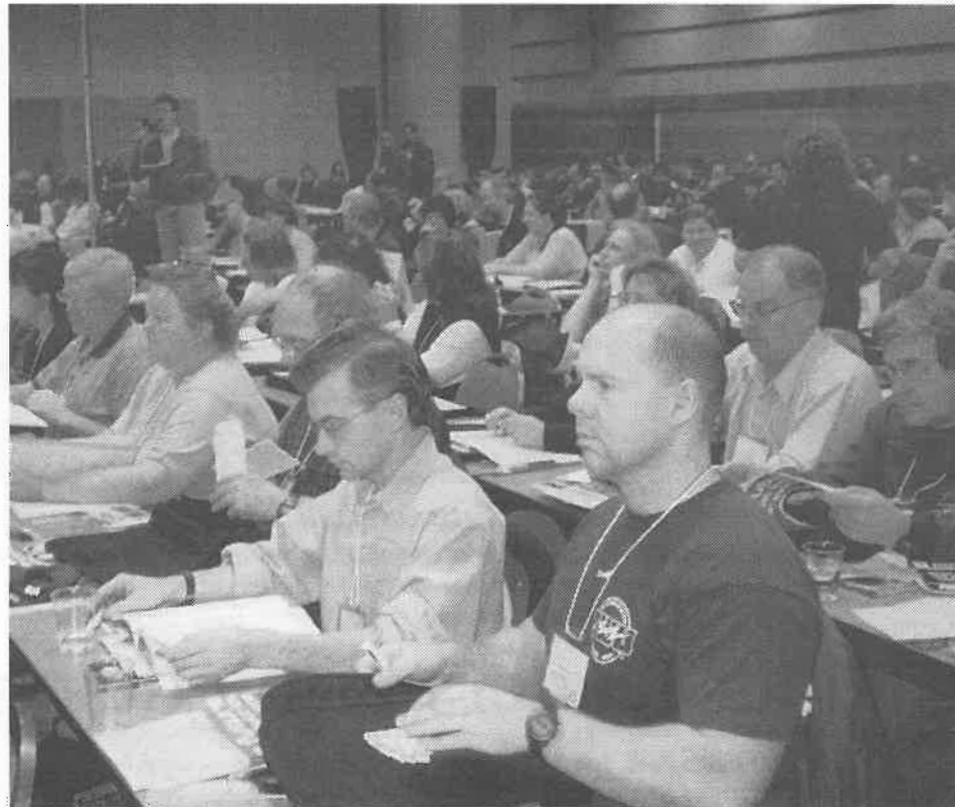
The Court said the retired judges not only lacked the expertise of the previous arbitrators, they were also not independent. Mincing no words, the Court found that the minister of labour had attempted to seize control of the bargaining process and to replace mutually acceptable arbitrators with a group of people seen to be adverse to the interests of labour. In the circumstances, said the Court, the government's actions gave rise to a reasonable concern that the retired judges were biased.

The Court went further, finding the government had violated the principles of fairness and natural justice by reneging on its commitment to go back to the previous system of appointing arbitrators. The Court said the minister's actions could be regarded as provocative and defiant.

After this unusual dressing down, the Court ordered the minister to stop appointing people who were not on the previously established roster of arbitrators.

Of course, the Ontario government's war against unions is not over. But at least for now, unions can enjoy the sweet smell of victory.

• *Judith McCormack is a former chair of the Ontario Labour Relations Board who now practises labour law with the firm of Sack Goldblatt Mitchell, which represented CUPE and SEIU on this case.*



*TWU delegates to BC Federation of Labour convention in late November*

## Edmonton credit union serves TWU members

By Dave Munro,  
General Manager  
Edmonton Civic Employees  
Credit Union

Edmonton Civic Employees Credit Union is, as the name suggests, a credit union formed to serve employees of the City of Edmonton. We have just completed our 56<sup>th</sup> successful year of operations. We are a one-branch credit union, with two ATMs, have complete electronic access, including ATM, and Internet service. While our thrust initially was exclusively directed at City of Edmonton employees, as transitions have occurred in the workplace, we have amended our Bond of Association to ensure that we can continue to serve our members, despite a change in their employment. Specifically as regards telephone employees, as one of the City Departments (Ed Tel) went through a transition to AGT, then to Telus, then to BC Telus, we amended the definition of our bond to allow us to continue to deal with employees of the newest organization. At latest count, we currently have approximately 1,000 employees of Telus, who are members of our credit union. We would like to continue to service their needs, and to retain their membership.

As a credit union, our assets, as at year end were approximately \$38 million, with \$30 million in loans. We are a full service credit union, offering a complete range of services, including full electronic banking. We are currently in the process of setting up a financial planning function, which should be up and running within three months. In the meantime, we offer the full range of RRSP services, including investments in Ethical Funds. As this is the time of the year when a lot of

activity is centred on RRSPs, we concentrate quite heavily on this particular set of products. We have a number of members, including Telus employees, who participate in the RRSP program by way of monthly deductions throughout the year, and then "Top Up" their contributions at year end.

On the lending side, we specialize in personal lending, with approximately 55% of our loans in consumer type loans, and the balance in personal mortgages. Our deposit accounts are supported by pre-approved Lines-of-Credit, and of course, Mastercard. We are connected to the Marketplace via the Debit Card, which also functions as our ATM access card. We take extreme pride in serving our members well – they are our primary reason for being.

Over the years, we have become very adept at serving our members from a distance. The majority of our lending is done over the phone, as is much of the deposit business, after the initial set-up of the account. We also try and set up our loans for repayment via payroll deduction, making it a relatively painless process for the members.

The credit union can be reached through our main number, which is 780-496-3482. After the initial contact is made, direct phone lines are made available, depending on the department the member wants to contact.

The credit union takes direction from an elected Board of Directors, consisting of ten members, all of whom are either current, or retired City Employees. We at the moment have representation on the Board by six union members, two management members, and two retired members.



# COTC Report to Convention



*COTC Committee reporting to convention, from left, Hope Cumming, Rod Giddens, Bruce Bell and Betty Carrasco*

*Following is the report of the Contracting Out and Technological Change Committee to January 2001 convention.*

## INTRODUCTION

The year 2000 was a very busy year for the COTC Committee. The Committee has had a number of difficult issues to work through, and we would like to thank all of you for your assistance in dealing with them. As we noted last year, we still require you to file grievances and collect information and documentation through the grievance procedure.

We should also note that over the past year we have had several presentations in front of the COTC Chair on new technologies and technology change.

## CLOSURE OF 6969 – 10 AVENUE FACILITY IN BURNABY

In November 1999 TELUS announced the sale and subsequent closure of the property and buildings at 6969 – 10 Avenue in Burnaby, resulting in the relocation of various departments and functions. The Company attempted to seize the opportunity to contract out some of the work that was being done at the facility. The Union challenged the Company's right to contract out and early in 2000 the issue went to a hearing in front of Chair Stephen Kelleher. On March 20, Kelleher ruled in the Union's favour. He ruled the sale of the building did not constitute unusual circumstances within the meaning of the Collective Agreement and therefore the Company could not contract out the work proposed: body work on vehicles, van equipping, and sorting, counting and rolling of coins from pay phones. The Company has appealed the ruling and the matter is to go to court January 8.

## SALE OF BURNABY HEADQUARTERS (BOOT)

Later in the year, the Company announced the sale of the Boot, the headquarters building in Burnaby. Along with that, they announced plans to contract out work of Building Service, Building Maintenance and Building Equipment Engineers, as well as some electrical work. The Union is challenging the proposed contracting out, and as this is written, a hearing has been set for late December. We can update Delegates at Convention.

## MOVEMENT OF WORK

There are a number of issues on the agenda relating to movement of work from BC to Alberta, as well as work relating to the "National Build". Action on these issues is pending, as we await a CIRB ruling on jurisdictional issues.

## SAP

Due to the work associated with the merger the SAP project was not pursued with vigour. We will be evaluating our next steps with this project as more information is now available from Alberta.

## CONCLUSION

There have been several discussions at the Committee level about the procedures and workings of the Committee. It is clear we still need the help of members to provide information and assistance in pursuing contracting out issues.

*Respectfully submitted,*

**CONTRACTING OUT AND TECHNOLOGICAL CHANGE COMMITTEE**

*Rod Giddens*

*Bruce Bell, Vice-President*

*Betty Carrasco, Business Agent*

*Hope Cumming, Business Agent*

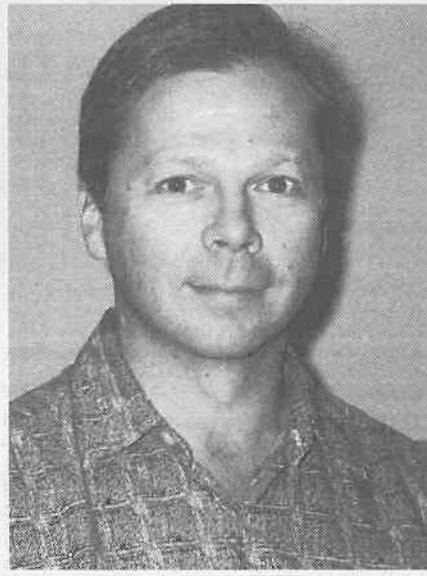
## COTC Chair rules sale of 'Boot' not a contracting out matter

**The Contracting Out and Technological Change Committee is unhappy to report that COTC Chair Stephen Kelleher has ruled that the sale of the "Boot", the Telus headquarters building at 3777 Kingsway in Burnaby, is not a Contracting Out matter.**

**The decision which came down January 12 flows out of a hearing held in front of Kelleher just before Christmas.**

**The Union is assessing the ruling and reviewing its options.**

# Great Financial Plans



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

Just about every day I see a TELUS employee about reviewing his or her investment portfolio. Most have a few term deposits and some mutual funds or other growth investments. The most frequent stock positions I see, without fail, are the TELUS shares purchased via the Employee Share Purchase Plan. Most of you working for TELUS are familiar with the Plan wherein you purchase TELUS shares with up to six per cent of your gross earnings and TELUS matches your investment on a two-for-five basis – you buy five shares and TELUS buys you two more shares. A 40 per cent return on your investment even if the market doesn't move a point (although the share bonus is a taxable benefit, it's still a great deal!).

Some investors are concerned with creating more income, some more growth, but everyone is concerned about reducing risk in their portfolios. Most know that the two factors that help offset risk are time and diversification. Those of you who have stayed with the market through a 10-year cycle know that returns are greater in market investments than in deposit investments. Within a five-year time frame, it is difficult to assure positive (never mind high) returns from the markets, but it is virtually impossible to find a decent market fund that has a negative return over any 10-year period.

Diversification also makes sense to most of us. Who hasn't heard the admonition, "Don't put all your eggs in one basket"? Those of you who have visited me for investment advice know I like to diversify not only between fixed income and growth assets, but I also like you to consider diversifying your growth assets geographically – some in Canada, some in the U.S., and some in the rest of the world. Owning one or two quality "core" funds that emulate each of these three markets is a great foundation for the growth portion of your portfolio.

Once you have the four core investments covered (including a

bond fund or some term deposits for your fixed-income component), you can begin to consider "sector-specific" investments such as: health sciences, biotechnology, oil and gas, precious metals, science and technology, specific countries, and/or telecommunications. These sector investments should represent 5 to 20 per cent of your overall portfolio.

The point of concern for many TELUS employees is that their share purchase positions (in a single company in the Canadian telecommunications sector) often represent 50 to 100 per cent of their investment portfolios. Although TELUS shares may represent an excellent choice for this particular sector, the theory of diversification says too much of any one investment may be imprudent! Just ask anyone who held a large position in Nortel shares (or many other high tech companies) throughout the course of last year. A 100,000 Nortel nest egg valued at its peak last summer is now worth about \$40,000.

When I travel by plane these days, I'm always happier to see four engines than one. Then, if one of the engines has trouble, the other three can still get me where I'm going. Why not apply the same thinking to your portfolios and spread your risk over a number of investments instead of relying heavily on one or two?

To offset the risk of owning too much of one investment, continue purchasing your TELUS shares through the Employee Share Purchase Plan (to take advantage of the 40 per cent bonus), and then consider diversifying your portfolio once the shares are bought. You could dedicate all of your other investment resources to other investment classes and/or sell some of the TELUS shares and reinvest the proceeds in the other investments. You can even take advantage of this strategy when rolling the shares into your RRSP.

There may be tax implications to the diversification process, so getting some professional advice should be part of your strategy. Describing these implications and others is part of the service I provide free of charge, and Van Tel Credit Union has a broad selection of investment options to help with the diversification of your portfolio.

Remember, invest for the long term, diversify, and have a nice flight!

You can call Bill Biles at 604-656-6289, reach him by e-mail at [bbiles@vantel.com](mailto:bbiles@vantel.com), or contact a Van Tel Financial Service Representative at 604-430-3221 or toll free at 1-800-663-1557. You can visit Van Tel's website at [www.vantel.com](http://www.vantel.com).

# Health and Safety Committee report to convention



Following are excerpts from the report of the Health and Safety Committee to January 2001 convention.

By far, the most important event in the last year, from the standpoint of Health and Safety, was the passage by the House of Commons of Bill C-12. On October 1, it became law. The changes are profound and we are pleased with them.

Of course, the changes brought to Health and Safety by the merger are of huge interest as well. At the time of writing this report, however, we were unable to pin down much of value to tell you. There are twenty-five viable and fully functional local Health and Safety Committees in Alberta. They remain in force at this time. They are the responsibility of the Alberta TWU locals now, but their members continue without change through the transition. When new members need to be appointed to these committees, they will be appointed by the union locals responsible for their locations. The maximum term stipulated in the Code is two years but a member can be appointed for more than one term. The Senior Council that approximated our Central Committee has been supplanted by the Central Committee. When Alberta members are appointed to our Committee, we certainly have plenty of work for them to do!

During the past year, as a result of behind-the-scenes negotiating and some pressure tactics, a group of high level managers has moved onto the Central Committee. This has led to some pleasant surprises. Senior managers from Field Operations, Network, Supply, and Operator Services have joined Stan Neufeld (new management Co-Chair from Alberta) and several staffers on the Committee. We have found that high level Operations Managers tend to respond quickly, once the existence of a problem has been established. It has been interesting to watch their attitudes change as they have realized that the matters we bring to the table are usually genuine operational safety concerns.

## Major Committee Initiatives

### PROJECTILE INCIDENT

On December 23, 1999 an incident occurred at the TELUS Learning Services building at 1795 Willingdon Avenue, Burnaby. A window was hit and broken by a projectile. Fortunately, no one was hurt. Unfortunately many steps to discovering the nature of the event were either incorrectly handled or missed altogether. The RCMP were called but only to increase their patrol, not to investigate. By December 28, when the police attended the site the damaged window had already been replaced and all evidence erased. We will never know if the projectile was a vandal with a slingshot, a bullet, or as the Company maintains, a rock

deflected from the tire of a passing vehicle. What we have learned is that we have no policy to deal with a situation of this nature.

In April 2000, Randall Cairns (co-chair #36), Leigh Baker (Corporate Safety) and Robin Lyman (Central Safety and Health) set out to establish a plan of action, should an event of this nature occur again at any of our buildings. This plan is now known as the "Projectile Incident Procedure" and has been endorsed by the Central Safety and Health Committee. It is currently in the hands of the Company awaiting final approval.

### FIRST AID TRAINING FOR OPERATOR SERVICES AND CLERICAL

With more and more offices functioning on a regular basis without management, it has become more necessary than ever to ensure that there are individuals present to render first aid whenever necessary. The Company may not rely solely on security personnel to provide first aid and instead must train more of their employees. At this time, the Code states that a first aid attendant must be readily available when there are 15 or more employees working at any time. The Code also states that at least one employee shall be trained and capable of providing artificial respiration and other life saving first aid when there are 4 to 14 employees working. We are working at making sure that all offices have an adequate or better number of people trained and that those trained are recertified every two years. (New legislation may state every three years).

### CO-CHAIR LIST ACCESSIBLE THROUGH TELUS OPERATOR

The committee has been working on a suggestion put forward from an earlier co-chair safety seminar of dialing "0" for locating and connecting to other co-chairs around the province. This would be primarily for incidents that occur after hours or weekends. During normal working hours, the Union office can provide this information, however, since more and more of our people are working build-up and overtime hours, and many construction and I&R are working away from their normal areas on loan, the problem is increasing.

At this time it is still under discussion with NOC, Operator Service and Corporate Safety.

### VERSA LIFT VANS

A major problem with overweight small van-based ladder trucks has illustrated the value of having high level operations managers on the Committee. When Don Jones first presented this issue, the Corporate Safety and fleet people immediately began their usual defensive tactics. We knew the situation was intolerable and dug in for the kind of long

term guerrilla war we have become used to. The issue was presented at the June 1999 meeting. There were no meetings in July or August, and so it was discussed again in September. The merry-go-round began.

At the November meeting, Dennis Baker from the Construction Department was at the meeting. Half way through the discussion of this issue, he woke up suddenly, demanding to know if these trucks were actually not even LEGAL on the road! Reluctantly, the Corporate Safety and Fleet underlings admitted that they were not. It was one of Mr. Baker's first meetings and he sat there with his mouth open. At the next meeting, in February 2000, the entire problem had been dealt with. The trucks with the braking problem were off the road. The overloaded trucks were no longer overloaded. The message was out among the small-fry in Corporate Safety.

### LADDERS

Two years ago, we reported to you that BCTEL was experiencing a problem with the two-piece, thirty foot ladders used by construction and a few I&R forces. We knew that some of these ladders had broken, one causing the permanent disabling of a brother from Vancouver Island. Two had broken on the same day, on Vancouver Island. There were reports of many more but we did not have much solid information. The Company wasn't forthcoming with details and they blamed every incident on the worker or on the shipping methods for the ladders. Eventually, we were able to agree to a moratorium on teaching ladder-top rescue from one ladder.

During the intervening two years, we have seen the Company make a profound change in their attitude towards the ladder issues. They now want to put it behind them and seem willing to do almost anything to resolve the last few issues. In September, we have made a quick tour of compounds in Penticton, Kelowna, Vernon, Kamloops, the Lower Mainland, Nanaimo and Victoria. In comparison to the tour last year, we have a completely different story on ladders now. We found only one ladder that wouldn't pass the most stringent physical examination this time, as opposed to forty percent that had to be junked on the spot, last year. Awareness of ladder safety is visibly increased among managers and classified employees. The ladders were properly fastened to the racks in all cases and all the ladder racks met standards.

Meanwhile, the trial of fiberglass ladders continues. A new fiberglass ladder, designed to replace exactly the BCTEL wooden ladder used in BC, has been designed and is being built by AllRight Ladders. In all aspects except the material in the rails, it is the same as the wooden ladder. It is marginally heavier but much stronger than its wooden cousin. Management says it will be available to anyone who would prefer the

added reliability and safety of the man-made rails. We are still arguing over the 250-pound versus 350 pound load limit for the wooden ladders but we intend to put the load limit for wooden ladders back to the 250 pounds it always was. Workers who need a ladder capable of heavier loads will be encouraged to use the fiberglass version.

AllRight Ladders had agreed to install machinery in their plant to test the lumber before manufacturing the side rails. This was the MSR machinery we told you about last year. They have since decided that the machinery is too expensive and do not intend to do it. It wasn't an issue for us anyway, so we made no comment. We were primarily interested in developing a field test to detect weak ladders by measuring their deflection under load. This test is now in the final stages of development and will be rolled out shortly. The test involves measuring the amount a ladder bends when one hundred pounds of weights are hung from its centre rung. If the ladder bends more than the allowable amount, it fails and has to be junked. This deflection figure will be determined on the date of manufacture and stamped on the side rail. If it changes significantly, the ladder will also be junked.

We are pleased with the results of our efforts, but they won't accomplish much unless our people join us in our determination to prevent any more serious ladder failures. We continue to join with management in an urgent appeal to all workers to follow the testing and inspection guidelines before climbing any ladder - EVERY SINGLE TIME!

### CO-CHAIR SEMINAR

As we did the previous year, Committee met with the TWU Co-Chairs for two days at Westminster Quay, in June. A presentation on a proposed new policy on Violence in the Workplace was given by Business Agent, George Doubt. The policy is meant to be administered by Safety & Health Committees, so the co-chairs gave it very detailed scrutiny. We are confident they went away satisfied that it suited their needs, because it received the unanimous approval of the assembly. George Doubt, Lori Hannis, Robin Lyman and Don Jones have worked hard to make this policy a reality and they have had to be patient. It followed a tortured path to completion. The Committee would like to thank them for their perseverance and hard work.

### VIOLENCE IN THE WORKPLACE PREVENTION PROGRAM

The Sub-Committee has continued to work on this program throughout the year. A final draft of the program has been completed and accepted by both the Union and the Company representatives on the Central Committee.

The Executive Council believes that implementation of the program will require a Letter of Agreement. Negotiations are currently underway to secure such an agreement.

There are two issues currently delaying progress on this issue, the first is the new Canada Labour Code and the second is the Company's position at bargaining. The Company says they wish to review all Letters

of Agreement and are therefore reluctant to enter into new ones as this is being written.

In short, we have a good program written and accepted, the next step is to put it into action.

### LOCAL HEALTH AND SAFETY COMMITTEES

Each member of the Committee is assigned as a contact person for several of the local Health and Safety Committees. As a contact person, the Committee member acts as a resource to the local committee and as an interface between the local committee and the Central Health and Safety Committee. To fulfill our obligations, it is important that we establish and maintain contact with the local committees.

As we said last year and the year before, we believe it is important that we visit each of the committees at least once each year and that these visits are integral to our responsibilities to support the local committees. Management deals with all our committees in a manner that is consistent and informed while the union members of the committees tend to operate in isolation, except for their contact with us.

Now, the local committees have a Terms of Reference document that gives them the specific right to invite us to their meetings. Management is denied the right to interfere with this invitation. The committee intends to establish this presence as firmly as possible, in the next year. As the representatives from Alberta come onto the Committee, they will be assigned Alberta Local Committees to work with and they will be encouraged to get fully involved with them.

### HYDRO LIMITS OF APPROACH

The Company and the Union have agreed that there will be a three-metre separation between Hydro Primary and TELUS Plant, on flat-line construction.

### HEPATITIS A & B SHOTS

The program in the lower mainland is now complete. The North Okanagan is the next area that Health Services will roll out this program. The program will begin with employee education. Other areas of high risk will be looked at after North Okanagan. At this time it is unknown when the rest of the Company will be done.

Respectfully submitted:  
TWU PROVINCIAL HEALTH AND SAFETY COMMITTEE  
Wayne Bennetts, Chairperson  
Don Jones, Vice-Chair  
Lori Hannis, Secretary  
Don Stang  
Norm Eady  
Al Haggstrom  
Joyce Hill  
Ernie Iwaskow  
Don Jones  
Robin Lyman  
Mick Shiels  
Tim Williams, Business Agent  
George Doubt, backup Business Agent



# Education Committee report



Following are major excerpts from the report of the Education Committee to January 2001 convention.

The new millennium, with all of its global corporate agenda, has presented the labour movement with both challenges and opportunities. The challenges are great. We must provide our members with the education they need to resist and repudiate corporate rhetoric in the form of "objective bargaining", personal development plans, vision teams, pulse checks, and the like. We must not buy into the shareholders version of a future with no job security, low pay, no benefits and an "entrepreneurial" workforce whose creed is "every man for himself". Our future depends on our solidarity; therefore, we must not fail in our commitment to developing a strong support system within our membership via basic education. The opportunities are immense. With 14,000 members we must build strong solidarity across both provinces. We are confident that by educating, organizing and mobilizing our membership we will increase our collective strength and move ahead in a positive direction in the best interest of all.

2000 was the third year that our new education policy was put into practice and we continue to see many benefits from its implementation. Evaluations and anecdotal results indicate that our members very much appreciate the focus on basic training for everyone as opposed to in-depth or repetitive training for a few. The Education Committee wholeheartedly and unanimously endorses the continuance of this focus in order to attract new members into the labour movement and encourage TWU activism. We cannot stress this concept enough - we must invest in our future now, we must endow our resources upon the members who will come up after us in order to ensure that all we've worked for will not be in vain and that the labour movement as a whole will remain vital and strong. We want the delegates to know how much we have appreciated their support in this undertaking and ask you to continue to encourage your members to sign up for educational opportunities and become part of the fighting force that ensures our Union's health.

## PLANS FOR 2001

### Parliamentary Procedure

At the time of writing this report, plans were just underway to put on four one-day courses in Alberta in the week prior to January's Convention. The Education Committee was hopeful to have completed training for most of the Presidents, Vice-Presidents, Secretaries and Convention Delegates in Alberta with additional courses to roll out to the membership later on in the year. We will give a complete update on this matter at the time of convention.

### CPP Disability

Expressions of interest have just now started coming into the Union office and the deadline in order to receive them has been extended due to the fact that many locals had not yet had their annual general meeting. The plan is to have each region represented by volunteers who would be willing to serve

as disability advocates (for a minimum of three years if possible) in their area. Advocates in each region would be appointed by the President of the TWU. Once selections have been made we will arrange for those members to attend an Advanced Advocacy Course in Burnaby facilitated through Capilano College. The course will be tailored to specifically meet our needs and training will include CPP and internal appeal mechanisms and integration of LTD's with other benefits such as WCB.

### Basic Training Programs

A variety of basic training programs has been planned for both provinces on an "as needed" basis (within budgetary constraints, of course). These opportunities are usually provided on a first come, first serve basis but we are cognizant of the need that exists for those locals with new shop stewards and executive members and we are committed to making them a priority. If your local is one of those where the majority are new please indicate this when sending in your sign-up forms. This will greatly facilitate the planning process.

### Advanced Griev. Handling

As of the writing of this report, the course curriculum is still in the process of being updated and completion is anticipated in the spring of this year. This course will focus on grievance handling from the second stage through to arbitration and will only be offered to those who have that responsibility. This is an advanced course and knowledge of basic grievance procedure will be assumed.

### Development of a TWU Women in Leadership Course

The Education Committee is just now in the process of developing a new course specifically for women activists. The curriculum will focus on assertiveness training, effective communication and encouraging participation in your local. Input is still being sought and we encourage members to contact us with their ideas and suggestions.

### Development of Scheduling Course

At last year's convention, the Delegates asked us to look into developing a scheduling course for plant and clerical schedule committees. The committee will invite local input on this project and examine the feasibility of putting something together that would work for everyone. Several members have already volunteered to help out and a few have already started gathering materials in order to develop a curriculum. We will keep you posted as the project develops.

### New H&S Handbook

The TWU Health and Safety Committee are currently in the progress of writing a new handbook for local H&S Officers. Once this project has been completed, the Education Committee will sponsor the cost of production and distribution if its budgetary restraints allow.

### New Member Orientation

The Orientation handbook for new

members will be updated after convention and available for locals to give out to members new to the TWU. This handbook offers a basic explanation of who the TWU is, what we are about and what we have to offer. As well, there is a basic explanation of our structure, constitution, grievance procedures and advocacy programs.

### AFL - CLC Fall Program

The Alberta Federation of Labour and the Canadian Labour Congress jointly sponsor an annual fall labour education program similar to the one they put on for BC in Harrison each year. Jasper and Banff take turns hosting this inspiring two-week event and they offer an excellent variety of courses to choose from. Unfortunately, we were unable to participate in 2000 due to the following factors: a) we were not yet affiliated with the Alberta Federation of Labour, b) the deadline for registration was Oct. 20 and delegate selection would have been a problem as some of the locals still did not have a forum available whereby they could make selections. We do hope to be able to fully participate next year.

### Harrison Winter School

This year the CLC Winter School at Harrison will take place between January 21 - February 16, 2001. Each year the TWU proudly supports and sponsors local members and we hear glowing reports back from these members who take part. The policy is clearly stated in order that there be no confusion as to how locals should make their selections. We are happy to report that Executive Council has once again expanded the menu of approved courses and we hope our members benefit from the experience as so many others have.

### Job Smart Program

The Education Committee, with the backing of convention, would like to show our support to the CLC Job Smart program by sponsoring TWU instructors to facilitate classes. We will have to set a cap on the AF allotted and set guidelines down to ensure fairness to the labour councils that may apply. If convention approves, we will work on guidelines for the process early in the New Year.

### Our Thanks

The Committee would like to extend its thanks to all the members who have contributed their thoughts, ideas and suggestions and we continue to welcome input via letters, emails or telephone. We would encourage members to put their ideas in writing as it makes it easier for the committee to deal with requests when meeting. We very much look forward to hearing from both provinces this year and we're committed to doing all we can to meet the challenges that surely await us.

In solidarity,  
THE TWU EDUCATION COMMITTEE  
Al Friesen (Chair)  
Tamara Marshall  
Fran Miller  
David Mitchell  
Teresa Ross  
Lori Ruggles  
Rod Hiebert, President  
Bruce Bell, Vice-President

## Executive Council items

### MEMBER ASSISTANCE PROGRAM

Again as always this past year has been a very busy one for the Member Assistance Officers, Jim Christensen and June Lewis. TELUS has not yet indicated which direction they want to go under their EAP program. Sister Lewis has been working in Alberta and has had the opportunity to speak to many members in that province who have used the outside provider CHC, and she reports they seem to be very satisfied with the services of CHC. Sister Lewis has written to the Company requesting discussions on the subject.

In the meantime, as the work load is very heavy, Executive Council decided in November to bring in Brother Glenn Abel to assist the MAP officers in their duties. Brother Abel has in the past given assistance with many members on a voluntary basis, and brings with him a wealth of experience.

### OPERATOR SERVICE STEERING COMMITTEE

TWU members in Operator Services face the same challenges as other TWU members whose working lives are attached to the electronic highway and whose work can be moved, changed, increased or decreased by a few simple commands on a computer by a faceless manager.

Management in Operator Services is becoming increasingly faceless. Like Field Services, like Clerical members on the ACD, control and decision making has been consolidated. Local management has been reduced to conveyors of messages and discipline implementers.

At the time of writing this report, the Operator Services queues remain separate between our members in BC and Alberta. By the third quarter of 2001 the queues will be merged. By the second quarter of 2001 queues for Conference, Operator Services assist lines will be merged. By the end of the first quarter of 2001 operators in BC and Alberta will be using the same reference data base. It is possible that before there is one Collective Agreement in place, TWU members will be on one electronic workplace working doing the same jobs under very different working conditions. This situation is compounded by the Company's creation of the Wholesale or Competitive Operator Services Department in Alberta where TWU members are paid significantly less than operators in other offices and do not enjoy many of the benefits contained in the TWU or IBEW collective agreement. The Union has filed an application with the CIRB to have the Wholesale Operator Services Collective Agreement ruled illegal. At the time of writing this report, we are still awaiting a hearing or possibly a decision if the Board rules on the basis of written submissions.

These contract differences, policy and procedure differences create a complex situation. Resolving those differences will be made even more difficult by management induced conflicts and divisions between TWU members in BC and Alberta. We have already had several examples of management trying to introduce new programs in either province by suggesting that the members and/or Union endorse it, in the other province.

At the same time the Company has embarked on a program to introduce new services and technologies into Operator Services. The Union welcomes these new opportunities. The Company estimates that by 2004, 50% of Operator Services revenue will come from non-traditional sources. However the introduction of these new services creates another source of concern for union members. Typically these services are specialized in one office or even with a group within an office. TWU members performing these services suddenly find that the smaller work group results in less opportunity to trade shifts, get coverage, take time off, get preferred shifts etc. The increase in diverse work comes at the cost of a loss in flexibility that operators enjoy. It also will increasingly cause demands to break down the one wage schedule. You can expect Company pressure to introduce clerical style pre-requisites.

The other concern union members are very aware of is the Company attempts to shift work from Clerical to Operator Services with the introduction of new technologies that may allow operators to electronically access databases typically used by Clerical. In 2000 we saw management attempt to have operators doing the clerical work associated with inputting Calling Card data. This is a situation that was successfully challenged by the IBEW in Alberta and again by the TWU last year. You can expect more of the same.

The situation is not all grim. In an effort to deal with these issues, the Operator Service Steering Committee met in October, 2000 with representation from all Operator Services offices from both provinces except for Grande Prairie. Our apologies to those members. The issues discussed are too numerous to list here. The more important aspect of this meeting was the opportunity for our members from both provinces to meet and discuss common issues. It also opened up lines of communications that will prove invaluable in dealing with Company attempts to create division. The ability for all TWU members in Operator Services to co-ordinate company-wide responses to management's actions will prove a benefit to operators and the Union as a whole.

## Harrison policy amended

The Union's policy on participation in the Harrison Winter School shifted somewhat following a debate at convention on the Education Committee report.

The amended policy will give locals greater scope to send Union activists to Harrison who have previously taken courses at the Winter School.

A couple of years ago, the Committee adopted a policy strongly favoring sending first-time participants to the Winter School, with a view to encouraging and educating new and up-and-coming activists.

While generally supporting the intent to encourage new members, some

delegates felt the policy was too restrictive, and might deter more experienced activists who had previously been to Harrison from taking follow-up or supplementary courses needed to effectively serve their Local members.

Delegates passed a resolution proposed by Local 11 that "the current TWU Education Policy be amended to ensure that there is a balance of courses offered with the purpose to educate/initiate new activists and to broaden the skills of those activists who presently contribute their efforts to their own Local and to the Union."

# TW Pension Plan Report to Convention

*Following is the report of the Telecommunication Workers Pension Plan trustees to January 2001 convention.*

The Administration office is pleased to report the majority of members have now received their 1999 annual statements. The annual statements for 2000 are not due to be sent until June 2001. There are approximately 2000 members' files that continue to be reviewed and corrected for erroneous data.

Implementation of systems project is going well. Phase 1 is scheduled for the end of January 2001 which will include the conversion of data as well as a new pension calculator.

The data clean-up project will continue under the new system until the Administration office is confident that all data issues are resolved.

Approximately 660 members were eligible to purchase service in 2000 and were sent letters notifying them of the possibility of being short Days of Pay by the end of the year and were permitted to purchase service. A total of 10 members responded to the opportunity to make additional contributions to maximize their membership service.

The Trustees have decided not to grant an increase to retired members in 2000.

For the 2001 Plan Year, the Trustees deemed a day of pay without receipt of purchased service contributions for each day of pay in respect of which a participant was in receipt of WCB benefits, sick benefits or was on a leave of absence as a result of sickness, ill-health, strike or lockout.

An update of accrued pension benefits was approved by the Trustees for active members' effective January 1, 2001. The update will result in the earnings for 1998, 1999 and 2000 (limited by the member's average daily rate times 260.89 at December 31 in the same three year period) being used to calculate accrued pension benefits at December 31, 2000.

The Trustees are continuing to work on the issue of governance.

A question has been raised by a number of members as to why the target benefit formula isn't 2% instead of the current 1.75%. The actuary will provide material at Convention relating to this issue.

The following figures are approximate amounts (\$millions). The values are based on interim information provided by the Custodian and may change should the Custodian revise their December 31, 2000 statement.

|                     | Amount            | Percentage of Total |
|---------------------|-------------------|---------------------|
| Real Estate         | \$ 203.6          | 10.9%               |
| Fixed Income        | \$ 1,592.2        | 85.4%               |
| Cash                | \$ 55.3           | 3%                  |
| Other               | \$ 12.7           | 0.7%                |
| <b>Total Assets</b> | <b>\$ 1,863.8</b> | <b>100%</b>         |

There will be further financial and actuarial information distributed at the Convention.

## REAL ESTATE PROJECTS

### Pacific Point Development

The Plan continues to receive its share of the monthly rental income from this project. The total received for 2000 was \$935,000.

### Bamberton Investments Ltd

David Podmore will be attending the Convention to report on the status of the Bamberton project.

### Concert Properties Ltd.

David Podmore will be attending the Convention to give an up to date report on Concert Properties Ltd.

### Mortgage Fund One

The Plan's current holdings December 31, 2000 are \$87,258,577 million which represents approximately 40.38 % of the total assets of MFO.

It should be noted that the TWPP percentage ownership of MFO has declined substantially in 2000 because of large new investment in MFO by other pension plans.

The one year return is approximately 9.03% and the 3 year compounded annual return at the end of December 2000 was approximately 6.74% p.a.

The contributions received for 2000 were approximately \$59,818,571 from the employer and \$25,540,416 from the employees.

As at the December 31, 2000 the number of retired members was 4025 and the approximate retirement benefits paid for the year was \$72,660,185

The approximate return (market value basis) on the fund for the year was 15.7%. This figure is based on interim information provided by the Custodian. This value may change should the Custodian revise the final year end statements.

Company Trustee Al Prentice resigned and was replaced by Rob Beynon. Union Trustee Dave McElheran elected position expired in 2000 and Nancy Curley was elected at the 2000 TWU Convention.

For the information of the delegates the following are the current Trustees of the Plan.

They are available to meet with members to answer any questions or concerns.

#### Company Trustees

Rob Beynon  
John Wolff  
Garnet Andrews  
Robert Dardi

#### Union Trustees

Rod Hiebert  
Linda Tait  
Nancy Curley  
Kathy Pearn

**Debbie Ellis, Administrator**

# Benefit Plan Report

*Following is the report of the trustees of the Telecommunication Workers Benefit Plan to January convention.*

The Administration office is pleased to report that the operation of the Benefit Plan has gone very well over the past year.

## PART(s) A, B & C – Telus (BC) Employees

At last years convention it was reported that the Trustees reviewed and recommended a plan redesign option to the TWU Executive Council. The recommendation was that if an Employer contribution is not bargained into the Plan that would permit the desired plan redesign that a vote be taken by the entire membership as to whether PART A should be continued. The vote would be to transfer all PART A members to PART(s) B & C and all non-participating members be enrolled in PART(s) B & C. This recommendation is currently tabled pending collective bargaining.

During 2000 the Trustees carried out an extensive analysis of the Plan's experience since its inception. This work indicated the following factors have, particularly in the past few years, caused the costs of the Plan to increase:

- lower interest rates;
- greater use of the short-term disability plan by members;
- a larger number of deaths among the members; and
- payment of income taxes

In spite of these adverse factors, the Trustees have not had to increase the members' contributions to the Plan since its inception. However, it is now probable, if the current round of collective bargaining does not result in employer contributions to the TW Benefit Plan, that a modest increase in employee contributions will be necessary over the next few years.

In the interim, the Trustees are considering what changes might be made, consistent with the Plan's objective to limit the need for additional employee contributions.

## PART D – Rogers Cablesystems Employees

The Trustees have been reviewing the adequacy of contributions rates relative to the Plan experience. Although the Life Insurance, Weekly Indemnity and Long Term Disability have all shown good experience the Plan has had poor experience with respect to Dental and Extended Health benefits. The Trustees recently recommended an increase to the Employee Contributions of \$25 per month and reallocating employer contributions in order to make the STD and LTD non-taxable benefits.

## PART E – Campbell Goodell Traynor

The operation of the PART E has gone well without any issues to report.

## Administration and Financial Information

The issue of enrollment of the Alberta members into the Plan will be dealt with pending collective bargaining and review by the Board of Trustees.

The Trustees and the Administrator are available to do presentations for Locals. The Local union representative can arrange this by contacting or submitting a request to the Administrator.

The Benefit Plan portion of the new computer system is scheduled to be implemented by the end of Phase 2 of the systems project; approximately mid 2001. Phase 2 is reported to be on time to date.

As at December 31, 2000 the approximate market value of the assets as reported by the Custodian was \$18,787,247 and the Plan had a rate of return for 2000 of approximately 13.82%.

The Trustees have had, since the Plan's inception, an investment policy under which the Plan assets are invested so as to match the Plan's liabilities. As a result, the financial position of the Plan with respect to accrued liabilities (not future) is not significantly affected by changes in interest rates. This means that the Plan's financial position in respect to accrued benefits does not improve when interest rates drop (even though this produces good rates of return for the bond market) nor become worse when interest rates increase (even though this produces poor rates of return for the bond market).

The Plan actuary will provide further information at the Convention to assist the delegates with this asset/liability concept and the impact of changing interest rates.

There will be financial and actuarial material distributed at the Convention.

Income tax is payable on taxable investment income less operating expenses (not taxable income). For 2000 the net taxable income will be approximately \$158,586 and the Plan will be required to pay approximately \$79,293 in income tax. The income taxes paid in past years have been as follows:

|      |                        |
|------|------------------------|
| 1993 | \$ 141,685             |
| 1994 | \$ 38,299              |
| 1995 | \$ 227,528             |
| 1996 | \$ 476,478             |
| 1997 | \$ 178,107             |
| 1998 | \$ 216,240             |
| 1999 | \$ 138,595             |
| 2000 | \$ 79,293+ (projected) |

The total Plan membership as at December 31, 2000 was 2087 in PART A (down by 402), 6165 in PARTS B & C (up by 64). PART D was 169 (up by 7). PART E was 41 (up by 7).

Ron Ritchey was elected chairperson for 2001 and two new Trustees were appointed to the Board, they are Lori Ruggles and Cindy Sadowski.

For the information of the delegates the following are the current Trustees of the Plan.

Denise Buchan  
Peter Massy  
Ron Ritchey

Mike DeForrest  
Lori Ruggles  
Cindy Sadowski

**Debbie Ellis, Administrator**





*Pension Plan Trustees reporting to convention, at left, Kathy Pearn and Rod Hiebert, at right, Nancy Curley and Linda Tait, with Dave Podmore of Concert Properties and Bruce Rollick, actuary*

## TW LTD Plan Report

*Following is the report of the trustees of the Telecommunication Workers LTD Plan to January 2001 convention.*

During the year there were 19 new disability claims, 4 deaths, 4 who retired and 1 who returned to work.

The total number of disabled members at December 31, 2000 was 171, and the approximate total benefits paid for the year was \$3,691,389.

At the December 5, 2000 meeting the Trustees decided not to grant an increase to the disabled members for 2000. Disabled members receive increased CPP Disability benefits that reflect the increase to CPI (Consumer Price Index). The Trustees will continue to review benefits indexing on an annual basis.

As at December 31, 2000 the estimated market value of the assets according to the Custodian is approximately \$41.9 million and the Plan had a rate of return for 2000 of approximately 12.88%.

The actuary prepared an actuarial report in 2000 and determined that the assets of the Plan together with future employer contributions are more than sufficient to finance the LTD benefits. The actuary recommended that for 2001 the rate of employer contribution be restored to .75% of gross bargaining payroll.

There will be financial and actuarial material distributed at the convention.

Company Trustee Al Prentice resigned and was replaced by Rob Beynon. Union Trustee Dave McElheran elected position expired in 2000 and Nancy Curley was elected at the 2000 TWU Convention.

For the information of delegates the following are the current Trustees of the Plan.

### Company Trustees

Rob Beynon  
John Wolff  
Garnet Andrews  
Robert Dardi

### Union Trustees

Rod Hiebert  
Linda Tait  
Nancy Curley  
Kathy Pearn

*Debbie Ellis, Administrator*

## Finance Committee Report

*Following is the report of the Finance Committee to January 2001 convention.*

The Finance Committee met from December 4 to December 7 to review the finances of the TWU.

The Committee is pleased to report to convention that even with the sizeable increase in the budget we are still able to maintain a six-month reserve as mandated by Policy. We also met with the auditors to go over the balance sheets and for other discussions.

The auditors are very happy with our reserves. They have again brought forward the issues of outstanding advances, and have again said that we must do something about the situation. The outstanding balance is now \$98,000. As the Secretary-Treasurer has reported, there will be new processes put in place to deal with the situation. This has the full support of the Finance Committee.

The auditors in their report to the TWU also stated:

### Petty Cash

*We recommend that monthly bank reconciliations be prepared by each of the Union's locals. The bank statements received by the local will likely have a simple reconciliation form on the backside which could be used. The locals should be advised that the auditors will select a random sample of the reconciliations each year. In addition, each local should be required to send a copy of the February 28 reconciliation to (the Union bookkeeper).*

The Finance Committee supports this statement and asks that the Delegates inform their Secretary-Treasurers of this change in process and we will also send letters to the Secretary-Treasurers.

Despite the increase in membership and income forecasted for next year, not all budgetary requests were able to be filled. Convention should be cognizant of the fact that from year to year there are different forces driving the budgets. This year's forces happen to be expansion of the TWU and the Company's negative attitude at bargaining. The Finance Committee felt that these items must get the highest priority in this year's budgetary process.

With the expansion of our membership, financial stewardship continues to be a challenge. We will meet that challenge and with the assistance of all members, ensure the continued financial health of our Union.

*Respectfully submitted,*

*TWU FINANCE COMMITTEE*

Don Fehr, Chair Denise Buchan  
Lesley Hammond Wes Nakano  
Janet Reid Lee Riggs  
Randy Cairns (Alt.) Kathy Pearn (Sec.-Treas.)

## Items from Report of Executive Council

*From Executive Council Report to January 2001 convention*

### **EMPLOYMENT EQUITY**

Our Employment Equity complaint is ongoing. In June we met with senior officers of the Human Rights Commission. They were seeking clarification of our complaint in regards to possible overlap of issues with our pay equity complaint and also with the results of the 1999 Employment Equity Audit done by the Commission. We finally received the results of the audit in October and are now reviewing our complaint per the Commission's request.

### **CLERICAL JOB EVALUATION**

The TWU Clerical Job Evaluation Working Committee consists of the following members: Heather Ryall, Local 23; Shelagh White, Local 50; Cindy Sadowski, Local 50 and alternates Anita Thompson, Local 50; and Janet Reid, Local 20. The Steering Committee members are Karen Whitfield and Neil Morrison, with Kathy Pearn as an alternate.

The Working Committee completed the final review of backlog jobs in February 2000. The backlog was all the jobs that had pending re-evaluation requests on file prior to 1992. There were 262 evaluations covering several hundred employees in that category.

The Committee has ensured that jobs were evaluated consistently and awarded the highest possible points under the job evaluation plan. Their success lies in the fact that they have kept the Company as honest as possible and ensured that jobs were not undervalued according to the plan application. No matter how strongly we may feel about the fairness of job evaluation, we cannot ignore that almost 900 job evaluations have been done, with about 60% of them resulting in upgrades. There have been only about 30 downgrades. To put that in context, in the 20 years prior to the 1992 introduction of the new plan the number of evaluations done ranged from 10 - 40 annually. Had there-not been a Working and Steering Committee breathing down the necks of the Classifications Department these last eight years we have no doubt that the results would have been quite different. This has been a huge undertaking.

Once the backlog was complete, 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<sup>st</sup>. We do not have the resources to be off the job full-time but are working out a schedule within our budget to meet as often as possible to get through the work needed.

The mandate of the Committee will now be to review the ongoing jobs for consistent application of the PAR plan, as well as reasonableness of pre-requisites. The ongoing are all other jobs covered by job evaluation in clerical that were not part of the backlog. After doing 262 very thorough reviews of the backlog jobs, we've learned that not all evaluations need the same level of scrutiny. So, starting with the Group A's the Committee will still do a thorough review on only those evaluations that were either disputed by the members or flagged by the Working Committee for a closer look. The Committee always did at least a preliminary look at all jobs as they came in. We will also do a shorter review of the others jobs, paying particular attention to pre-requisites, while keeping an eye on consistent application of the plan.

The Executive Council would like to thank the Working Committee members for their hard work and dedication to this complicated and sometimes tedious work.

This has been a difficult year for the Steering Committee in that the demands on all our time, particularly on the table officers related to merger issues, overshadowed much of our other work. Some minor pre-requisite issues were resolved. We have a number of grievances which were referred to us at 4<sup>th</sup> level over pre-requisites.

Those related to the new sales test used in the Communications Rep IV and V jobs have been referred to arbitration.

Those related to the Bar and Sales Support Rep V jobs have also been referred to arbitration.

Grievances over the Computer Operator II pre-requisites are still under discussion as are all other Steering Committee referrals.

Job evaluation is also in use in Alberta for Clerical and Operator Services, however it is both a different job evaluation plan from the one used in BC and is also governed by different Collective Agreement language. Their agreement provides for a Steering Committee comprised of three plus one alternate each for the Company and the Union to hear and decide job evaluation appeals. We met with the IBEW reps in July to get an overview of the JEP and to take over existing files. Since then we have arranged for training from the Company on the JEP and a review of all outstanding appeals. The training is scheduled for early December. The Steering Committee members will be Chris Faraguna and Peggy Askin from Calgary, and Marlisse Richards and Allison Bell from Edmonton, and Karen Whitfield. As well we asked the Company to train TWU BA's Fran Guillet and June Lewis to help provide support to the members in Alberta and Hope Cumming for bargaining reasons.

### **CLERICAL TEMP COMMITTEE**

As of October 18, 2000, there were 674 Clerical temporaries working for TELUS in BC. However, that number includes summer temps, so we are confident the 674 number will be down substantially by convention.

We reported last year that since the TELUS merger, the Clerical Temp Committee has found management increasingly difficult to deal with, and they have forced us time after time to take them to the limit with the arbitration procedure before responding to our concerns. Unhappily, we cannot report an improvement in that situation this year. The Committee currently has six arbitrations pending.

In addition, there are eleven other areas of concern that will be going to arbitration if they are not resolved.

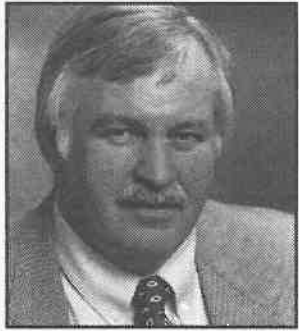
On the positive side, however, the Committee has had a number of important successes in the year 2000.

In February, we won five full-time Machine Operator jobs at ISM-BC in Richmond.

In May, we won 41 CSR jobs at a Temp arbitration for ACD. Twenty-nine of the jobs have been posted, but the Committee is still negotiating on 12.

In July, we won four regular full-time Message Bureau jobs at Mobility.

In August, we won 60 CSR jobs at Mobility.



Rod Heibert

## President's Report

# Convention in Alberta historic for TWU

Following is the text of the address of President Rod Heibert to January convention.

Welcome to January 2001 Convention.

Today again we make history opening our first Convention in Edmonton.

First, I would like to thank all of the delegates for their hard work during this past year. It is only by working together, that we have been able to face the significant challenges of the past few years, and subsequently unite our membership for the future.

I would like to give special recognition, on behalf of the entire membership, to those delegates in Alberta for their work in building our new Alberta Locals.

I must also thank all of the Executive Council Officers who have worked tirelessly throughout this past challenging year. They have truly worked above and beyond the call of duty and are responsible for the many gains that we have made over the last few years. I am proud of every one of them.

Over this past year, TELUS has challenged all of us both individually and collectively with mergers and acquisitions, reorganizations, building sales,

transfers of work from worker to worker and province to province, and, a forced merger of cultures.

They have maximized their efforts to move as much bargaining work as possible to management.

They have mounted a vicious attack on our newest members in marketing and telesales.

They hired the chief negotiator from Bell Canada. The person who precipitated the lengthy strike at Bell.

The leader of the team that ambushed the Union, and the Operators, at Bell Canada.

The Company has continually attempted to divide and conquer the TWU and our members.

Despite these considerable challenges we have become stronger. We have set the stage for Telecommunications workers across Canada in maintaining one bargaining unit for TELUS. We have been successful in having all of the Alberta telemarketing reps, competitive operator services, and field sales swept into our single bargaining unit.

We have established offices in Edmonton and Calgary, we have brought in extra staff in both provinces to service the membership, and provide relief for our business agents as-

signed to the bargaining process. We have proven that we have the ability to turn challenge into opportunity and grow in strength, solidarity and numbers.

We have refused to be divided by those who would sow the seeds of division.

This year we must establish a strong presence for new members in central Canada. It is critical that the TWU move aggressively with a focussed, two-prong strategic plan to ensure that all TELUS workers are represented by the TWU in one large single bargaining unit. The Executive Council has endorsed a plan to not only apply to the CIRB to have the National Build and Clearnet employees swept into our bargaining unit, but also, to aggressively move to establish contacts, research TELUS operations and prepare for a massive organizing campaign.

This program is critical, because we must always be prepared - What would we do if TELUS decided to move the head office to Toronto?

We must direct our energies to resolving the issues of scope. We must not allow TELUS to take bargaining unit work and assign it to non bargaining unit managers.

This Convention must give

TELUS a clear signal, "We are united, we are strong and we stand together and fight for what we believe in."

At this 2001 Convention it is critical that we reaffirm our priorities. We must focus on unity for "United We Stand - Divided We Fall." We must affirm that "What We Desire For Ourselves We Wish For All." We must focus on bargaining a collective agreement that works in Alberta, BC and across Canada. It must work for Operators, Clerical, Plant and all members. We must focus on bringing the Clearnet workers in as equal members, so the Company is not able to hive off work at lower rates.

We must ensure that wherever TELUS goes, the TWU will be there. We have worked with TELUS in the past to our common advantage. We must not close the door. We have built the BC Information Highway Accord, we fought for and attained BCTEL access to the Broadcast License and many more significant achievements. When TELUS is on the same side we are very successful in creating jobs and a successful relationship. They must again understand that it is much better for them to work with us than trying to fight us.

I would like to also recognize

the efforts of our delegates from our many other certifications. We have fought hard and long to gain good agreements for our members at Rogers, now Shaw, Restauronics (now Compass Group) and our other certifications. Some of these employers, especially Shaw are proving to be challenges for the future. Together we will again move the line ahead for workers and their families in our diversified bargaining units. Delegates and members from those units have contributed greatly to the TWU and the labour movement in general. I am proud of all of you. I believe strongly in our focus to organize the unorganized and we must ensure good representation for those members.

We must concentrate on our many strengths instead of focussing inward on the differences we may have, if we are to advance the interests of all our members in this current hostile divisive atmosphere at TELUS and some of our other certifications.

I believe that together we have the ability to become the Communications Union of the future.

I wish you all a fulfilling and rewarding Convention. Good luck to you all.

## Secretary-Treasurer's report to convention



KATHY PEARN

Following is the report of Secretary-Treasurer Kathy Pearn to January convention.

As I had anticipated, this past year has been a very busy time for me, and for the entire Union executive. We were all extremely pleased with the successful outcome of the merger vote in May, which resulted in our first major expansion outside British Columbia. As we knew, the addition of thousands of new members and the integration of two work forces resulted in a huge amount of new work for us all.

I am pleased to report that at the administrative level we have

made big strides on the road to full integration of the two Unions. We have set up offices in both Calgary and Edmonton, and they are now fully functioning. Each office is staffed by two Business Agents from B.C. and two local Alternative B.A.s. In addition there are three full-time clerical staff in the Calgary office and one in the Edmonton office.

We are now collecting dues from the Alberta members, and as of October 1, 2000 we were receiving 1.2 per cent of payroll from all Alberta locals. This took some time to implement, as there are different notification periods under the Alberta Collective Agreements, which required us to negotiate with the company for a standard time, and to obtain membership lists. A further complicating factor delaying the process was the fact that there were different payroll softwares in the two provinces, which were not merged until this month.

We have also had some problems regarding time-off notification (what is called AF time in B.C. and UL time in Alberta). Initially, the company was not

being very co-operative, especially in Alberta, but that problem is now getting worked out.

I am also pleased to report that our financial situation is healthy, and we now have our six-month operating reserve on hand for continuance of Union activities, as recommended by the Auditors. The merger is of course resulting in a substantial increase in dues flowing into Union coffers, but I caution members not to become complacent over that increase. Because the other side of the ledger is a substantial increase in costs - costs for the new offices, for additional Business Agents, for additions to committees, convention costs, grievances, affiliation dues and so on. The bottom line is that even with the increase in dues, we must continue to be prudent with the members' money.

I can also report that we have hired an Office Manager, as promised in my report to the convention in February. Her name is Colleen McFadden, and she was formerly a Human Resource Assistant with Simon Fraser Health Region. She will be work-

ing out of the Burnaby office, but will be responsible for the clerical operations in Burnaby, Calgary and Edmonton.

To conclude, this past year has been a busy time, and it looks like it will continue busy this year and into the foreseeable future. On the positive side, many of the difficult administrative problems associated with integrating the two workforces are behind us, and I would like to conclude by thanking everyone for their patience and assistance during the often trying times of the past year.

We are very appreciative that the staff stood with us and met the challenge although sometimes overwhelming. The setting up of new membership records, mailing and preparing membership cards, meeting notices, education courses and materials, to mention just a few of the tasks.

We face the challenge of where TELUS is going and how we will go with them. We must keep our eye on the ball and on the finances in the coming year.

Respectfully submitted,  
Kathy Pearn  
TWU Secretary-Treasurer

### 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  
**All Indonesian Products**  
CLC re: East Timor  
**Philips Electronic Products, Quebec**  
CLC/USWA 7812  
**NORPAC Products**  
CLC/PCUN  
**Hallmark and United Chicken**  
BCFL/UFCW 1518

### California grape boycott lifted

In a message timed for American Thanksgiving, the United Farm Workers called a halt to its 16-year boycott of California table grapes.

UFW President Arturo S. Rodriguez explained:

"Some goals of that boycott have already been met. Cesar Chavez's crusade to eliminate use of five of the most toxic chemicals plaguing farm workers and their families has been largely successful.... Still, it is not fair to ask our supporters to honour a boycott when the union must devote all of its present resources towards organizing and negotiating contracts."