

# Strike Vote Handout

Our Union members recently rejected Telus' sub-par offer in an almost two to one majority in the hopes that Telus would return to the Bargaining table and negotiate for a fair deal, free from major concessions, that reflects the hard work of our members.

However, Telus still refuses. Our Union believes that you deserve more.

The more members vote to strike, the more power the Bargaining Committee has to get the Company off their ridiculous position. Telus still has major concessions on the table and is offering a 0% wage increase for 2022. The Union hopes that a resounding yes to strike will lead to further improvements, but there is no assurance, and Telus may still choose to lock us out.

Solidarity benefits everyone, and by standing together in large numbers, members can achieve more.

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## Priorities

The Union's priorities reflect the members' voices, job security, wage improvements, and a better collective agreement for all with no more losses.

The following highlights the demands the Union is advocating for:

### **Duration and Compensation**

The company's monetary proposal is an insult to your worth. The Union estimates that the average member would lose at least approximately **\$78,000** throughout their career if we don't stand against this monetary proposal (calculations follow after the wage tables).

The evidence is clear that Telus is thriving financially, with record profits and year-over-year increases in revenue and net income. Despite this success, the Company's proposed wage increases are out of touch with current wage settlements across Canada and the cost of living.

Meanwhile, CEO Darren Entwistle received a 45% increase in compensation from 2020 to 2021, reaching \$19.82 million in the middle of a pandemic. It's worth noting that Telus made substantial profits during COVID and received government subsidies.

Telus' proposed compensation package is significantly out of step with reality, as LifeWorks, a company that deals with human resources issues and was recently acquired by Telus for \$2.3 billion, states that Canadian base salaries increased 4.01% in 2022 and predicts an average increase of 3.86% for the companies they survey in 2023. We proposed a 5% wage increase each year for a three-year agreement retroactive to January 1, 2022.

On the last day of conciliation, we offered a package that would have resolved all outstanding issues and included a monetary settlement of 3% per year over five years, totaling 15%, retroactive to October 1, 2022, along with a \$10,000 lump sum on ratification.

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Despite our reasonable proposal, Telus rejected it without giving it much thought. In light of this, we are left with wage increases of 5% in each year of a three-year agreement retroactive to January 1, 2022. Telus' unrealistic monetary proposals, along with their lack of consideration for our proposal, should warrant a strong strike mandate.

Union Wage Proposals		
Jan 1st, 2022*	2023*	2024
5 %	5 %	5 %

\*=Retroactivity

Telus Wage Proposals				
Upon Ratification	Oct 2023	Oct 2024	Oct 2025	Oct 2026
3%	2.5%	2%	2%	2%

Lump Sums	
Upon Ratification	Oct 2023
\$5000	\$5000

Under the Union's monetary proposal, by January 1, 2024 you would be making 15.8% more than you are currently making ( $1.05 \times 1.05 \times 1.05$ ). Under the Company's monetary proposal, by October 1<sup>st</sup>, 2024 you would be making only 7.7% more than you are currently making ( $1.03 \times 1.025 \times 1.02$ ), which amounts to an 8.1% wage gap between the proposals. If that 8.1% wage deficit persists throughout the average members' whole career at Telus, they would lose approximately **\$77,989** by retirement at age 60. This is calculated by taking the average Telus-employed members' wage of \$30.86/hr, multiplying this by the 8.1% wage deficit to make a \$2.50/hr difference in wages, multiplied by 1950 workhours per year and 16 years for a member of our average age (44) to turn 60. This wage deficit alone is well worth striking for.

We have been reasonable in our wage demands while at the same time, trying to make reasonable gains for our members that reflect the hard work and dedication of our members. Telus is proposing unnecessary concessions and their rejection of our reasonable package is indicative of the Company's lack of consideration for the well-being and value of its employees.

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## Article 5 - Union Recognition

The Union recognizes the crucial importance of providing Union Orientation to new hires in order to maintain an active membership. This is especially challenging with many members on home dispatch and in the AHA program. With Telus now hiring directly into AHA, it is essential that we have the ability to communicate with our members. Improved Union strength benefits us all, leading to better agreements. We were willing to compromise and accept their language if they continued the current practice of allowing a brief Union orientation for large clerical classes. Unfortunately, this has been refused so far.

Union's Position	Telus' Position
Standardized new hire orientation during the onboarding process at Telus.	Will inform new employees they are represented by a Union and a collective agreement is in effect.

## Article 10 - Surveillance

Our proposal prohibits the use of GPS or any other monitoring software for discipline purposes after 90 days, including ACW, hold time, and all other forms of monitoring. Surveillance is the leading cause of disciplinary actions and dismissals at Telus, and we consider it an imbalance of power if the company can draw on surveillance information going so far back in time that a member could not reasonably recall any rationale for what the surveillance shows. Likewise, being able to draw on very old surveillance only encourages management 'deep-dives' and 'fishing expeditions' targeting members who may be on management's radar for unrelated reasons. We need to protect employees against this.

Union's Position	Telus' Position
Surveillance protection language limiting surveillance programs to 3 months unless an issue of a similar nature occurs. (GPS, ACW etc)	Keep the status quo.

## Article 19 (Article 22\*) - Contracting Out

Our proposal calls for a conversation and good faith discussions with the Company 60 days in advance of any job contracting out to explore alternatives to offshoring and maintaining bargaining unit jobs. Our proposal does not seek to prevent the Company from outsourcing, but rather to consider alternatives before making it the primary option.

Union's Position	Telus' Position
Expand notice period to 60 days. Conduct good faith discussions to maintain bargaining unit employees	Keep the status quo.

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## Article 27 - Adjustment for Cost of Living

Telus aims to abolish this provision entirely, which has historically resulted in increased compensation for members during periods of heightened cost of living in 2008, 2011, and 2021. For 2021, the Cost of Living Adjustment provided a 0.6% wage schedule increase.

Union's Position	Telus' Position
Maintain this article with updated dates and percentages.	Abolish this provision entirely.

## A3 - Holidays

Although the government has granted the Truth and Reconciliation Holiday for federally regulated employees, Telus insists on trading the Easter Monday holiday so it is 'cost neutral'. They have demonstrated for the past two years they can respect both.

Under the Company's proposal, if a holiday falls on your day off you will receive either a holiday in lieu or be paid out. We believe that Managers will resist scheduling by mutual agreement especially considering the amount of black- and brown-outs that occur throughout the year. Therefore, banked holiday should be scheduled by employee discretion.

Union's Position	Telus' Position
To add T&R Holiday and holidays in lieu are scheduled at employee discretion.	Trade T&R for Easter Monday. Losing the 4 day weekend around Easter. Holidays in lieu scheduled by mutual agreement or paid out

## B6 - OT AFTER 7.5 HOURS

This proposal is all about us demanding fair and equitable treatment for those members in Appendix B. It is about getting paid overtime for overtime worked. If your basic hours are 7.5 hours a day, overtime pay only kicks in after 8 hours worked. That's 30 minutes past your basic hours that should be considered overtime. This is unacceptable. Everyone else at Telus earns overtime immediately after they've worked their basic hours.

Union's Position	Telus' Position
Employees earn overtime after working basic hours.	Keep the status quo.

## MOA APPENDIX A - Benefits

The Company wants to move from fixed benefits under Appendix A to Telus Flex benefits. According to the scenarios the Union has analyzed, this will cost some members more money for the same benefit they currently have. Telus is self insured, which means they do not pay premiums for insurance but pay out directly. Any savings on benefits goes directly to Telus.

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The MOA for Appendix A is also much more prescriptive of the level of coverage and how much is paid and by whom. Telus proposes the deletion of this letter that would allow Telus to change the Flex plan with 30 day notice to the Union.

The Company has proposed to change the STD Benefit Schedule to provide for up to 65 paid days at 100% and another 65 days at 70%. This is an increase for Appendix B members, but a reduction for some Appendix A members. There is a proposal to grandparent Appendix A employees with 11+ years on the current Appendix A STD schedule.

The Union has been open-minded in listening to the Company's proposals and has indicated that they can consider a flex benefit plan only if there is a guarantee that it will not result in greater costs for members to have the same coverage as they do now. The Union proposed adding a top-up to the Health Spending account to accomplish this, but the Company declined.

Union's Position	Telus' Position
Keep current fixed benefits. Prevent changes to the plan without the agreement of both parties.	Move from fixed benefits under Appendix A to Telus Flex benefits.

## MOA - Pension Plan for Employees in British Columbia (TWPP)

The Company proposes to close the TWPP to new hires in BC and shift all new members into the Telus corporate Defined Contribution Pension Plan. This will create uncertainty for members' retirement plans.

A Union's objective is to negotiate on behalf of current and future members. They recognize that companies may promise that current members are protected, but this is often not the case in the long run. Closing the TWPP to future members may be the first step in the Company targeting the pension plan in the future. As fewer members will be in the plan, there is a higher chance that Telus will aim to reduce the contribution level. They have attempted this in previous negotiations. The Plan's multi-billion dollar size allows it to benefit from an 'economy-of-scale' in terms of having very efficient overhead/administration, and access to some of the top advisors and fund managers in Canada. These key advantages, which affect Plan returns, would be compromised if assets dwindle to zero as the plan winds down over time.

Telus' current contribution rate to the TWPP is 10%. By transferring all new eligible members to the Telus corporate Defined Contribution Pension Plan, the Company saves at least 4% of wages for all future members who would have otherwise been in the TWPP.

Union's Position	Telus' Position
Keep the status quo.	Close the TWPP to new hires in BC and shift all new members into the Telus corporate Defined Contribution Pension Plan.

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## DHT (MOA & LOA)

The DHT was introduced in the last collective agreement. Our proposal would see an automatic Transition into the higher paying service tech role after two (2) years.

The Company wants to eliminate the DHT role and replace it with a “pay for skills” model called Service Professional, with no demarcation restrictions. Skills would be added or removed depending on the services the Company determines are needed at any particular location or time.

The Company’s proposal would, in effect, also eliminate the Service Technicians position over time. Telus has made it clear that if they get the Service Professional position, they would no longer hire Service Technicians. Through attrition, this role would disappear.

Union’s Position	Telus’ Position
Graduate DHT into Service Tech role over two years tenure and with training. Limit scope to plug and play install. No repair work. Tied amounts of DHT’s to Service Technicians.	Service Pro would have skill-based pay, with base wage linked to tenure. Management would control who gets the training and what qualifies for extra pay. Additional pay can be taken away when that skill is no longer required. Current DHT members would move into this role automatically. Removes demarcation limitation.

## MOA Retail Stores

This MOA does not allow this Local to expand by organizing those Telus Retail employees. So even if these people wanted to join our Union, it would not be permitted. With thousands of our jobs being offshored and contracted out it is imperative now more than ever to expand and grow our membership.

Union’s Position	Telus’ Position
Delete the MOA.	Keep the status quo.

## MOA Offshoring

By now, you should be aware of a letter they are compelling the Union to sign that sits outside the Collective Agreement. It would limit our Union regarding publicly discussing the offshoring practices of Telus. They want us to sit idly by and watch our jobs leave Canada.

Union’s Position	Telus’ Position
Delete the MOA.	Keep the status quo.

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In the face of this long list of concessions, and the significant remaining differences between our positions and that of the Company, we strongly encourage our members to vote in favor of a strike in order to send a clear message to Telus that we will not accept unnecessary concessions and undervaluation of our work.

We must stand together in solidarity to fight for fair compensation and treatment, and to demand that Telus acknowledge and appreciate the crucial role that we play in the Company's success. Only by standing up can we ensure a brighter future for ourselves and our families.

It is time for Telus employees to take action and vote to strike! Let's stand together and fight for what we deserve.

#RiseUP!