



2009 TWU Convention in Montréal

The TWU kicked off this year's five-day national convention in Montréal, Québec, on March 2, 2009, where National President, George Doubt, opened the convention in front of approximately 150 attendees. His message was clear: the TWU will continue to fight for the rights of its members and spread the message to all Canadians that any offshoring of jobs will not be tolerated.

Candidates running for elected positions within the TWU had an opportunity to each deliver a speech in front of convention delegates with newly-elected Officers sworn in on the last day of the convention. (Please see list of elected officials on page nine.)

With a shared goal and vision of a unified and solid Union, the convention, held for the first time on the East Coast of Canada, was a truly unifying experience.

The TWU was also very pleased to have the following guests attend the convention and wishes to thank them for their continued support.

- Michel Arsenault, Fédération des travailleurs (euses) du Québec
- Michel Bibeault, Canadian Union of Public Employees (CUPE)
- Ken Delaney, Steelworkers Union
- Dave Lundy, Teamsters Union
- Brian Murdoch, International Brotherhood of Electrical Workers (IBEW)
- Wayne Samuelson, Ontario Federation of Labour



Singing songs of solidarity and standing side-by-side in the frigid cold, Four Points Sheraton Hotel picketers – represented by Confédération des syndicats nationaux (CSN) – were deeply encouraged by the presence of their brothers and sisters from the TWU.

Message from the President



Dear TWU Members:

These days, buzz words such as “corporate social responsibility” have become increasingly familiar with companies. The Telecommunications Workers Union believes that it is a crucial component of good business. In fact, people want to buy from, to work for and to engage with organizations that care about their communities. When TELUS offshores jobs, it is sending a clear message to its customers, employees and public at large: “What matters is our bottom line. Not our customers, not our employees, but how much profit we

Success will come from banding together in a unified front and getting the message out to all Canadians. This is not just an issue that affects the telecommunications industry, but all Canadians in hundreds of industries as communication is the glue that binds us all together.

“Success will come from banding together in a united front and getting the message out to all Canadians.”

can make.” How can a company call itself a good corporate citizen when it would rather pay someone working abroad a fraction of the wage it provides its employees in Canada without any of the benefits?

Many people may confuse the TWU goal of wanting to keep jobs in Canada as being “anti free-trade”. We understand that businesses need to be profitable in order to be sustainable (and that includes trading across borders). In order to do this, there must be a healthy balance. As demonstrated this year by Primus, who brought jobs back to Canada from offshoring, they are contributing to their communities and are still making profits. Yes, it can be done!

Our focus with the National Unemployment Clock, part of the recent Public Awareness campaign, is to raise awareness of the importance of keeping jobs in Canada. TWU believes strongly that organizations in Canada need to be accountable and responsible to their communities and their employees. We are working hard to get companies like TELUS to stop moving jobs offshore. They call themselves a Canadian company and we believe that should mean something.

I encourage each and every one of you to stand up and be accountable to ensure that the offshoring of jobs by companies such as TELUS stops now!

Continue to sign the petition at www.keepjobsincanada.ca. Talk to your friends and family to get the word out that enough is enough. In these tough economic times, we must stick together in solidarity and ensure that we all protect Canadian jobs and make our industry successful for future generations of TWU workers.

On behalf of the TWU, I want to thank all our members, our staff and supporters for their hard work and passion to preserve our Canadian way of life. We encourage everyone to visit the TWU website daily (www.twu-stt.ca), read the Hotline, Transmitter, bulletins, attend local meetings and call your local shop steward with any questions and comments.

In Solidarity,

George Doubt

The Transmitter Gets a Makeover

The Telecommunications Workers Union website is not the only thing that was revamped this year (take a look: www.twu-stt.ca). You may have noticed that the newsletter has also undergone a design change. We are proud to announce that this design will significantly reduce costs and has an added value of being in colour. Expect to receive more news in this easy-to-read format. We are always looking for innovative ways to improve the way we communicate to our members. Please send your comments to editor@twu-stt.ca.

Canadians all held a collective breath, hoping the unemployment numbers would begin to level off, but that hasn't happened yet. In fact, the unemployment numbers in Canada are staggeringly high and only getting worse.



Keep Jobs in Canada Campaign



Nobody was ready to hear Statistics Canada confirm what everyone feared: Canada is in a recession. For Telecommunications Workers Union members, economic frustrations were further aggravated by the knowledge that TELUS is systematically offshoring good Canadian jobs to the Philippines, India and Guatemala.

In an effort to spread awareness about the offshoring of jobs, the TWU launched a national campaign known as Keep Jobs

in Canada (www.keepjobsincanada.ca). The campaign was developed

of Science. The truck stopped in cities and towns along the way where street teams distributed information brochures, buttons and bumper stickers, and gathered over 10,000 petition signatures that the TWU hopes will be tabled and presented in Parliament in the fall.

Organizations that do business in Canada need to have some accountability and responsibility to their community. We want companies like TELUS to stop taking jobs out of Canada. They call themselves a Canadian company; we believe that should mean something. In a day and age where we are increasingly hearing about the value of corporate social responsibility, isn't it time that companies step up to the plate?



People want to do business and work for organizations that care about their communities.

“Canadians all held a collective breath, hoping the unemployment numbers would begin to level off.”

to raise awareness across Canada about the dangers of allowing large international corporations, such as TELUS, to continue to offshore Canadian jobs, a practice that is a strong contributor to the unemployment crisis this country is facing. This campaign was symbolized by the National Unemployment Clock which offered a real-time count of jobs loss in Canada. The clock was mounted on a truck where it began its journey on Parliament Hill in Ottawa on May 6th and traveled across Canada to its final resting place on a billboard in Vancouver (corner of Quebec Street and Terminal) across from the TELUS World

Please be sure to add your name to the petition at www.keepjobsincanada.ca and help to send a clear message to the federal government: Enough is enough! This website features an online petition, contact information for provincial Members of Parliament (and a template letter), commonly asked Q&As, a blog, video and newspaper clippings as well as pictures of the cross-Canada Keep Jobs in Canada Campaign tour.

Thank you in advance for your support!



PHOTOS

TOP RIGHT: Sherri Archer stands beside the Keep Jobs In Canada unemployment clock truck.

TOP LEFT: The TWU Keep Jobs in Canada Public Awareness Campaign makes the news across Canada.

LEFT: The National Unemployment Clock comes to rest on a billboard in Vancouver!



Mondee Redman (pronounced MUN-DAY) wanted to be an astronaut as a child but chose to shoot for the stars, instead, with her tireless work as a public servant. Her political background is as varied as her personal interests.

TWU Member Runs for NDP Seat

Mondee ran for but, unfortunately, did not win the New Democratic Party (NDP) seat in her hometown riding of Burnaby North in the May 12th provincial elections where the NDP campaign motto was “Take back BC because everyone matters.”

The only child of two politically involved and community-oriented parents, Mondee remembers helping her mother deliver campaign literature as a child. The seeds of community service were sown in

her tenth year on the Burnaby Public School Board. She recalls, “I may have been an only child but my parents were so involved with the community and always made a point to involve me in their activities.” In the familial spirit of sharing with those less fortunate, she vividly remembers bringing two sandwiches to school every day to share with someone who may not have had a lunch that day.

As a Burnaby Emergency Social Services volunteer, Mondee’s love of animals was fostered at a young age. Today, she cares for her eight-year old dog, Jessie, and four cats. Mondee is also keeping herself busy with work on her house and preparing for 2013.

The TWU would like to extend its support and thanks for the work that Mondee does in the community and for the Union.

“I may have been an only child but my parents were so involved with the community and always made a point to involve me in their activities.”

her at a very early age as is reflected in her tireless dedication to the community, children’s rights and animal rights work. A Simon Fraser University graduate with a degree in Molecular Biology, Mondee credits David Suzuki as an important influence (aside from her parents) in her choice of university degree and interest in the environment.

Mondee ran against Liberal, Richard Lee, who has represented Burnaby North for the past eight years. Undeterred, she openly expressed her respect for Mr. Lee but clearly saw the cracks that have not been addressed by the Liberal government. In an interview with the *Transmitter* before the election results, she said, “I like Richard on a personal level, but that doesn’t erase the fact that, for example, his government has the highest rate of child care poverty in the last five years.”

A children’s rights supporter who helps kids through local charities and World Vision, Mondee also served as a Burnaby School Trustee from 1993 to 2005 and is entering



EDUCATION COMMITTEE – LEFT TO RIGHT: Nancy McCurrach, Bonnie Devine, Ivana Niblett, Chris Stephens, Martin Plourde, Denise Chisholm (front), Jacqueline Straw (Alternate). BACK ROW: Mike Lucas, John Bass

Building Awareness One MP at a Time



We can all agree that without adequate knowledge, making an informed decision on any issue is not a wise choice. Doesn't it make sense that if people are to expect positive change, it is our duty as individuals to ensure decision makers, especially those we elect to public office, be informed? It is with this attitude that Nancy McCurrach, President, TWU Local 51,

met with her Member of Parliament, James Moore (Conservative representative for Port Moody – Westwood – Port Coquitlam riding), accompanied by Ron Stipp (Canadian Labour Congress Delegate) and Carolyn Unsworth (Hospital Employees Union – New Westminster & District Labour Council).

In her own words, Nancy talks about the meeting and the importance of speaking out to initiate change... "I met with MP, James Moore, on my own time before the start of my shift on July 21, 2009. Although I was well aware of his political leanings and where he stood in conflict with my beliefs vis-à-vis countless labour-related issues, I knew that raising his awareness about certain issues could only help get us one step closer to our goal of ending greedy offshoring practices. The appointment was quite challenging to book. You see, Mr. Moore isn't exactly what we consider 'labour friendly'. In fact, he voted against passing Bill C-257 (anti-scab bill) a couple of years ago.

We had arranged the meeting to discuss general Employment Insurance (EI) issues. The timing was good because EI was going to be discussed the following week in Parliament. When it was my turn to talk, I updated the MP on the most recent TWU Public Awareness campaign and educated him about the unemployment clock, the van that traveled across Canada, and what it represented.

I also discussed how TELUS is ramping up offshore operations in the Philippines, India and Guatemala, and how we (the workers) are all very concerned about the future of our employment with the company.

I suggested caps be put in place as a way of measuring the amount of jobs leaving Canada. If any job that can be done remotely is subject to being offshored at the flick of a switch, how is this going to affect the economy in the long-term? The truth is that if offshoring continues and jobs are not being

created in Canada, our communities will pay the price as the unemployment rate continues to plummet.

I encourage everyone to step up to the plate and take a more active role in initiating the change you want to see. Whether it be arranging a one-on-one meeting, phoning in, or writing a letter to elected officials and representatives, it is important that we raise awareness about issues that need

"I encourage everyone to step up to the plate and take a more active role in initiating the change you want to see."

to be addressed. Before leaving, I gave Mr. Moore a bumper sticker from the TWU Public Awareness campaign that says Keep Jobs in Canada.ca and some literature that I gathered up when Jennifer Bucholtz (Secretary Treasurer, Local 51) went to the clock unveiling ceremony. Yes, we all can make a difference!"



TWU Works Towards BC NDP Success

Across the province of British Columbia, many Telecommunications Workers Union volunteers worked very hard to forward the interests of working people by supporting the BC New Democratic Party (NDP) in the May 12, 2009, election. The TWU thanks the many volunteers who worked tirelessly on campaigns throughout the province and who are attempting to better the lives of working people.

PHOTOS

ABOVE: Nancy McCurrach, President, TWU Local 51.

RIGHT: TWU volunteers Ron Williams (retired BA North) and Sheenagh McPherson (Local 26 President) proudly pose with Prince George NDP candidates Julie Carew and Tobias Lawrence.

My birthday was last month, but three years ago around the same time, it was real cause for celebration. I was informed that I was one of the chosen; I would be getting a package and leaving TELUS!

Linda's Story: Thank You TWU

I had a 13-year career with the Company where I was originally recruited by their training department. I ended up finishing in the Business Contract department. It was a strange end as I had been in teaching and sales my whole life (they are really the same thing). Any talents I possessed were totally unsuited to filling in the blanks. But that is what my life at TELUS had become.

I had joined BC Tel after the adventure of working for private business schools and was in the process of completing my provincial instructor's diploma. I had just been offered a contract with BCIT when my daughter, who was very happily working for BC Tel Mobility, convinced me to apply, saying what a wonderful education department

“The TWU taught me that I was worthy of respect.”

they had. I did, was chosen, and started in Telesales, which I loved coming to every day.

Then, BC Tel became TELUS. It soon became very obvious that the B.C. part of TELUS was the unwanted part of the merge. Things went downhill fast. Instead of announcing loudly to everyone I met that I worked for BC Tel, I gave my company logo jackets and shirts to charity. I was ashamed to be taken to Whistler when my colleagues were seeing their jobs sent to Alberta, P.E.I. and Québec, and then mortified to watch good Canadian jobs sent offshore. I spent the end of my time there sick, depressed and miserable. If it wasn't for the Union, I shudder to think where I would be now!

I took part in two wildcat walk-outs. Yes, the Telecommunications Workers Union came out and admonished us and management punished us. But I believe it was worth it. I proudly walked with my co-workers and even took my grandson on the lines during the 2005 TELUS lockout. I was able to explain to him the present situation with Canadian jobs, discuss what it is to have pride, and teach him about unions and love. It was cold, pouring rain, my back killed me and I was soaked. But I was proud!

I learned about the Union from fellow workers. I would have loved to have had more involvement but I didn't know how to go about it at the time. The 2005 lockout gave me the opportunity to get to know the TWU. I had

the opportunity to work at the Head Office situated on Lane Street in Burnaby, B.C., which allowed me to put faces to names beyond my own Shop Stewards, who were often new themselves.

The Union gave me a huge gift: self respect. I worked for 45 years and had been raised anti-union. To my father, the company was king and deserved a higher respect than you would give a parent. The TWU taught me that I was worthy of respect, that I deserved a fair pay, vacation time, and should not be bullied.

I am grateful to the TWU with my whole heart. The TWU is the reason I have a condo and a pension today. I continue to feel profoundly sad every time I see more TELUS jobs sent away. I add my voice to petitions, I speak to strangers and friends, but I feel that the Canadian government needs to force Canadian companies to employ Canadians. That is not going to happen unless the people unite.



Linda Fox, former TELUS employee and TWU member with grandson, Lucas Mesiano.



First Annual TWU Motorcycle Rally STANDING: John Bass, George Doubt, Keith Streng, Kim Streng, Chris Stephens, Shadow Riggs, FRONT: Bob Trudel, Lee Riggs, Ivana Niblett, Alice Innbjor, Anita Riggs.

Share Your Story!

The Telecommunications Workers Union values the personal experiences of its members and wants to share these stories with other members from across the country. We are always looking for new stories to use on our website and in our print materials.

The thoughts, ideas and experiences of our members can help shape and strengthen our Union. Feel free to write about anything that you want to share. Have your voice heard! It will make a difference. If you would prefer not to write it yourself, please contact us (see details below), and we will work with you to craft your story the way you want. You may speak publicly or anonymously.

We would like to take advantage of the power of the written word (through the Internet and print) to cross borders and share the many incredible personal accounts of people and families whose lives are being constantly affected by many issues such as offshoring. If someone has a story to share, we want everyone to hear it!

As union members, we value and appreciate many things in our day to day lives that many people are not yet able to take advantage of. There is a lot of good in our lives that gives us all common ground. Let's hear about it!

Remember, you ARE your union. Be HEARD!

Please send your story to our Communications Specialist, Diane Pépin, at diane.pepin@twu-stt.ca or call 604-437-8601 (collect calls accepted). There is no maximum length, but we ask that you try to keep it to less than 500 words. If we choose to use your story, we will contact you first.

Coming This Fall and Winter!

TWU / TELUS BARGAINING INFORMATION EVENTS

- Discuss bargaining issues and strategies
- Provide input on the future of your Union
- Meet the TWU Executive Council Members and available Table Officers

Event locations and dates will be mailed to all members and will also be posted on the TWU website at www.twu-stt.ca soon.

Everyone is welcome so, please, spread the word. Your Voice is Our Voice! Together we can achieve great things!

TWU POLICY CONVENTION

Ottawa, Ontario

February 1 – 6, 2010

- Deadline for resolutions: November 15, 2009

TWU BARGAINING CONVENTION

Kelowna, British Columbia

April 26 – 28, 2010

- Deadline for resolutions: March 1, 2010

The African Canadian Legal Clinic hosted a National African Canadian Policy Conference and forum on Anti-Black Hate from March 12 to 14, 2009, in Ottawa, Ontario.

Taking Charge and Actualizing Change



FROM LEFT TO RIGHT: Author, Bob Brown, Isabelle Miller, and Dr. Rex Nettleford.

Business Agent, Isabelle Miller, was invited to speak at the Conference on a Labour Policy Panel moderated by Marie Clarke-Walker, Executive Vice-President of the Canadian Labour Congress (CLC), along with Terry Downey, EVP of the Ontario Federation of Labour (OFL), and Mary McCarthy, Employment Counselor from New Brunswick.

Over 200 dignitaries, diplomats, scholars, politicians and social labour activists attended the conference, including Business Agent, Tricia Watt. Largely funded by government grants and supported by the Prime Minister and all political party leaders, the goal of the conference was to create dialogue, disseminate information through various workshops, gather ideas from the speakers and audience, and forward these ideas to the Legal Clinic to create and enact legislative and policy change both federally and provincially.

The focus of the Labour Policy Panel was the Removal of Barriers to Employment for African Canadians. The panellists presented material related to their individual regions. Sister Miller's presentation covered statistical information related to immigration in Québec, the impact that differing assessments of education levels for immigrant diplomas have on their ability to find work, the plight of migrant workers in Québec, various legislative changes that have been proposed by

Québec Black Community associations for change on both the provincial and federal level, and a call to lobby for Canada to sign the UN Convention on the Protection of the Rights of All Migrant Workers and Members of their Families.

Overall, the three-day conference produced dozens of recommendations, including one from a 19-year old social activist who asked to see more conferences such as these geared towards Canadian youths. "One day, when all of you are gone we're going to be left behind to clean up the mess that was left behind by you."

A clear call for action.

The three general recommendations that resulted from the Labour Panel were as follows:

- That, given the pervasiveness of anti-Black racism, governments must enhance or enact employment equity legislation with mandated targets that will address the pronounced marginalization of African Canadians in employment.
- That Labour Unions acknowledge the impact of anti-Black racism in the workplace and the pronounced vulnerability of African Canadian employees, and work collaboratively with the community to address the issue, including within labour organizations, and;
- That the African Canadian community must engage governments, public institutions, academe, labour unions and private sector to undertake research and develop knowledge on labour market issues which impact African Canadians, including women, youth, people with disabilities, etc.

GET YOUR TRANSMITTER BY EMAIL

It is cost effective and better for the environment.

To sign up, email: e-transmitter@twu-stt.ca



FROM LEFT TO RIGHT: Michael Thompson, Dave DiMaria, Isabelle Miller, Lee Riggs.

CONVENTION 2009

Election Results

NATIONAL VICE-PRESIDENT – 3 YEARS

John Carpenter, Calgary

BUSINESS AGENTS – 3 YEARS

Alyson Williams, Edmonton • Tricia Watt, Scarborough • Maria Zonni, Scarborough • Dave DiMaria, Burnaby • Cindy Orivolo, Burnaby • Mike Thompson, Burnaby • Ivana Niblett, Calgary • Isabelle Miller, Montréal • Robert Messier, Montréal (Alternate Business Agent at Large)

CONSTITUTION COMMITTEE – 2 YEARS

Bryant Boyd • Allan Haggstrom • Brian Harlow • Bruce Kennedy

Alternates – 1 year

Martin Cabral (1st Alternate) • Lawrence Singh (2nd Alternate)

FINANCE COMMITTEE – 2 YEARS

Philippe Baril • Liz Fletcher • Derek Mason

FINANCE COMMITTEE – 1 YEAR

Randy Romer

Alternates – 1 year

John Hockley (1st Alternate) • Dave Turcotte (2nd Alternate)

EDUCATION COMMITTEE – 2 YEARS

John Bass • Mike Lucas • Martin Plourde • Chris Stephens

EDUCATION COMMITTEE – 1 YEAR

Bonnie Devine

Alternates – 1 year

Denise Chisholm (1st Alternate) • Jacqueline Straw (2nd Alternate)

TWPP TRUSTEE – 6 YEARS

Lee Riggs

Scholarship Thanks

I was both surprised and honoured to receive one of the TWU scholarships this year and I would like to express my sincerest thanks to you. I really appreciate your support of education. Your generosity truly makes a difference.

I am currently a first-year science student at the University of British Columbia with hopes of pursuing a combined honours degree in Chemical Physics. Thank you, again, for recognizing my hard work and for helping me to realize my dreams.

Sincerely,
Megan Boyd

Thank you very much for the gracious \$1000 scholarship I received. This scholarship is greatly appreciated as it has reduced the amount of school expenses significantly. The money was used to finance my second term in the Human Resource Management Program at BCIT. Once again, thank you very much, because without scholarships like these many students have a challenging time finding the funds to support them in their academic needs.

Sincerely,
Katrina McCurrach

2009 BARGAINING INFORMATION EVENTS

Calgary, AB	SEPTEMBER 16
Edmonton, AB	SEPTEMBER 23
Medicine Hat, AB	SEPTEMBER 24
Burnaby, BC	NOVEMBER 19
Dawson Creek, BC	OCTOBER 8
Kelowna, BC	OCTOBER 15
Prince George, BC	OCTOBER 6
Victoria, BC	OCTOBER 1
Barrie, ON	DECEMBER 3
Toronto, ON	DECEMBER 2
Ottawa, ON	NOVEMBER 12
Montréal, QC	NOVEMBER 5
Québec City, QC	NOVEMBER 11
Rimouski, QC	NOVEMBER 10
Halifax, NS	NOVEMBER 9

● Information regarding location venues will be announced on the TWU website and in Hotlines.



FROM LEFT TO RIGHT: Elaine Schlivinsky, Chief Shop Steward Local 18, Robin Arndt, Business Agent North, and Frances Gook, Vice-President Local 18.

Phase I of Membership Outreach Campaign is a Huge Success

During the summer and fall of 2008, over 100 Telecommunications Workers Union activists across the nation contacted thousands of TWU members to speak to them about the issues they are facing in the workplace, to update our records and to seek input from members regarding their union participation.

“It is exactly this type of participation and input that builds the Union’s strength and capacity.”

The program was launched to ensure our members were made aware of possible raid activities and to provide our membership with a reminder that negotiations are, once again, approaching and that their input and participation is vital.

The Union is pleased to report that the results, so far, have been remarkable. Hundreds of new members have signed up, and hundreds more have provided the Union with information that will assist it in becoming a stronger and more responsive institution, and help in the preparation for the next round of negotiations.

The TWU wants to thank all of its Union activists for the countless hours they have put in to see this valuable program succeed. We also wish to thank the thousands of members who took the time to speak with these dedicated volunteers, share their perspectives and provide suggestions. It is exactly this type of participation and input that builds the Union’s strength and capacity. We are grateful to all those who participated.

We also want our members to know that this is just the beginning. We have much to do to keep the momentum going and to ensure that we are prepared to face future challenges. To this end, the Union is

launching Phase II of the Membership Outreach Campaign which will assist us further in preparing for bargaining in 2010 and strengthening the Union’s foundation – the member’s solidarity.

We will be inviting members to attend meetings, provide more input, form regional committees, take part in training, build networking capacity and help to build the energy that will be vital to a successful round of bargaining. It is no secret that the amount of solidarity in the bargaining unit directly correlates to the success or failure of negotiations. We are counting on each and every member to participate in building a better future for ourselves and their family. Together, we can.

Thanks once again to our members and hard-working activists. We encourage all members to contact the TWU with their input or to contribute to the next phase of the campaign.

We also ask that members remember to visit the TWU website often and sign up to receive e-mails, bulletins and Hotlines from the TWU if you have not already done so.

To receive electronic messages, please visit the TWU website at www.twu-stt.ca and click on E-news to link to the subscription request E-form.



Letters of Appreciation

Retirement Thanks

I retired as a Labour Relations Officer from the BC Nurses Union in March of 2008 where I went to work in 1998 after being a TWU Business Agent in Prince George from 1994 to 1998.

I would like to thank the TWU for my \$1,000 retirement gift which I wish to assure you all was spent very wisely at Lee Valley Tools. I also wish to thank Sister Betty Carrasco who came to my retirement celebration and presented me with my cheque.

As an active trade Unionist for over 40 years, I have enjoyed the role of advocate for working persons. I also value the many things that Unions have given working people; not least of which are the pensions that I am now enjoying.

Finally I would like to offer my best wishes for the future to the TWU and all its members. It was and still is a privilege to be part of this Union.

In Solidarity,
John Ricketts

I am writing to thank you for my Honourary Life Membership Certificate and the cheque that accompanied it as my retirement gift. When I first started work at BC Tel in 1968, my forecast retirement was told to me and, at the time in my youth, I never dreamed I'd attain it. It all seemed so far away. Well, it happened and I want to thank the

TWU for all the wonderful accomplishments and successful contracts that it attained for us, the members of the TWU, over the years.

Yours in Solidarity,
Linda Normandeau

I want to thank the TWU for the retirement gift of \$1,000. It seems to me that it should be offering thanks to all of the Brothers and sisters of the TWU. Without those who came forward all those years to work for the many positions in the union, to fight for each and every item that we had in the collective agreement, many of the safeguards, benefits, dignity and wages we all enjoy would not have been possible.

I know that the battle is continuing, much from square one, but also know that a new group of people have come forward to bring the TWU into the future.

My time is over now, and I happily move into the next phase of my life thanks to the pension that was another hard won battle. I won't forget.

In Solidarity,
Sister Karen Breukers, Local 35, R55

I am writing to thank the TWU membership for their generous retirement gift and package sent to me following my retirement. I am attending the TWU meetings in Nanaimo as an Associate Member. Having been a member of other

unions, it is my personal opinion that the TWU is the best administered union in Canada. This is no accident. The executive members work very hard at their jobs, often after-hours, for the current and future well-being of the membership. I thank them for all their hard work; past, present and future.

If I could send a message to the membership, I would tell them: Everyone matters. Everyone is important. I encourage all TWU members to support their local Executive by being present at their respective Local union meetings as often as possible. A quorum is required by union law to conduct meaningful business. The Executive cannot provide the best possible service to the membership if the members do not attend. They need to know the issues and need the membership's support. A weak membership interest will result in weak negotiations. I believe you are employed by a great company, but the company easily monitors your interests in the TWU's affairs and uses it to their advantage when making decisions that affect both you and them. Keep the TWU advantage strong; support it. Your future may well depend on it. Without the TWU, you'd be on your own. Think about that.

In Solidarity,
Dan Wheeler, Local 3, Nanaimo

I was a member of the first pay equity committee in the early 1970's and left the committee when I went on my first maternity leave. The baby is now 35 years old.

During the 1970's and 1980's, pay equity languished on the back burner as other issues took precedence between the TWU and BC Tel (to become TELUS). It was not until 1994, when Karen Brown Whitfield, who was then a Business Agent, brought a group of TWU members (Diane Miller, Hope Cumming, and Shannon Csano) into the Union office to research seriously the discrepancies and discrimination in pay scales, do comparatives with other collective agreements and file the complaint that led to today's payout to members who

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Solidarity Thanks

Dear Sir and Brother,

In my name and on behalf of all the workers of the Sheraton Four Points Hotel in Montréal, we would like to thank you very much for your incredible generosity and show of solidarity during your last visit in Montréal in early March.

You and your colleagues never for a moment hesitated to brave Montréal's cold weather and showed up on the picket line two days in a row. The 89 employees of the Sheraton Four Points, affiliated with the Federation of Commerce CSN, are deeply grateful for your support. We're fighting a very nasty manager at this hotel and the only thing that our members want is the same settlement reached at other hotels in the Montréal area during the summer of 2008.

I will gladly reciprocate if the situation should arise in the future by supporting your members and your union.

Solidarity and thank you again.

Jean Lortie, President, Fédération du Commerce de la CSN

HOTLINE

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PHONE: 514-788-8811
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TW PENSION/BENEFITS

#303-4603 Kingsway
Burnaby, BC V5H 4M4
PENSION: 604-430-1317
BENEFITS: 604-430-3300
FAX: 604-430-5395
WEBSITE: www.twplans.com



Letters of Appreciation CONTINUED

worked all those years under collective agreements that institutionalized gender inequality.

Sister Whitfield and her committee members deserve recognition for all the work they did and to lay the ground work for the monies that many of us will be receiving in April. I am thankful for their hard work and perseverance despite criticism they received from some quarters within the union at the time. Well done.

In Solidarity, Gail M. Martin
Retired Local 23 member
Current member Local R55

Thank you for the \$900 retirement gift, Certificate of Honourary Life Membership and the TWU Retired Member pin I received since my October 31 retirement. Good Luck to the TWU with all its current and future challenges.

Sincerely,
Jacqueline Custeau

I can't believe I'm retired! I wanted all my life to do this and it wouldn't have been this good without the Telecommunications Workers Union. When I began my years at BC Tel, I had the basic knowledge of what a union was for, but as it turns out, didn't know a thing. I learned with the best and have made lasting friendships as well as discovered qualities within me that wants to help others as long as I live.

I thank you all from the bottom of my heart for the many years of support, companionship, fun and for helping me raise my family with a good wage and great benefits. We wouldn't have been as successful without you and I am grateful to all those who have gone before me that have fought the good fight.

I also thank you for the wonderful life-time membership certificate, the retiree pin and, of course, the very generous cheque of \$1,000. Thank you again.

In Solidarity,
Vicky Davis, Local 50

I retired after almost 37 years with BC Tel/TELUS. I would like to take this opportunity to thank the TWU for the retirement gift of \$1,000, the Certificate of Honourary Life Membership and the TWU retirement pin. Most of all, I would like to thank you all for wonderful benefits and working conditions provided by the TWU throughout my career. You are the best.

Patty Mechler

CORRECTION TO WINTER TRANSMITTER 2008

A mistake was made on page 17 of the Winter Transmitter 2008 article "Two Full Years of Benefits in Case of Illness or Injury." The last sentence incorrectly says "Temporary employees are eligible to be covered under this part of the TWBP." The sentence should read "Temporary employees are not eligible to be covered under this part of the TWBP."

Thank you for your understanding.

Notice to TWU Members

Disability Benefit Disputes with TELUS

The Trustees of the Telecommunication Workers Benefit Plan wish to advise members that if they are having problems with sick benefit claims or they are denied sick benefits from TELUS to, please, contact their local Union representative or Business Agent and not the Telecommunication Workers Benefit Plan administration office.

The Telecommunication Workers Benefit Plan does not handle grievances or disputes with TELUS regarding sick benefits. The Union office handles all grievances and disputes with TELUS.

The Trustees are available and will address all issues and disputes over the payment of benefits from the Telecommunication Workers Benefit Plan.

REMINDER – Any inquiries for the Telecommunication Workers Pension and Benefit Plans can be sent to general@twplans.com or by calling:

- English: 604-430-1317 (collect calls accepted)
- French: 604-430-3300 (collect calls accepted)

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