

TELUS BARGAINING COMMITTEE

From August 16 to August 19, members of the USW Local 1944 – Telus Bargaining Committee met in person in Burnaby, BC. We are working hard to get you a better deal! #RiseUp

USW National Director for Canada Ken Neumann spent a great deal of time with the Committee on Monday to show his support and once again offered all resources as necessary to see that we are successful in our fight.

The Committee is scheduled to meet again on September 13.

STAY INFORMED!

Attend your Unit meetings.

**Share our updates on social media using
the hashtags #RiseUp and #usw1944**

BARGAINING IS ABOUT MEMBERS' INVOLVEMENT

Your participation and support in this round of bargaining will be paramount to our success, and your first step in doing so is to make sure you stay in communication with your Local. Here's how:

- 1) You're getting this magazine, so we have your current email address, but **make sure we also have your up-to-date cell number and address** here: <https://1944.fyi/acf>
- 2) **Attend your Unit's meetings** (currently via Zoom) to get Local info straight from staff and officers. Notices are emailed to you.
- 3) **Visit our social media**, and share any content that interests you:
[Facebook](#) | [Twitter](#) | [Flickr](#)

BARGAINING WITH TELUS

USW LOCAL 1944 — TELUS BARGAINING COMMITTEE MEMBERS & USW REPS



From left to right and top to bottom: Richard Blais, REO AB; Cory Anderson, Plant AB; Brent Armstrong, Plant BC; Ross Brown, Trustee; Scott Lunny, Staff Rep; Omero Landi, Staff Rep; Jayson Little, Staff Rep; Robert J. Briza, Quebec; Aaron Ma, Ontario; Ashok Tripathi, Clerical AB; Donna Hokiyo, President; Cande Knoll, Clerical BC

#RiseUp



BARGAINING WITH TELUS

Bargaining with Telus is just a few weeks away. While your Bargaining Committee is getting ready to defend your rights, please take some time to learn the facts.

Here's a recap of your companys' assets, public statements, and the values they boast about.

More than ever, we believe that Telus can make Local 1944 members' future friendly.

Source: [TELUS reports operational and financial results for second quarter 2021](#)

KEY FIGURES

These figures reflect Telus' activity for the second quarter 2021:

- ⇒ Consolidated operating revenues and other income increased by 10 per cent over the same period a year ago to \$4.1 billion;
- ⇒ Industry-leading fixed customer net additions of 50,000, powered by Telus PureFibre and world-leading customer loyalty;
- ⇒ Accelerated broadband expansion program actively underway, further expanding PureFibre and 5G coverage.

223,000 NEW CUSTOMER ADDITIONS

In the quarter, Telus added 223,000 new customer additions, up 82,000 over last year. This includes:

- 89,000 mobile phones, an increase of 28,000 over the prior year: 3.6 per cent increase in the mobile phones subscriber base to more than 9.0 million
- 84,000 connected devices: 20 per cent increase to the connected devices subscriber base to more than 1.9 million.

BARGAINING WITH TELUS

- 30,000 internet: Internet connections grew by 6.9 per cent over the last twelve months to approximately 2.2 million customers.
- 19,000 security: The security customer base expanded by 17 per cent to 743,000 customers.
- 11,000 TV customer connections: the TV subscriber base increased by 5.2 per cent to over 1.2 million customers.

TELUS SEES EMPLOYEES AS A RISK

In its report, Telus lists the “risks and uncertainties that could cause actual performance or events to differ materially” from their forwardlooking statements.

This list includes **human resource matters**:

“recruitment, retention and appropriate training in a highly competitive industry [...], **the level of our employee engagement** and impact on engagement or other aspects of our business of any **unresolved collective agreements**, our ability to maintain our unique culture as we grow, **the risk that certain independent contractors in our business could be classified as employees**, and the health of our team.”

FIRE DAMAGES IN BRITISH COLUMBIA

"As you may know, at this time, there are more than 260 active fires throughout British Columbia, and 31 are considered wildfires of concern. Thousands of people are under evacuation orders, and even more are under evacuation alert, and must be ready to evacuate at any time.

My thoughts are with our members and families whose lives are being disrupted by these events, and whose homes might be threatened by the fires.

When we know that our members are facing challenges like this, the Local always reaches out to determine whether our members are all safe, and whether there is any assistance the Local can provide, and what members are experiencing at work, to ensure that they have adequate equipment for their circumstances and that they are not unduly in harm's way while working.

The Steelworkers Humanity Fund has already contributed [\\$50,000 to the United Way's BC Wildfire Recovery Fund](#) to support those affected by the wildfires in BC."

— Donna Hokiyo, President



FIRE DAMAGES IN BRITISH COLUMBIA



If you, or anyone you know, requires assistance due to the effects of these wildfires, please email contact@usw1944.ca to let us know how we can help.

Members working on repairs in the Okanagan, BC, took pictures of the damage to the plant that the fires have caused.



MEMBERS GET INVOLVED

EXPERIENCES FROM THE USW'S "SOLIDARITY IN HARD TIMES" WORKSHOPS: STAYING HEALTHY AND SAFE

22 members from Local 1944 attended the USW's Solidarity in Hard Times workshops on July 21: Staying Healthy and Safe. They listened and participated to discussions based on topics such as Women's Health & Safety, Mental Health & the Pandemic, Episodic Disabilities, Racism as a Hazard at Work, and Every Child Matters.

Delegates from Local 1944 were Ronald Macaraeg (502), Parm Mattu (60), Nancy Dube (601), Rob Patterson (502), Matt Rizzo (7), Cynthia Chan (51), Michelle Ravary (REO ON), Tracey Luscombe (501), Darek Dabrowa (203), Jodi Kawinsky (53), Bryan Burns (22), Kelsey Hudson (53), Jennifer Lyons (502), Julie Legge (51), Stevan Nikolovski (502), Mary Wojdyga (203), Lisandra Hunka (203), Louise Banville (601), Isabelle De Champlain (601), Ekene Udeh (604), Wendy Haill (501), and Genevieve Chouinard (602).

"I really enjoyed the workshop. I was glad to hear and share stories and to learn how we can all help each other as a Union. If it wasn't for the workshop, I wouldn't know how to help myself or my colleagues whom struggle everyday. There are so many resources to help us.

I am looking forward to the sessions later this year. Thank you."
— Ronald Macaraeg, Unit 502

"The opportunity to attend this workshop was quite the eye-opening experience. To listen to various experiences of others and hardships experienced and how they were coped with was very intense.

This workshop put a lot of things into perspective and many of our members would benefit from joining workshops such as this one."
— Parmjit Mattu, Unit 60

MEMBERS GET INVOLVED

SOLIDARITY WITH THE UNITED NURSES OF ALBERTA

"While walking the line with the nurses, so many of them thanked the USW for their support. With employers like what USW Local 1944 have, and governments like the UCP and Liberals neglecting large portions of our society, solidarity between Unions must be reinforced at every turn.

Nurses everywhere have carried the largest load during this pandemic. In Alberta, they have had double shifts with only 8 hours between. They live in constant fear of bringing Covid home to their families. They have received threats from the selfish.

They face a callous government that has prolonged this pandemic by relaxing measures to ensure their corporate buddies get their slice. We now face, what I call Kenney's Killer Stampede Spike. Already approaching 4,000 active cases since the end of Stampede, the government is now going to make the budget short fall, by giving 4.5 billion dollars in tax breaks to oil companies, by clawing back wages from the nurses, so that any of the Covid hazard pay they earned will be lost multiple times over.

When this pandemic ends, we will see such an exodus of medical personnel that we will once again be cancelling services... not from safety, but from lack of personnel.

As the very proud father of a nurse in Quebec, I told her, when the UCP was elected, that moving to Alberta would not be in her family's best interest. And as you can see, it will only continue to get worse."

— Paul Hutchinson, Unit 203 Chair

MEMBERS GET INVOLVED



On August 11, the United Nurses of Alberta (UNA) held a province-wide day of action where they held over 35 information pickets to raise awareness about the rollbacks that nurses are facing at the negotiation table. Understaffing, closed beds and roll backs will impact patient care in Alberta. Paul Hutchinson, Chair of Unit 203 (top picture, first from the left), showed solidarity with UNA members at the Peter Lougheed Centre hospital in Calgary.

The roll backs proposed by the government are an insult to nurses when Alberta needs to recruit and keep health care workers, which is what is needed to keep hospital beds open.

Show your support on social media and say NO to understaffing, NO to bed closures, NO to privatization and NO to rollbacks! We go forward — not back! **#IStandWithABNurses**

STEELWORKERS VOTE



FEDERAL ELECTION 2021: MAKE A PLAN TO VOTE

Canadian citizens are heading to the polls for a federal election on Monday, September 20. USW Local 1944 is politically active because politics shape the lives of working people and their families. During elections, the United Steelworkers mobilize to get involved and elect NDP candidates who will stand up for people, communities and the issues we care about. Our vote must ensure that workers aren't left behind in the recovery.

There are only a few weeks to make sure Canada keeps moving forward together. Below is a to-do list to get ready for this federal election:

- Register to a [Steelworkers Vote School](#). These schools are a great opportunity to learn about politics, learn new campaign skills, build a network of engaged Steelworkers and volunteer for the NDP;
- Take the 5-minutes [USW survey](#) about the federal election;

STEELWORKERS VOTE

- Download [USW material](#), Zoom backgrounds and placards;
- Read the [USW Guide](#) to Steelworkers' Involvement in Federal Elections;
- Voting by mail isn't hard, it just takes a bit of time and planning to stay ahead of deadlines. The Canadian Labour Congress launched a WorkersVote.ca tool to help you vote in this election. Simply [register here](#).
- Get in touch with your [Political Action Committee](#);
- Are you going to volunteer for the NDP? Snap a picture of yourself and post on social media with the hashtag #USWVotes2021

ORDER YOUR USW FEDERAL ELECTION MATERIALS

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HEALTH AND SAFETY

This material can be found in the USW Action Guide for Raising the Bar on Women's Health and Safety, which can be read and downloaded [here](#).

SEXUAL AND OTHER HARASSMENT

Why is this a challenge and how does it affect women?

Harassment can affect any worker, regardless of gender. Recent polls and surveys show anywhere from a third to a half of Canadians report experiencing sexual harassment at work. However, those same polls and surveys consistently show that women are almost four times more likely to have been harassed than men.

Research tells us that workplaces are more likely to experience harassment if:

- The majority of the workers share similar characteristics (gender, age, race, cultural background, etc.) with a small minority who are different.
- They have many young workers, who may be less willing to speak up because they want to “fit in” and establish their careers.
- They have a few “high value” employees or “stars.”



RAISING THE BAR

Sexual, racial, and other forms of harassment are workplace hazards. Women deserve to have appropriate supports and resources to identify and put a stop to harassment as it arises.

Find out more: usw.ca/raisethebar

UNITED STEELWORKERS
USW
METALLOS

HEALTH AND SAFETY

- There are significant differences in power between groups of workers or between management and workers.
- Customer service and customer satisfaction are high priorities and key to profitability.
- Work is monotonous or made up of low-intensity tasks.
- The workplace is geographically isolated or spread out over a large area.
- The workplace culture tolerates or encourages alcohol consumption.
- The employer exercises little or no control over behaviour.

Workplace sexual harassment can be any comment or behavior of a sexual nature that a reasonable person would know is unwelcome, offensive or humiliating. The definition of harassment covers situations where a more powerful person in a workplace makes an unwelcome sexual advance or demand, where saying “no” could result in the loss of a benefit or advancement.

How can members take action in our Local Union?

- Elect or appoint women to Official positions and joint health and safety committees.
- Ask women in your workplace about their experience with hazards, their concerns and their suggested solutions.
- Listen to what women workers tell you, respect their voices and take action on their concerns.
- Don't let employers dismiss a member's complaint of harassment just because they can't provide direct evidence that the harassment occurred: harassment complainants often don't have direct evidence because harassment usually takes place behind closed doors when there are no witnesses present. Remember that there is no “higher” standard of proof required of a harassment complaint. It is not a criminal proceeding. Harassment targets don't have to prove they were harassed “beyond a reasonable doubt.” The burden of proof in a harassment complaint is the same as in any other grievance: given all the circumstances, is it more probable than not that the harassment occurred?

HEALTH AND SAFETY

- Create a system of women's advocates or equity advocates and [Be More Than a Bystander](#) spokesmen in your workplace.
- Negotiate for Steelworkers Anti-Harassment Workplace Training sessions to be delivered by trained Steelworkers facilitators to all workers in the workplace.
- Ask your Health and Safety Committee and your Human Rights Committee to take action against it, and to provide moral and emotional support to complainants.
- Assess your workplace to see how prevalent harassment is.
- Negotiate harassment clauses that provide social and counselling support to targets during complaint processes.
- Identify factors such as understaffing, job insecurity, discrimination and outsourcing as triggers for workplace harassment and stress and bargain measures to address them.

INTERSECTIONALITY

Each person's experiences of work and life are shaped by their age, race, class, sex, gender, ability and sexuality all at the same time. For example, the experience of an Indigenous woman comes from the overlap or "intersection" of both her experience as a woman and her experience as an Indigenous person. It's a different experience than that of, say, a white woman living with a disability.

When we talk about and act to end harassment, we have to take into account the ways people can experience harassment based on each individual's intersection of identities or experiences. Workplace sexual harassment can be a single event or multiple events over a period of time, and it can range from words and images to physical violence. **Harassment can harm workers' physical and mental health.**

IN OUR UNITS

UNIT 60, BRITISH COLUMBIA

Unit 60 was proud to sponsor David Little with his lacrosse club, Poco Saints Jr B. The sponsorship was of \$250.

“When the opportunity arose for David to seek a sponsor, his only thought was to ask his dad’s Union to support him. Our family has shared many conversations at the dinner table about the importance of unions and in particular how my former unit (Unit 60) has supported grass-root initiatives and given back to the communities in which our members work. He initially asked for a co-sponsorship, in which he would pay for half of the sponsorship fee, but give all the credit to Unit 60.

Unit 60, as they always have, recognized the value of promoting the Union and supporting the next generation of potential advocates came through with the full donations. I couldn’t be more proud of the initiative shown by my son and by the Unit 60 executive.”

— Jayson Little, Staff Representative and former member of Unit 60



“Thanks to the executive of Unit 60 for sponsoring me,” said David Little. “I felt proud to represent my city and my dad’s Union this year in Junior Lacrosse.”

IN OUR UNITS

SAVE THE DATE: UNIT 60'S ANNUAL GOLF TOURNAMENT

Unit 60 will be holding its Annual Golf Tournament on Sunday, September 19, 2021, at the Surrey Golf Course. Registration will start at 11:30 am. Registration fees are \$40 for Union members, \$60 for non-members, and include cart and round of golf, buffet dinner, and draw for prizes.



We are
Stronger



when we learn about
each other!



Send pictures from your Units
at photos@usw1944.ca