

TWU wins Union merger vote with 70%

The TWU will become the bargaining agent for all unionized workers at Telus.

By a vote of 9,629 to 4,047, union members in B.C. and Alberta have chosen the TWU over the IBEW to represent them. There were just six spoiled ballots.

In percentage terms, the TWU captured 70.4% of the vote, the IBEW 29.6%.

The mail-in ballot was conducted and supervised by the Canada Industrial Relations Board (CIRB). Voting took place between April 12 and May 24, and the vote count was conducted and results released by the CIRB on May 26.

The CIRB set aside the 961 ballots cast by Telesales and Field Sales employees pending a decision on a Telus application to have those employees excluded from the bargaining unit.

The application for common

employer status which ultimately brought the workers together in one union was initiated by Telus in early 1999, shortly after the merger of the B.C. telephone company (BC TEL) and the Alberta company Telus, under the name Telus.

Prior to the merger, all BC TEL unionized workers, about 10,000, were members of the TWU, while a majority of the 7,000 Alberta Telus workers were members of IBEW Local 348. A relatively small number of the Alberta workers were members of CSU52 and CEP. (The CSU was involved as a result of an earlier corporate merger which had brought the Edmonton telephone company into Telus, and CEP was involved as bargaining agent for the Telus mobility workers). The CSU and CEP leadership backed the TWU their efforts to create one bargaining unit for Alberta and B.C., and throughout the representation campaign.

TWU President Rod Hiebert, on behalf of the entire Executive Council, has expressed the Union's gratitude to the members in both provinces for their vote of confidence, and he pledged the TWU will work tirelessly to prove itself worthy of the trust which has been shown.

Over the past year, and particularly since the fall of 1999, the TWU campaigned to bring our message to the memberships, beginning in B.C. In the fall, the Union held a leadership tour, a series of membership meetings throughout B.C. to which TWU members were invited. The tour had the joint purpose of celebrating the Union's 50th anniversary and of giving the membership the opportunity to discuss issues of concern prior to the representation vote.

Table Officers and Local Business Agents attended the membership meetings. In addition to speeches and question and answer sessions, the meetings featured a 15-minute TWU video on the Union's history and Collective Agreement, and entertainment by folk-singer Valdy.

Early in the New Year, the TWU took its leadership tour to various Alberta centres. In both



Any bets on which way he voted?

TWU President Rod Hiebert mails in his ballot in CIRB vote to determine bargaining agent for Telus unionized workers

provinces, questions from members (and potential members) centred on meat-and-potato issues such as pensions, seniority rights, and bargaining strategy. The TWU officers noted that the

concerns of members were similar in both provinces. Shortly before the Alberta tour was undertaken, the TWU opened offices in Edmonton and Calgary so that the Unionized workers in that province could have ready access to the TWU and to obtain information about our Union and our plans following a merger vote.

Now that the members have made their choice, the hard work begins. As President Hiebert has stated, the Union is well aware of the magnitude of the job that lies ahead.

"There are many issues and differences between the Collective Agreements in B.C. and Alberta that need to be resolved — issues involving contracting out, jurisdiction, benefit plans and pensions and others," Hiebert stated. "At the same time, we must work to bring the Telus 'Eastern Build' under our Collective Agreement. But I have no doubt that together we have the energy required to resolve the issues we face and move forward."

The Union plans to move quickly to begin the task of integrating the new members from Alberta into the TWU structure.

Almost immediately, the TWU will be setting up meetings in Alberta to work out a transition plan, to deal with questions such as interim representation and local structures.

"Members in Alberta will now be able to elect all local executive officers and shop stewards as they set up locals to conform to their needs," Hiebert said. "At the same time, we will be working with members and officers in Alberta to deal with issues such as orientation sessions and courses members may be interested in."

Over the next while, the Union will be issuing bulletins and other communications with the new members in Alberta on what is being proposed and on any decisions taken or agreements achieved.

Any member with a concern or issue that they need addressed can telephone the TWU office in Burnaby at 604-437-8601 or in Edmonton at 780-448-8911 or in Calgary at 403-237-6990.

NACU moves ahead

Twenty TWU representatives attended a conference sponsored by the National Alliance of Communications Unions (NACU) in Ottawa April 28-29. The TWU contingent comprised the four table officers, members of the bargaining committee, and eight delegates elected at convention.

The purpose and primary focus of the conference was to explore closer ties and increased co-operation and co-ordination of activity between the various communications unions in Canada, in the wake of the rapid globalization of the industry. The second and related focus was on the unprecedented changes that are taking place in the industry.

Speakers included the heads of the major Communications Unions in Canada. TWU President Rod Hiebert's speech is printed on p. 6.

In addition, the conference heard from representatives from a number of international labour organizations, including Morton Bahr, President of the Communications Workers of America (CWA), from the U.S.; Philip Bowyer, Deputy General Secretary of the Union Network International (UNI), the new international organization which has superseded the PTTI and CI; and Francisco Hernandez Juarez, Secretary General of the Telephone Workers Union in Mexico.

Analysis of the latest developments in the communications industry in Canada was provided by industry analysts Iain Angus, President of the Iain Angus Telemanagement Group, whose topic was "How convergence, competition and emerging technologies are reshaping our industry"; and by Vincent Mosco, Professor of Communications, Sociology and Political Economy at Carleton University, who spoke on "Labour Convergence and what it means for union-management relations, including jurisdictional and bargaining issues."

There was general agreement among delegates that closer co-operation between the Unions is imperative to deal with the rapidly evolving industry, and a good deal of discussion centred on what form that co-operation should take and how it should be achieved.

Some delegates proposed that the Unions expand the idea even further and explore a formal merger of Communications Unions in Canada, either as an immediate or a longer-term objective.

NACU leaders are meeting again in Regina in mid-June, where the issues discussed at the April conference will be explored further.

A complete report on the NACU conference appears on Page 5.



LETTERS TO THE EDITOR

Congratulations on winning merger vote

Dear TWU:

Congratulations, you did a hell of a job! You not only won, you won big, ensuring support in the upcoming negotiations.

Please extend my congratulations to all the business agents, table officers, staff and local leaders for a job well done.

May 26 was my birthday and I couldn't think of a better gift than the news I received from Rod Hiebert that evening.

**In solidarity,
Richard Long,
Administrative Vice President,
CEP Ontario region**

Sports thanks

Dear TWU:

On behalf of the Abbotsford Soccer Association and the Abbotsford L'il Devils, I would like to thank you for your sponsorship. The girls did very well, placing sixth out of 17 teams in the U-11 Division in the Central Fraser Valley League. Thanks again.

**Yours sincerely,
David Ruzsa,
Local 31**

Variety club thanks

Dear TWU:

This year the Variety Club Show of Hearts on BCTV raised a record total of \$5,413,682 for BC's special kids — a remarkable total that is truly a testament to the inherent goodness of humankind, and in particular, the people of British Columbia.

In my tenure as a member of the Variety Club of British Columbia, I have been constantly amazed at the magnitude of generosity and commitment exhibited by the thousands of individuals and groups at the annual Variety Club Show of Hearts. This generosity and commitment comes in many forms: donations of time, skills, product, services, and money. And this generosity and commitment comes from individuals, families, friends, groups, organizations, media, and companies.

At Variety Club, we believe that the entire Variety Club organization is the sum of its parts. Our "parts" are the strong partnerships we have forged with like-minded friends — we could not do the work we do without these partnerships. We could not succeed without your help. We are very proud of the fact that over 4,000 volunteers, members, and fundraisers help make our Show of Hearts a success each year. For your part in this success, we say "Thank you."

**Chuck McVeigh
President/Telethon Chair**

Retirement thanks

Dear TWU:

Just a short note to thank all my friends and many associates for their congratulations and kind words on my retirement. It has been a very interesting 35 years and I would not have missed any of it for the world.

My path was set many years ago when Don McRobb, an early mentor in Terrace, told me the following: "Croft, there are three types of people in this world. The first are the ones who make things happen. The second are the ones who follow with interest as things happen around them, and then there is the third type, the ones who are forever trying to figure out what the Hell just happened!"

I have spent much of my time over the years ensuring that I remained part of the first group and doing my best to move people I became involved with up at least one group. I feel I have been fairly successful thanks to the TWU for giving me access to training in the field of educating members and to the Canadian Labour Congress for providing the opportunity to use this training.

Don and many others in those early years taught me that Union and Political involvement can be rewarding as well as fun and it is that part of my working life that I miss the most. But as we all know, as some doors close many more open and I know I will be kept busy in what I expect to be a very long retirement.

Once again, thank you for the Life Membership and the \$1000 cheque, which will go towards a new motor home. The fond memories of my time with the TWU will be with me forever.

**Croft Randle
Local 35, Campbell River**

Dear TWU:

I am recuperating presently from a severe relapse with Multiple Sclerosis. So I would ask that you forgive my late letter of thanks to the members of a Union I owe a lot of thanks to.

Thank you kindly for the cheque for \$1000 received upon my "official" retirement. It was a pleasure to be presented also with an honorary life membership certificate at Kerry Klemmer's Retirement Dinner, by Kerry. I would like to wish a special "Happy Retirement" to Kerry Klemmer, as she went out of her way many times on behalf of the TWU, with encouragement.

To the Executive Council and all TWU members, I wish you the same strength and solidarity that we have always believed in, as you forge ahead through all the changes.

**Thank you sincerely,
Anne Franke
TWU Local 51 - 43**

Dear TWU:

I would like to thank you for the gift of Life Membership Certificate and the cheque of \$1000. I would like to thank all TWU Executive Council and Shop Stewards that have given me excellent service for 27.5 years until my retirement.

**In solidarity,
James J. Poen
Vancouver**

Dear TWU:

Sorry I haven't written sooner to thank you for the \$1,000 cheque and life membership presented by Ildi Gauer, but retirement has that effect of "I'll do it later". It was a great 25 years.

**Melodie Castelein
North Vancouver**

Dear TWU:

I would like to thank you for my honorary life membership, retired member pin, and \$1,000 which I received upon my retirement May 1, 2000.

I greatly enjoyed my 25 years as a TWU member. Many achievements were gained over these years, thanks to member solidarity and TWU support.

**Sincerely,
Dorothy MacDougall,
Campbell River**

Dear TWU:

Thank you for the \$1000 cheque and the Certificate of Honorary Life Membership that I received on my retirement from TELUS.

**Geoff Dawson
Kelowna**

Dear TWU:

I would like to express my appreciation for the \$1000 cheque presented to me at my retirement party on April 14, 2000. It was a nice parting gift that I certainly will put to good use.

Thank you again. All the best in the years ahead.

Elsie Glavind

Dear TWU:

I would like to thank the TWU for the \$1000 retirement gift and Honorary Life membership upon my retirement.

**Yours sincerely,
Rochelle Granath
Local 51**

Dear TWU:

I would like to thank you for the much appreciated \$1000 retirement gift and the honorary life TWU membership. I would also wish you best of luck in the upcoming vote to decide the future of the TWU.

**In solidarity,
Eric Fawdry**

Dear TWU:

I retired March 31, 2000. Thank you in advance for the retirement gift. It has been a pleasure to be a TWU member. I am thankful for your support and being able to serve as Local Secretary Treasurer for two terms.

**Harvey Pearson
Kelowna**

BOYCOTTS

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

All Non-Union Postal Outlets.

Dispute with CUPW California Table Grapes.

United Farmworkers of America

All Indonesian Products

CLC re: East Timor

Philips Electronic Products, Quebec

CLC/USWA 7812

National Post and Calgary Herald

CEP and GCIU strike against Herald

Canadian workers falling behind

CCPA/CALM

Canadians are working longer hours at more precarious jobs for less pay than a decade ago. That is the central finding of a report on the living standards of working people released in April by the Canadian Centre for Policy Alternatives.

Falling Behind: The State of Working Canada, 2000 is the first comprehensive account of how the poor economic performance and government cutbacks of the 1990s have adversely affected most Canadians.

"Working people and their families didn't make much progress in the lean and mean Canada of the 1990s," says Andrew Jackson, senior economist with the Canadian Labour Congress and co-author of the report. "In fact, by some measures, the living standards of Canadians have pretty much stood still since the mid-1970s."

Jackson says that the decline in living standards can be attributed to the tight monetary policies of the Bank of Canada and the adoption of a pro-business economic agenda that is failing to deliver the promised gains.

Co-author David Robinson, public policy director with the Canadian Association of University Teachers, says that cuts to government services have also played a role in eroding the living standards of working Canadians.

"Most working people lose out when public services like health care and education are cut back, because they have to purchase those lost services in the marketplace, and often at a higher price," says Robinson. "The impact of the cuts of the 1990s is now showing up in household budgets."

Other highlights from the report:

- There has been no increase for more than 20 years in the real annual earnings of Canadian men working full-time.

- Average weekly earnings, adjusted for inflation, grew just 2.8 per cent from 1989 to 1998. And, despite strong economic growth in 1999, there was no increase in real weekly earnings.

- The average after-tax and after-transfer income of Canadians fell by 5.6 per cent over the 1990s, with poorer families experiencing a decline of 12 per cent.

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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
TW Pension and Benefit Plans: twplans@twubc.com

The Transmitter

Member of

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

CALM
ACPS

Canadian Association of Labour Media
Association canadienne de la presse syndicale

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President: Rod Hiebert

Vice-Presidents: Neil Morrison & Bruce Bell
Sect.-Treasurer: Kathy Pearn
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Hundreds of employees and retired employees who had worked at the Telus shops at 6969-10th Avenue in Burnaby return to the building for one last time March 31 for a celebration at the end of the work day. The company has sold the building and property and moved the work to other locations.

TWU wins contracting out dispute, but Telus challenges ruling in court

Telus is going to court to challenge a contracting out decision which was favorable to the TWU.

The company has applied to the Supreme Court of B.C. for an order setting aside the March 20 ruling of COTC Chair Stephen Kelleher supporting the TWU's position that the company should not be allowed to contract out members' work in three areas: body work on vehicles; van equipping; and sorting, counting and rolling of coins from pay phones.

The company had argued at the COTC hearing that the sale of the building and property where the work was performed (6969 - 10th Ave. in Burnaby) constituted "unusual circumstances" which would justify the contracting out of the work — even though both parties agreed the work was normally performed by TWU members.

Mr. Kelleher ruled that the sale of the building did not constitute unusual circumstances within the meaning of the Agreement and therefore the company

could not proceed to contract out the work.

In its affidavit to the court, Telus alleges that Mr. Kelleher erred in law or exceeded his jurisdiction in determining the three questions.

Specifically, the company alleges he erred or exceeded his jurisdiction when he failed to ask and answer the three separate and distinct questions relating to

the three contracting out issues and instead "combined the questions into a single and different one and answered the resultant question without due or reasonable regard to the facts and law as they differentially applied to each of the three questions specifically put to him."

The Union will be responding to the Telus' application in court.

Arbitrator's temp ruling results in 41 job postings

An arbitration pursued by the Union's Corporate Temp Committee will result in Telus posting 41 Service Representative jobs.

Business Agent Betty Carrasco reports that Arbitrator Don Munroe issued the ruling on May 17.

At the hearing, the Union had argued that Telus should be required to post Serv Rep positions filled by temporary employees on the grounds of "regu-

lar and continuous usage of temporaries".

The company's position was that under the Letter of Agreement in the Collective Agreement, they did not have to post the jobs if temps were being used for "legitimate" reasons.

The arbitrator accepted the Union's argument in ruling that the company must post the 41 Serv Rep jobs. At the time, the company was employing 84 temporaries as Serv Reps.

ECT exam available through ITAC offices

By RON WILLIAMS, B.A.

The examination for Certificate of Qualification for an Electronics Communication Technician is now available at Industry Training and Apprenticeship Commission offices throughout B.C. As explained in previous articles (see July 1999 Transmitter), this is a non-mandatory trade set up through ITAC at the direction of the Provincial Labour Ministry. There are ITAC offices in Burnaby, Vancouver, Courtenay, Nanaimo, Victoria, Abbotsford, Coquitlam, Cloverdale, Cranbrook, Nelson, Kelowna, Kamloops, Williams Lake, Prince George, Terrace and Dawson Creek.

To write the exam, you apply at the ITAC office, explaining that you have worked in the trade for at least six years, with a written confirmation from your employer(s). There is a fee of \$85 to write the exam, as well as an evaluation fee of \$65.

Exam Profile

The exam is drawn from a bank of 250 multiple-choice questions. Currently, the same 100 questions are being used on every exam, but in the future, ITAC will be able to electronically draw 100 questions from this bank on a random basis. The examinee will be allowed up to three hours to sit the exam. A mark of 70 per cent or higher is considered a passing grade.

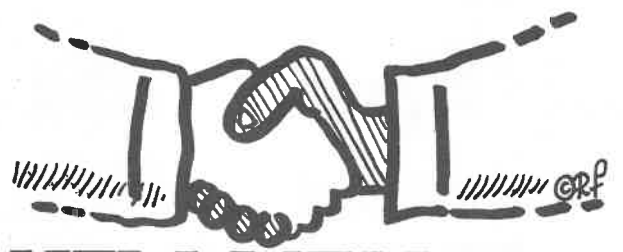
The exam is drawn from a wide range of categories, with each category assigned a number of questions, based on weighting factors of importance to the trade. For example, there are questions in both the radio-microwave and fundamental telephony fields, but there are more questions in the fundamental telephony field because it is deemed to be more relevant and commonplace.

The following categories are included in the exam.

- Tools and Test Equipment;
- Computer Systems;
- Power Sources;
- Voice and Data Cabling;
- Fibre Optic Systems;
- Multiplexers;
- Data Networks;
- Radio-Microwave Systems;
- TV and Video Systems;
- Basic Telephony;
- Digital Network Systems;
- Telephone Switching Systems;
- Antennas and RF Transmission Systems;
- Satellite Communications;
- Job Co-ordination;
- Trouble Shooting Techniques.

BCIT is in the process of developing an upgrade course for people interested in writing the exam. The only pre-requisite would be that you are eligible to write the exam. It would be a 60-hour course (three hours per evening, two evenings per week, for 10 weeks). The course is being designed to instruct to the same level as the exam. BCIT is investigating methods of making the course available to out-of-town students. Telus would pay for the course on completion, but it would be done on your own time.

WELCOME!



NEW MEMBERS

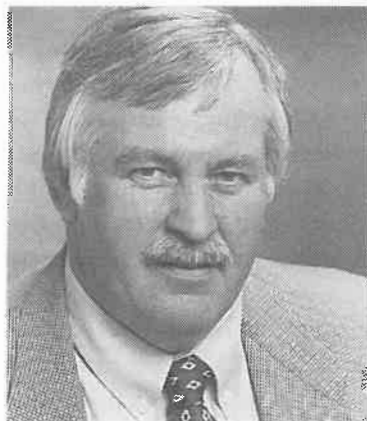
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Current assignments of the 16 Union officers

Following are the current assignments of the 16 Union officers. They include responsibility for servicing the various TWU Locals, work on Union and joint committees, and other related duties, for example, representing the Union on committees of the B.C. Federation of Labour and the CLC.

The four table officers — President, two Vice-Presidents and Secretary-Treasurer — have numerous responsibilities as outlined in the Union Constitution. The assignments listed below are additional responsibilities they have undertaken.

President



ROD HIEBERT

TWU Pension trustee;
Bargaining Committee;
Federation of Labour Officer;
NACU and UNI representative;
Committees: Merger, Pay Equity

Vice-President



NEIL MORRISON

Arbitrations;
Merger Committee;
Work Jurisdiction Ctte;
Pay & Employment Equity Ctte.;
Clerical Job Evaluation Ctte.

Vice-President



BRUCE BELL

Bargaining Committee;
COTC Committee;
Local 63;
Organizing; Merger Committee;
Education, Apprenticeship Cttes.

Secretary-Treasurer



KATHY PEARN

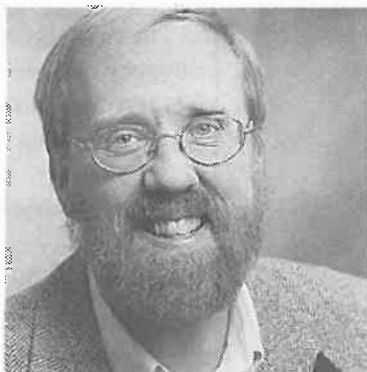
TWU Pension trustee;
Finance Committee (ex-officio)
Pay Equity Steering Committee;
NACU Committee;
Merger Committee

Burnaby Business Agents



JUNE LEWIS

Local 43
Human Rights Officer;
MAP Officer;
Joint Workplace Harassment Ctte.;
Employment Equity Ctte.;
BC Fed. Social Action Committee



JIM CHRISTENSEN

Locals 5, 36;
Work Jurisdiction Committee;
MAP Officer;
Plant Job Description Ctte.;
Organizing Committee;
Compressed Work Week Ctte.



BETTY CARRASCO

Locals 50, 64;
COTC Committee;
Corporate Temp Ctte.;
Job Sharing Ctte.;
Organizing Ctte.;
Compressed Work Week Ctte.



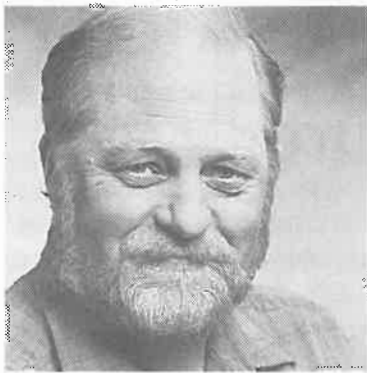
KAREN WHITFIELD

Locals 1, 38;
Pay Equity and Employment Equity;
Clerical Job Postings;
BC Fed Executive Council;
Women's Rights Committee;
Clerical Job Evaluation



MIKE SLADE

Locals 3, 14, 27, 35;
Compassionate Transfers;
Development Project Investments;
Operator Service Steering Ctte.



PETER MASSY

Locals 17, 32, 51, 52, 23;
Bargaining Committee;
Health and Benefits trustee;
Committees: Operator Service,
Job Sharing, Teminal Usage



HOPE CUMMING

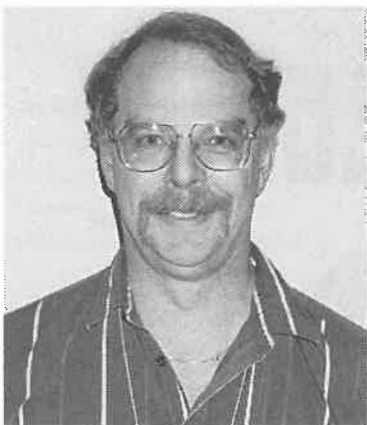
Locals 20, 7;
Bargaining Committee;
COTC Committee;
Arbitration Assistance;
Merger Committee



FRAN GUILLET

Locals 53, 23, 63;
Political Action (TWU & Fed.);
Merger Committee;
Fed. Women's Rights Ctte.

Out-of-town Business Agents



TIM WILLIAMS

Locals 30, 39, 60;
Health & Safety Committee;
Plant Job Postings;
Committees: Trade Advisory,
Splicer Rotation,
Construction Out-of-Town



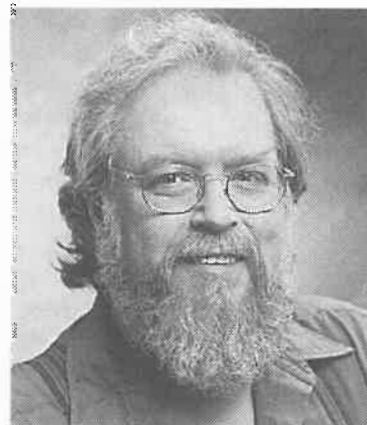
BILL SILVESTER

Locals 2, 11, 21, 31;
Calgary Merger Office;
Compressed Work Week
Committee.



RON WILLIAMS

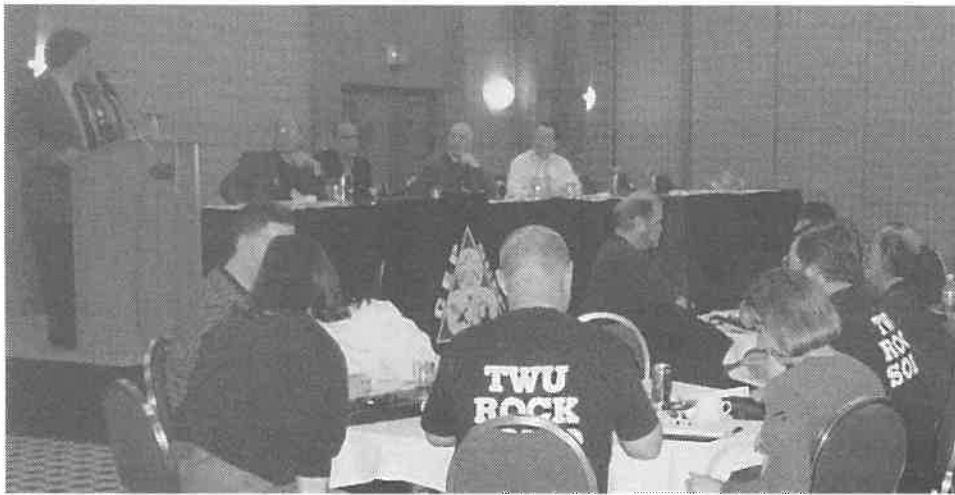
(Prince George)
Locals 9, 18, 26, 28, 33, 34, 37, 41;
Edmonton Merger Office;
Committees: Apprenticeship,
Operator Service, ACD



GEORGE DOUBT

(Kelowna)
Locals 6, 16, 22, 8, 15, 24, 4, 25;
Health & Safety Ctte. (back-up);
Committees: CDC,
Compressed Work Week;
Kelowna WCB Appeals

NACU delegates propose closer Union ties



President Rod Hiebert addresses NACU conference; TWU delegates, foreground

More than 150 representatives from communications unions across Canada, including 20 TWU representatives, met in Ottawa April 28-29 to discuss how to achieve greater co-operation and co-ordination of strategies.

The conference of the National Alliance of Communications Unions took as its theme the need for closer union co-operation in an era of global telecommunications. In addition to representatives of four participating unions — CEP, TWU, AC&TWU, and CAW — speakers at the conference included: Philip Bowyer, Deputy General Secretary of the Union Network International (UNI); Communications Analyst Iain Angus; Carleton Professor Vincent Mosco, and CWA President Morton Bahr, among others.

The 20 TWU delegates included the four table officers, the new bargaining committee, and eight delegates elected at convention — Sherryl Anderson, Rod Giddens, Rick Fleming, Leslie Hammond, Julie Labine, Lee Riggs, Brian Wolfe and Larry Smallwood.

Vice-President Neil Morrison and Larry Smallwood have made available copies of their notes from the conference, which form the basis of this report.

Consensus of delegates at the close of the conference included the following:

- The conference was important and should be held annually.
- The Unions should strive for a common wage rate across the country.
- Everyone should try to bargain a contracting out clause similar to that of the TWU, and unions should develop a common education course so the rank-and-file know the advantage of negotiating no contracting out.
- Unions should consider the feasibility of a common bargaining table for wages. They should try to arrange common expiry dates for Collective Agreements.
- More emphasis should be placed on better pensions.
- Work to get apprenticeship programs going again.
- Unions should work to organize non-union jobs, for example, of competitors and contractors.
- A national bargaining committee should be available to alliance members if the company targets one union.
- Protection of seniority for workers who are swept in through mergers.
- Unions should do more to educate and involve younger members.

- Unions should negotiate language in their Agreements to govern mergers, there should be more common bargaining, and more rights for temporary employees.

- NACU should develop a strategic communications plan. As part of that, build a web page and discussion group on the Internet. Also do a publication on NACU explaining what it is and what it does.

- The next steering committee meeting of NACU is to develop a comparison chart between Collective Agreements to help develop common bargaining strategies, and a NACU group should meet with bargaining committees of member Unions.

The conference opened with remarks from the heads of the four participating Unions. CEP President Fred Pomeroy noted 90% of Canadian telephone workers are now members of one of the four unions (CEP, TWU, AC&TWU or CAW).

Pomeroy warned that we must not ever become part of a race to compete for work by lowering our union contracts or by offering concessions.

He noted the four unions in the past worked together on regulatory issues, and commented: "We thought that was big, but it was nothing compared to what we are now facing and where we are now going. We are faced with employer alliances that stretch from Canada to Mexico and beyond. Our Unions must form alliances to meet those demands."

TWU President Rod Hiebert's speech is reprinted elsewhere in this Transmitter, but to summarize briefly, he said West Coast telephone workers enjoy a great working relationship with other telephone workers in Canada.

The big challenges are to fight those employers who are focused on destroying our Unions, Hiebert said. The telephone companies are doing what they can to lower wage levels. In Alberta, for example, they were successful in lowering operator's wages to \$12 an hour.

We need job security against layoffs, and we must not and will not make concessions, he stated.

Next speaker was Gary Grant of the Atlantic region's AC&TWU, who noted the workers had been represented by the IBEW for 50 years, but in 1984 separated from the IBEW and formed the AC&TWU, and that a proud moment for the Union came in 1991 when telephone operators joined them.

Grant said telephone issues are the same from Newfoundland to Vancouver,

and he concluded: "We must stand united and resist the desire of employers to pick at any one of our Unions."

The CAW delegate speaking on behalf of Dave Halikowski noted that when CNCP became Unitel about half the members were laid off, dropping from 1400 to 700, and in 1995 they joined CAW. Since then they have organized Metro-Net and gained 300 new members. The CAW spokesperson said temporary work is a big problem for their Union, and as the company spins off new subsidiaries, they lose work. He said these are common problems shared by all telephone unions.

Philip Bowyer from the international union body UNI (formerly PTTI) told conference participants these are serious times in telecommunications. UNI, he explained, was formed by bringing together four unions in communications.

He said companies are increasingly deregulated while at the same time they are becoming more consolidated, for example, into local service, long distance, internet, banking, publishing and broadcasting.

As examples, he noted the move of AT&T into CATV and Bell Canada into Expressvu and CTV. Banks are joining with telephone companies (Spain is a prime example) because of the link between e-commerce and the Internet. Power, water and gas companies, and publishing companies, are now major multimedia giants.

Bowyer said there is an incredible concentration of power in telecom and media industries, with multi-media content now controlled by eight major companies.

At the same time, employment has been reduced by 50% in telecom, which now includes broadcasting, printing and publishing, as well as traditional telephone companies and related industries. He said new companies are hard to organize because work is outsourced, especially in Operator Services.

Bowyer said there are over 900 unions in 140 companies. He said Unions must use the Internet and new methods to organize workers in telecom, and Unions must work together to organize global multinational companies, in the face of corporate resistance.

He told delegates that in Europe there is a "Social Dialogue Committee" comprising 20 Union reps and 20 company reps who meet to discuss and seek consensus on issues such as training and health and safety.

Professor Vincent Mosco discussed convergence in the industry and its impact on labour. He said convergence, which puts data, voice and video together into a common digital language, is more than a technical idea, it is also a political idea.

He said we are still trying to regulate the industry as in the past, but whereas the print, broadcast, telecom and computer industries used to be separate industries, they are rapidly becoming one.

The companies are getting more and more alike, and as well jobs are getting more and more alike, and the job of unions is to make employers recognize that jobs are the same and to pay accordingly.

Mosco told delegates he testified for

CEP before the CIRB against Island Tel, who were seeking a ruling that the Internet arm did not come under federal jurisdiction. The CIRB ruled in favour of the Union, finding it did come under federal jurisdiction and could not be separated.

CWA President Morton Bahr also addressed the conference, on essentially the same themes he dealt with in his speech to the TWU convention the week of February 28, already reported in the March Transmitter.

Iain Angus, Communications analyst, told delegates the telecom industry is in turmoil, undergoing rapid changes, and Unions can't continue to operate as in the past when the industry is changing.

Angus pointed to five underlying reasons for the rapid expansion of the industry: demand for services, death of distance, proliferation of new services, globalization and price cuts.

To illustrate the rapidity of change, he noted that in 1980 Americans made 200 million international phone calls averaging 10 minutes, but by 1998 it had grown to 4.8 billion calls averaging three minutes.

There are 60,000 call centres in North America with three million agents, and it is growing by 30% per year.

There has also been an explosion in toll-free 800 numbers, from 3.4 million (after 25 years) in 1993, to 21.4 million today, and they now use 25% of AT&T network per day.

Concurrent with this is the fibre revolution, with virtual unlimited capacity. In 1988, it took six fibres to carry one TV broadcast, while today one fibre can carry 700 TV broadcasts.

The cost of moving a "bit" of information is now almost zero, and the cost of moving a bit across the street is the same as around the world.

Angus noted that along with these changes is a proliferation of choices for consumers. There are only different technologies to choose from — wireless, cellular, PCS and now digital.

In 1995 there were predictions of a possible 25% penetration of cellular — today there is already 50% penetration in some European countries. Wireless is technologically capable of handling all telecom now.

Mass data communications took everyone by surprise, he said. Over 50% of North American adults use the Internet daily. Sixteen-year-olds are on Internet chat lines while they are getting dressed in the morning.

This is a global network where anyone can invent technology and sell it. Inventions now are software programs, and hundreds of thousands of people are constantly working on them.

The internet combines all types of communication and confounds any type of classification, Angus said, and he predicted:

Demand will continue to increase, the price of moving bits will continue to drop, and long distance will disappear.

"You can't sit on the sidelines waiting for things to calm down, because they aren't going to calm down," he concluded. "You ain't seen nothing yet."

We face the same issues: Hiebert

The following is the text of the speech by TWU President Rod Hiebert to the National Alliance of Communications Unions held in Ottawa April 28-29, 2000.

By **ROD HIEBERT**

I bring greetings from telephone workers on the West Coast.

Telephone workers of BC value very much the strong working relationship and sharing that has developed between our Unions from coast to coast.

We have worked together with some of your organizations for nearly 50 years.

Regardless of what region or province we are from, the same issues are facing telephone workers everywhere.

We are being challenged constantly, by the era of megamergers, regulated competition, and rapid technological change.

These giant telcos have a lot of power, they stick together, and can be an extremely nasty bunch.

We have just come through their corporate drive where each telco tried to attain the lowest cost per line. That drive resulting in layoffs, downsizing and contracting

What is the next corporate challenge? Conrad Black's attempt to break the Union at the Calgary Herald could be

only the tip of the iceberg. We must all support those workers and work together to see that they get a fair collective agreement. An injury to one is an injury to all.

With the break-up of Stentor and the introduction of inter-provincial competition by carriers, we're into the next step in competition. Jurisdictional lines are blurring. They would like us to compete against each other by lowering wages and working conditions.

We have already seen the devastating effects when operators at Telus in Alberta were taken into a Union at \$12 per hour — half the rate of other Union operators. By dropping the benchmark they set the stage for the vicious attack on the operators at Bell Canada.

Together we build strong Unions by working together and moving the line ahead, not by joining the spiral to the bottom.

We must not let Companies like Bell, Telus MTS, Maritime Tel and Sask Tel whip saw us, Union against Union and worker against worker.

We must look for new and better ways to assist each other in our hour of need.

It is imperative that we discuss joint bargaining strategies.

Our first goal at bargaining should be

that there be no concessions. Secondly, all telephone workers should have job security with protection against contracting out and layoffs. We must continue to develop Canada-wide lobbying sessions and strategy sessions with respect to all of the significant challenges we collectively face.

When all the Union leaders representing telecom in Canada stand together on a regulatory or legislative issue, politicians and Telecoms pay attention and we together can be a significant force in setting future direction for communications in Canada.

I believe that we must strengthen our ties in order that we can operate almost as a single unit when we are challenged. We have the ability to mobilize and protest nationally for workers under attack. Together we are a significant force.

There is a bright future for telephone workers but we must work with each other, as well as with Unions all over the world like the CWA both directly and through the Union Network International.

Today we collectively must determine where we are going from here with the National Alliance of Communications Unions.

United we stand, divided we fall.



LARRY SMALLWOOD

Local 7 delegate Larry Smallwood participates in round table discussion at NACU conference in Ottawa. Smallwood was one of 8 TWU delegates elected at convention to attend the two-day conference

Union Women's Institute July 5-9

The Summer Institute for Union Women, sponsored by the B.C. Federation of Labour and the CLC, will be held at the BCIT campus in Burnaby July 5-9, 2000.

The Institute offers an intensive week of learning within a supportive environment in which union women can develop their skills as workers, activists and leaders.

Deadline for registration is June 16. For information or registration forms, telephone the Federation of Labour at 604-430-1421.

The TWU executive council has voted to sponsor five TWU members to the conference. Members interested in attending should contact the TWU Education Committee through the Union office.

SFU offers Labour Studies degree program

Simon Fraser University has just launched its first degree program of the new millennium — the new BA minor in Labour Studies. The first group of students will be enrolled this September.

The program marks another first for SFU. Despite the vast contribution of organized labour toward building the province, B.C. has never had a university program that focuses just on the world of work and working people.

University faculty and representatives of the CLC and BC Federation of Labour have worked together for over two years to design the degree program.

For more details about the program, contact Tom Nesbit at the SFU Centre for Labour Studies at 291-4177, or Mark Leier in the Department of History at 291-5827.



Prince George TWU members Tina Unger, Jean Brien and Lisa Sitter, centre, start off the Cancer Society's "Relay for a Cure" 24-hour walkathon May 6. The yearly event raises money for cancer research and financial aid to patients and families. This is the third year the TWU has entered its own team. Overall, 138 teams participated, and raised more than \$212,000. Lisa Sitter (Local 18 President) thanks all members who participated and who donated generously to the cause. Special thanks to participants Jean Brien, Tracy Camazzola, Angela Ceal, Lee Ann Cooper, Jay Dumas, Lauren Friesen, Lynn Gilliard, Leila Hansen, Louise Hartnagel, June Hills and daughter Taffe, Gwen Ireland, Heather McLeish, Cathy Moe, Nancy Muirhead, Marlene Pauls, Don and Lori Ruggles, Elaine Schlivinsky, Lisa and Lyle Sitter, Deanne Szederknyi, Esme Stuckless, Tina Unger, Judy Vallee and Nick Warner.

MP's debate safety law

By **Pat Martin, MP, NDP Labour Critic**

A new federal safety law is currently being debated in the House of Commons.

Bill C-12, a new and improved Part 2 of the Canada Labour Code, deals with the health and safety of the 1.1 million Canadians who work in the federal workplace jurisdiction.

Highlights of Bill C-12 include:

- Additional protection for pregnant and working mothers.
- Additional rights regarding the right to refuse dangerous work.
- New requirements for workplace hazard-prevention programs.

- Expanded roles for health and safety committees.

- In workplaces with more than 300 employees, policy health and safety committees to deal with accident prevention, purchase of protective equipment, and so on.

The process of redrafting the federal labour law began in 1994. Negotiations involving government, business and labour resulted in many "consensus agreements". Where no consensus was reached, the government has made unilateral proposals. Most of these non-consensus items are acceptable to labour, and likely to business as well.

SEND YOUR KIDS TO CAMP

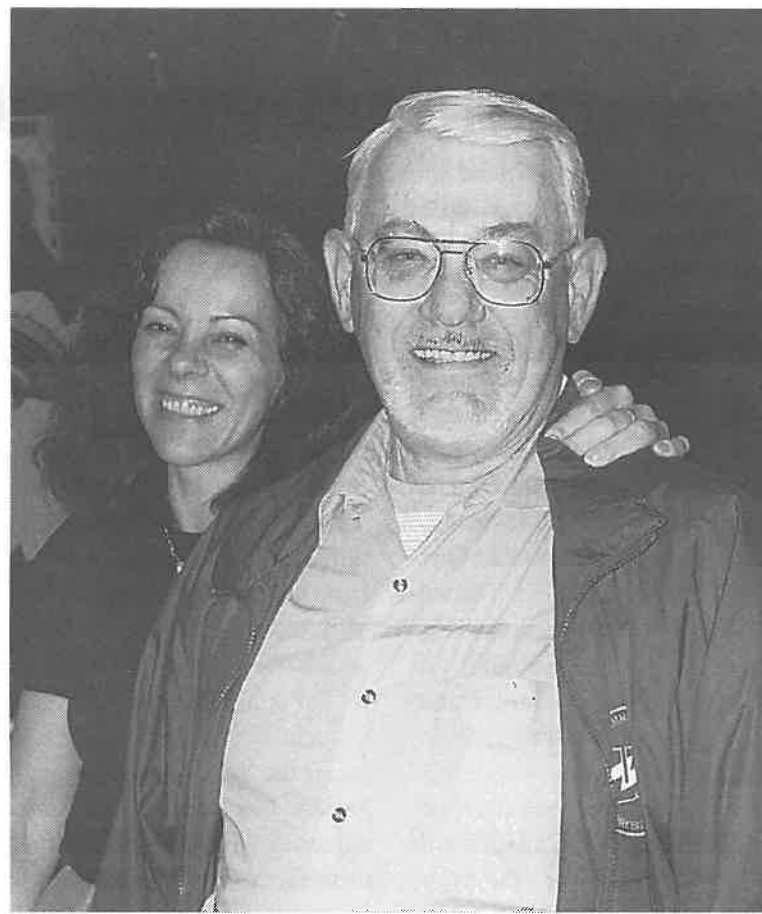
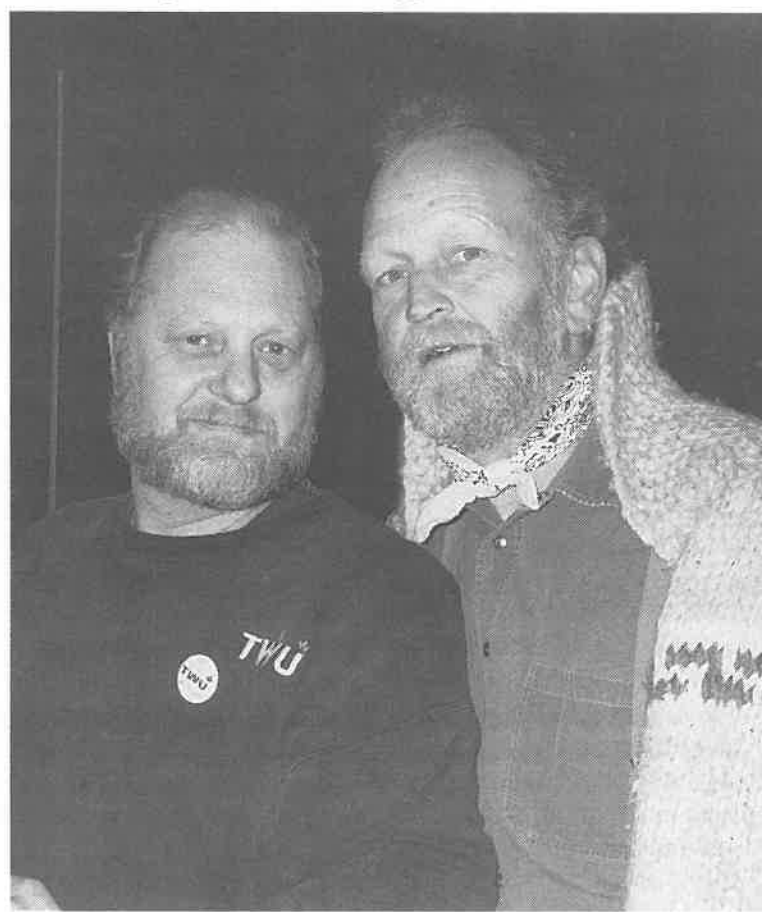
Camp Jubilee is accepting applications for their Summer 2000 Adventure Program. Parents of children aged 8 to 15 are encouraged to phone the camp office and have a package sent to them.

The dates of the camp are: August 6-13 and August 13-20. The cost is \$475 and sponsorship may be available. Please call Dave at 432-7529 for details, or check out the Camp Jubilee website: campjubilee.bc.ca

Camp Jubilee is a registered non-profit association which is dedicated to community service and is funded through the labour movement.

If you are interested in sponsoring a child, call Dave at 432-7529. Donations to the camp may be made through the United Way.

May 26, 2000: 7 p.m.: Big Party: Big Smiles



After the vote, the partying began! TWU officers threw the party on May 26 to thank the members who had put in countless hours over the past months working in the Union office before and during the representation vote. In photos, at left, officers mingle with guests. At right, top, B.A. Peter Massy and folksinger Valdy (what resemblance??); centre, Mari and Leigh McCracken; and below, special guest from Edmonton, Marion Leskiw, President of CSU52 and good friend of TWU.

TWU Locals We want to hear from you!

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

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

Let us know about it!

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

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

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

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





Day of Mourning

Ceremonies to mark the Day of Mourning for workers killed or injured on the job were held across Canada April 28. Among the ceremonies in B.C. attended by TWU members were the one at Prince George City Hall, above, with TWU Local 18 Secretary Leila Hansen, third from left; and below, at Vancouver City Hall, where TWU was represented by Executive Assistant Steve Wood, at left, and B.A. June Lewis, not shown in picture.

Canada should retain right to set own communications policy in our interest

By **ROD HIEBERT,**
TWU President

Canadians have built a world class telecommunications system, one that provides access to state-of-the-art services on a universally available, affordable basis. This success story did not happen by accident. To achieve these goals, the Canadian Government and the CRTC developed rules to regulate our telecommunications system to ensure that it works for all Canadians, regardless of their socioeconomic status or where they live. This regulatory arrangement strengthens Canada's culture by linking our vibrant urban centres, as well as the far-flung rural and remote areas of the country. Furthermore, it provides more than 100,000 good jobs and makes a significant contribution to the economy of Canada. In short, our telecommunications system plays an important part in tying Canada together as a nation.

Now, however, the United States Trade Representative (USTR), Charlene Barshefsky, is saying that the financial contribution which the CRTC requires foreign companies to pay as a condition of getting into the Long Distance voice business in Canada violates World Trade Organization guidelines. Ironically, Ms. Barshefsky understands why the CRTC requires companies to pay these charges, noting that "the contribution funds are redistributed to local service companies to defray the

cost of deploying local residential lines to all regions of Canada." In other words, these charges are one of the linchpins of Canada's successful communications system.

But the USTR isn't concerned about the continued viability of Canadian communications. Her announcement stems from a complaint filed by New York-based AT&T Corporation, which owns a minority stake in AT&T Canada, alleging that Canada is violating its pledge under the World Trade Organization 1997's basic telecom agreement to deregulate its long distance market. Also complaining about the CRTC's policy are Call-Net Enterprises and Primus Telecommunications Canada Inc. Call-Net is part owned by the US-based Sprint Corporation, while Primus is wholly US-owned.

CRTC regulations require these companies and others operating in the Canadian long-distance business to pay tens of millions of dollars a year to local phone companies, exposing them to what Ms. Barshefsky describes as "potential anti-competitive risk". She has announced plans to review the situation in October, when the United States could launch a formal complaint against Canada at the World Trade Organization.

If the US is successful in using the WTO to force the CRTC to reduce these financial contributions, we can expect: an in-

crease in the number of foreign communications companies operating in Canada; pressure from incumbent companies to abandon their responsibility to serve to high cost areas; and significant rate increases to customers located in these high cost areas.

If the US Government is successful in forcing our Government to abandon subsidization of local rates and foreign ownership rules, the implications for Canada will be serious. Such decisions could lead to a marked deterioration in local service — especially in rural areas, where the cost of providing service is significantly higher than it is in our cities.

In a related move, the U.S. Government is demanding that Canada abandon its foreign ownership requirements. The National Alliance of Communications Unions has taken a strong stand against the relaxation of foreign ownership rules. As we watch megamergers unfold world-wide, it is easy to see that Canadian Communications could soon be dominated by one or two giant American Telecommunications companies, leaving us with no power to regulate their behaviour. As people who work in the industry, we are also aware that tens of thousands of Canadian jobs could be transferred out of the country with a flip of a switch. This would have a devastating effect on the workers who lose their jobs, their communities and the Canadian economy in general.

Telus acquisition gives more access to Quebec

From a report in the April 1 *Globe and Mail*

BCT.Telus Communications Inc. struck at the heart of its national rival's territory in central Canada yesterday by grabbing a 70-per-cent stake in QuébecTel Group Inc. for \$585-million.

The move by BCT.Telus, the dominant phone company in Western Canada, unshackles QuébecTel from regulatory restrictions on expansion within Quebec and opens up a major front in the telecommunications war for rival BCE Inc.'s business customers.

Terming the deal "a remarkable strategic fit," Brian Canfield, acting president and chief executive officer of Burnaby, BC-based BCT.Telus, told reporters yesterday that it will accelerate his company's entry into Quebec "by almost two years."

The deal will also see U.S. phone giant GTE Corp. reduce its stake in QuébecTel to 30 per cent from 51 per cent, freeing the company from for-

eign ownership restrictions that precluded it from competing aggressively outside its territory. GTE, based in Irving, Tex., also owns a 26.7-per-cent interest in BCT.Telus.

QuébecTel, based in Rimouski, runs the second-largest phone system in Quebec with more than 300,000 phone lines on the North Shore and in the Eastern Townships. Gaining control of QuébecTel gives BCT.Telus access to a network and business customers in Bell Canada's core market between Quebec City and Montreal.

BCT.Telus, which is Canada's second-largest phone company, shook up the industry last year when it created a national company to expand beyond Alberta and British Columbia and compete with the dominant phone companies of Eastern Canada.

"Becoming part of a Canadian owned undertaking opens up fantastic growth opportunities," said Hugues St Pierre, president and CEO of QuébecTel is ready to serve all of Quebec."

QuébecTel's board has recommended that shareholders approve the \$23-a-share offer that will see BCT.Telus acquire a 49-per-cent stake from public minority shareholders and, through a corporate reorganization, a 21-per-cent holding from GTE financed through available debt facilities.

News of the deal gave QuébecTel's share price a \$1.75 boost yesterday on the Toronto Stock Exchange, where the stock closed at \$22.40 — a new 52 week high. BCT.Telus's share price was off slightly, falling 60 cents on the TSE to close at \$43.

Industry watchers and analysts believe the deal makes good sense for both players.

"QuébecTel had to either find new markets or wither away and die," said Ian Grant, managing partner at Brockville, Ont.-based Yankee Group in Canada.

BCT.Telus and QuébecTel plan to jointly pursue the more lucrative business market in Bell Canada's territory, Mr. Canfield said.

Although he refused to disclose the full details of BCT.Telus's plans Mr. Canfield said the company will expand QuébecTel's fibre-optic network to Quebec City and Montreal and connect those lines to BCT.Telus's national network now being built.

To comply with foreign ownership rules prior to this deal, QuébecTel has had to do business beyond its serving area through a partly owned subsidiary, QuébecTel Alize, which has also been confined to leasing, rather than owning network facilities outside its territory. QuébecTel Alize currently has about 400 employees in Montreal and Quebec City, Mr. Canfield said.

Still, analysts predict that BCT.Telus will not be a strong competitor in Eastern Canada for at least three years. The company's own modest goals reflect that reality. BCT.Telus expects sales of \$60-million in 2000 from its national arm, increasing fivefold to \$300-million by 2002.

However, other industry watchers predict the QuébecTel deal could trigger an aggressive response from Bell Canada boss Jean Monty.

"I think this move will set off another round of consolidation in the industry," said Douglas Cunningham, president of Network Research Inc. of Oakville, Ont.

Although the BCT.Telus-QuébecTel deal still needs the approval of GTE's board, GTE supports the transaction, GTE vice-chairman Mike Masin said.

Text of news release distributed April 19, 2000

TWU Human Rights complaint filed in 1994 alleges Telus guilty of wage discrimination

In December, 1994, the TWU filed a pay equity complaint with the Canadian Human Rights Commission.

The complaint alleged that BC TEL (now Telus) was guilty of wage discrimination against its female employees, and the complaint marked a major step in the Union's campaign to close the wage gap between male and female employees.

The purpose of this article is two-fold: to bring Members up to date on recent developments in the pay equity battle, and to provide background information on how the pay equity campaign has evolved over the years — that is, how we have come to the current situation.

Business Agent Karen Whitfield has been a leader in the Union's pay equity campaign since its inception in the late 1980's. Sister Whitfield spoke to a Pay Equity Forum sponsored by CUPE in Nanaimo in February 1999, and has kindly provided her speech notes to the Transmitter. Those notes provide much of the background information in this report.

The most recent developments with respect to our complaint to the Canadian Human Rights Commission (CHRC), as of April 2000, are as follows:

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

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

The Commission is developing their own job information questionnaire and job evaluation plan, and when it is completed they intend to do a pay equity study of BC TEL workers. The March 2000 visit was designed to allow them to see the wide range of work done by TWU members and to pilot test the job evaluation tools they are developing. The Commission started with a sample of 22 jobs drawn from Plant, Clerical and Operator Services and had one incumbent from each of those jobs fill out the job information questionnaire. They then did a site visit of the 22 job sites, and others, to help them fine-tune the Plan. When they have completed the

Plan, they will return to do the real study, which will involve a sample of 200 to 300 jobs throughout the company, with a target date of later this month (June). The intent is to then evaluate those jobs based on the questionnaires and determine the gender-based wage gap.

We turn now to the story of how we have reached the current point in our 12-year campaign to achieve pay equity.

In the federal jurisdiction, the Canadian Human Rights Act and guidelines provide the legislative framework for pay equity. Section 11 is key. It states:

"It is a discriminatory practice for an employer to establish or maintain differences in wages between male and female employees employed in the same establishment who are performing work of equal value."

The value of work is defined as being a composite of skill, effort, responsibility and working conditions. The legislation is complaint-based and relies on some form of gender-neutral job evaluation to determine whether the work of female-dominated jobs are of equal value to male-dominated jobs within the same establishment. Wages of male-dominated jobs cannot be reduced to achieve pay equity.

(The following figures were at the time of Sister Whitfield's speech in early 1999, but they have changed only slightly in the intervening year or so.)

There are approximately 10,300 bargaining Unit employees at BC TEL, comprising 850 operators, 4,900 Clerical and 4,550 Plant/Craft. The female-dominated jobs in Operator Services and Clerical make significantly less money than the male-dominated jobs in Plant/Craft.

In 1988, the TWU commissioned a study to examine our options on pay equity. Those options included pursuing pay equity through collective bargaining and/or filing a complaint under the Canadian Human Rights Act. At the time, the Union decided to deal with the issue solely at the bargaining table, and initially we had considerable success with that approach.

In the 1990 Collective Agreement (the first round of bargaining in which pay equity was specifically on the table), we achieved a pay equity provision of \$2 per day in the first year of the contract, and an additional \$2 per day in the second year for operators and clerical workers in the lower wage groups (up

to Wage Group 5). We also eliminated the bottom two clerical wage groups, reducing the number to eight from 10.

In the 1992 Agreement, we again achieved some top-up dollars, although only about half as much as in 1990, and eliminated another two clerical wage groups, as well as some increment steps.

Throughout this time, the Union was also attempting to eliminate the use of Job Evaluation by BC TEL for Clerical workers, but we were unsuccessful. In 1992 BC TEL unilaterally developed and implemented a new Job Evaluation Plan which they said would satisfy the terms of the federal legislation and address pay equity in Clerical. The company committed a minimum of two million dollars to clerical jobs through the new job evaluation plan. The two million dollars was welcome, but in our view did not achieve equity.

The 1994 contract achieved significantly less in terms of pay equity than either of the two previous agreements, and it was clear that the momentum was slowing. It was also increasingly clear that the company's job evaluation plan was biased and would not meet the guidelines of the federal legislation.

We concluded we would have to alter our pay equity strategy to include the legal route, so on December 16, 1994, we filed a Human Rights Pay Equity Complaint on behalf of all workers in female-dominated jobs at BC TEL.

In addition to the primary reason of seeking equal treatment for all members, there were a number of other significant reasons for filing the complaint.

First, the date the complaint is filed sets a point in time for retroactivity.

Second, there is also the possibility that a member or groups of members could file a complaint on their own without the Union (that had already happened to the TWU).

Third, the Union could face financial liability. Employers were beginning to claim the Union shared liability because they had negotiated the wages, and Courts were beginning to pay heed to that argument.

To return to the TWU story, our pay equity complaint included:

- A preliminary wage gap analysis which identified a 19 per cent gap between male and female dominated job classes;
- An analysis of BC TEL's

job evaluation plan and our observations of gender bias;

- A detailed outline of our bargaining history with respect to pay equity.

The Human Rights Commission accepted our complaint and the company strenuously objected. BC TEL claimed bad faith because we had bargained the rates and hadn't exhausted other procedures.

Coincidentally, the Commission at this time was also dealing with stalling tactics and objections of Bell Canada to the Pay Equity complaint filed by the CEP, the Union at Bell.

The Commission did not want to go through the same lengthy legal challenges with BC TEL, and the TWU was asked to provide further details to establish a *prima-facie* case. We had some concerns with this request, as we thought it was the Commission's job to gather such information, but we agreed to comply as we felt it would help us get the process moving and leave less room for future legal challenges.

It took the TWU three months with five people working full time to pull the volumes of data together. Our study showed a wage gap ranging from \$18 to \$35 a day for clerical workers and \$38 a day for operators. The Commission reviewed our findings and concluded we did indeed have a *prima-facie* case.

However, because the company had not been involved, and because we alleged their job evaluation plan was biased in any event, the Commission decided to do a follow-up wage study by themselves. We again co-operated fully with the Commission in the preliminary work, and they planned to do the study in March of 1997.

Meanwhile, the Pay Equity issue was also again on the bargaining table, and in December 1996 a new Collective Agreement was concluded which included a Letter of Agreement for the TWU and BC TEL to do a joint pay equity study. This appeared to mark a significant step forward, and the Commission stopped work on their own study and assumed the role of "overseer" of the joint study.

It took quite some time to get underway, but by the early spring of 1998 had finished their review of the Job Evaluation Plan and were recommending changes to it before they moved on with the study.

Then in March of 1998 a bombshell was dropped that changed everything — the

Muldoon decision. Justice Muldoon of the Federal Court issued a ruling on the pay equity complaint brought against Bell Canada by CEP and other Unions at Bell. In brief, the Muldoon decision undercut a Union's right to file a complaint on behalf of its members, mainly on the grounds the Union had been a party to the negotiations which resulted in the wage rates in question.

(The CEP appealed the Muldoon decision and eventually the Appeal Court overturned it, and in 1999 the CEP and other unions involved in the case negotiated a settlement with Bell Canada which provided a substantial pay equity payment to the members in question.)

However, in the interim, BC TEL used the Muldoon decision as an excuse to withdraw from the joint process which was getting underway.

Even worse, in addition to withdrawing from the agreement, BC TEL applied to the Commission to dismiss our complaint, citing all the same grounds Bell had used in front of Justice Muldoon, as well as other objections.

The Commission considered BC TEL's allegations but in December 1998 dismissed the company's application and is now continuing the investigation of the Union's complaint. The company refuses to do a joint study, saying that is the job of the Commission, and so the Commission is proceeding, which includes changes to the Telus job evaluation plan to eliminate the gender bias so that the Plan can be used to determine the wage gap.

It is too early to know what impact the Telus merger will have on the company's strategy in dealing with the pay equity complaint, or whether they will eventually agree to negotiate a settlement with us.

But as we noted at the start of the article, the Commission is proceeding with the process despite the company's stalling and lack of co-operation, and is gearing up for a study involving some 200 to 300 jobs throughout the company.

It's been a long and involved process, and it's not over yet. But we believe we continue to make progress and eventually a fair settlement will be achieved, either through the company coming to its senses and sitting down to negotiate with us, or failing that, through a settlement imposed by the Human Rights Commission.

TWU committees deal with wide range of Union issues

Following is an up-to-date list of the membership of TWU elected and appointed committees

ELECTED COMMITTEES

CONSTITUTION COMMITTEE

Rod Giddens, Chairperson
Nancy Curley
Rick Fleming
Ed Gerhardt
Don Jones
Sam Perry
Teresa Bennett, First Alternate
Julie Labine, Second Alternate

EDUCATION COMMITTEE

Al Friesen, Chairperson
Theresa De Vos
Tamara Marshall
Fran Miller
Lori Ruggles
Dave Mitchell
Marie Mentze, First Alternate
Sandy Catala, Second Alternate
Rod Hiebert, President
Bruce Bell, Vice-President

FINANCE COMMITTEE

Don Fehr, Chairperson
Denise Buchan
Lesley Hammond
Wes Nakano
Janet Reid
Lee Riggs
Randy Cairns, First Alternate
Jim Davies, Second Alternate
Kathy Pearn, ex officio

PENSION TRUSTEES - TWU

Rod Hiebert
Nancy Curley
Kathy Pearn
Linda Tait

BARGAINING COMMITTEE

Rod Hiebert, President
Bruce Bell
Hope Cumming
Peter Massy
Ron Driscoll
Kelly Gray
Darlene Foley
Lila Hackett
Marcel Lafond
Greg Lorne

APPOINTED COMMITTEES

AABS COMMITTEE

(now known as Operator Service Steering Committee)
Peter Massy, Business Agent
Mike Slade, Business Agent

ACD COMMITTEE

Nancy Curley
Leslie Hammond
June Lewis, Business Agent
Ron Williams, Business Agent

ALLIANCE COMMITTEE

Rod Giddens
Rod Hiebert, President
Kathy Pearn, Secretary-Treasurer

APPRENTICESHIP COMMITTEE

Mari McCracken, TAC
Dave McElheran, Alternate
Bruce Bell, Vice-President
Ron Williams, TAC Business Agent
Tim Williams, Business Agent

AUTOMATION COMMITTEE

Ildi Gauer
Dave Mitchell
Dave Towsley
Peter Massy, Business Agent

CLERICAL JOB CLASSIFICATIONS AND EVALUATION COMMITTEE

(Working Committee)
Shelagh White
Heather Ryall
Janet Reid, First Alternate
Anita Thompson, Alternate

CDC COMMITTEE

Jennifer Meloche
Barb Parkins
George Doubt, Business Agent

CLERICAL JOB CLASSIFICATIONS AND EVALUATION COMMITTEE

(Steering Committee)
Neil Morrison, Vice-President
Karen Whitfield, Business Agent
Kathy Pearn, Secretary-Treasurer (back-up)

CONTRACTING OUT AND TECHNOLOGICAL CHANGE COMMITTEE (COTC)

Rod Giddens
Bruce Bell, Vice-President
Betty Carrasco, Business Agent
Hope Cumming, Business Agent

CORPORATE CLERICAL TEMP COMMITTEE

Lila Hackett
Tamara Marshall
Laura Stewart, Alternate
Betty Carrasco, Business Agent

EMPLOYMENT EQUITY COMM

Larry Smallwood
Cathie Young
Liisa Spoor, Alternate
June Lewis, Business Agent

EXECUTIVE COUNCIL SUB-COMM OF THE CONSTITUTION COMM

Rod Hiebert
Kathy Pearn
Karen Whitfield

HEALTH AND BENEFIT PLAN TRUSTEES

Denise Buchan
Ron Ritchey
Mike De Forrest
Jennifer Meloche
Peter Massy, Business Agent

HEALTH & SAFETY COMMITTEE

Wayne Bennetts, Chairperson
Al Haggstrom, Secretary
Norm Eady
Lori Hannis
Ernie Iwaskow
Don Jones
Robin Lyman
Wally Popoff
Don Stang
Tim Taylor
Tim Williams, Business Agent
Bruce Bell, Vice-President (WCB)
George Doubt, Business Agent (back-up)

HUMAN FACTORS WORKING GRP

Al Haggstrom
Joan Haggstrom
Lori Hannis
Wayne Bennetts
George Doubt, Business Agent

HUMAN RIGHTS COMMITTEE

Clarence Campbell
Larry Smallwood
Liisa Spoor
Dianne Walkley
Cathie Young
June Lewis, Business Agent

JOB SHARING COMMITTEE

Gail Martin
Betty Carrasco, Business Agent
Peter Massy, Business Agent

JOINT FORUM FOR BUSINESS OPPORTUNITIES IN I. & R.

Craig Dewar
Don Fehr
Dave Wilson
Bruce Bell, Vice-President

MAP COMMITTEE

Alf Madsen
Rod Hiebert, President
Jim Christensen, Business Agent
June Lewis, Business Agent

MERGER COMMITTEE

Rod Hiebert, President
Bruce Bell, Vice-President
Neil Morrison, Vice-President
Kathy Pearn, Secretary-Treasurer

NEW CERTIFICATIONS COMM.

Bruce Bell, Vice-President
Betty Carrasco, Business Agent
Jim Christensen, Business Agent

O/T ASSIGNMENTS - CONSTRUCTION

Ron Driscoll
Larry Webster
Tim Williams, Business Agent

PAY EQUITY STUDY STEERING COMMITTEE

Rod Hiebert, President
Bruce Bell, Vice-President
Kathy Pearn, Secretary-Treasurer
Karen Whitfield, Business Agent

PLANT JOB DESCRIPTION COMM.

Rod Giddens
Tim Taylor
Jim Christensen, Business Agent

PLANT TEMP COMMITTEE

Tony Chaloner
Don Stang
Tim Williams, Business Agent

POLITICAL ACTION COMMITTEE

Vicki Schoonbeek
Brian Wolfe
Fran Guillet, Business Agent

QUALITY OF SERVICE COMM.

Anne Hay
Larry Smallwood
Rod Hiebert, President
Sid Shniad, Researcher

RELIEVING COMMITTEE

Karen Whitfield, Business Agent

ROTATION JOB ASSIGNMENT COMMITTEE

George Sneddon
Roy Wilson
Tim Williams, Business Agent

STORES SUPPLY SUB-COMMITTEE

Laura Ainscow
Denise Buchan
Rob Waite

TARGETED SELECTION INTERVIEW COMMITTEE

Jennifer Meloche
Rod Hiebert, President
Karen Whitfield, Business Agent

TELUS MERGER ORGANIZING SUB-COMMITTEE

Bruce Bell, Chairperson, V.P.
Rod Giddens
Denise Buchan
Nancy Curley
Mike Norden
Teresa Bennett
Nicole Mitchell
Raymond Chretien
Ron Williams, Business Agent
Bill Silvester, Business Agent
Hope Cumming, Business Agent
Fran Guillet, Business Agent
Peter Massy, Business Agent
Myron Johnson

TERMINAL USAGE COMMITTEE

Don Fehr
Julie Labine
Peter Massy, Business Agent

WORK JURISDICTION COMM.

Rod Giddens
Doug Linklater
Neil Morrison, Vice-President
Jim Christensen, Business Agent

WORKPLACE HARASSMENT COMMITTEE

June Lewis, Business Agent
Marcel LaFond

WORKPLACE HARASSMENT COMMITTEE (FACILITATORS)

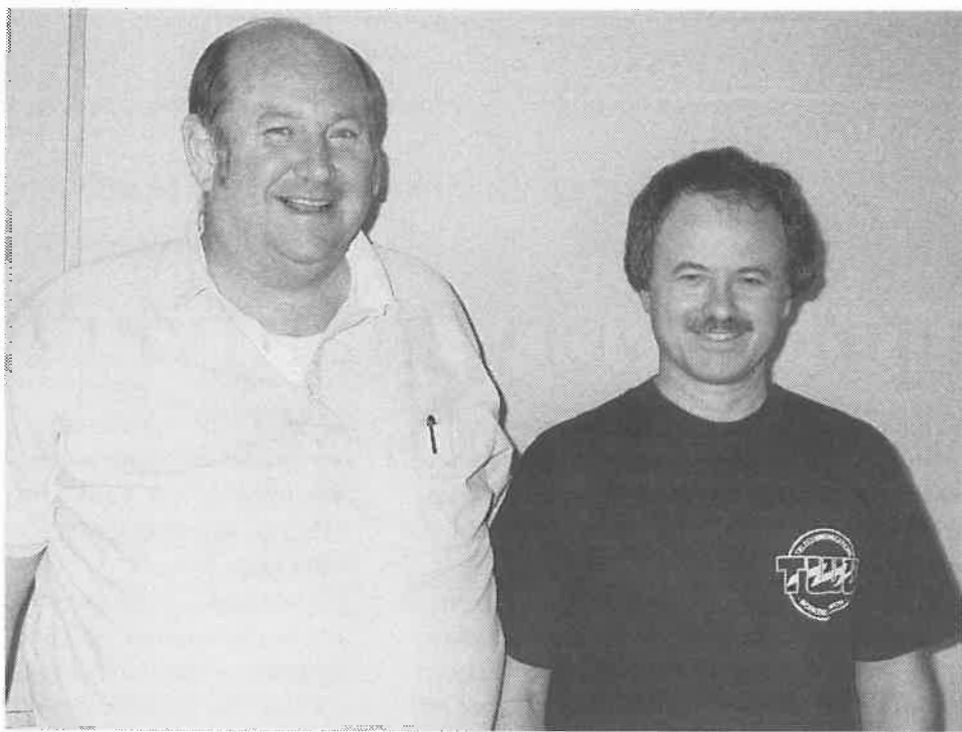
Glen Abel
Randy Cairns
Clarence Campbell
Brian Elliott
Ildi Gauer
Lori Ruggles
Larry Smallwood
Cheryl Tellier
Fran Guillet, Business Agent

BC FEDERATION OF LABOUR COMMITTEES (APPOINTED)

Rod Hiebert, BC Federation of Labour, VP
Rod Hiebert, Constitution and Structure
Karen Whitfield, BCFL Executive Council Member
Bruce Bell, Education
Peter Massy, Legislative and Research
Tim Williams, Occupational Health & Safety
Fran Guillet, Political Action
Fran Guillet, Women's Rights (K. Whitfield, VC)
Unfilled, Training and Technology Committee
June Lewis, Community and Social Action Committee
Neil Morrison, Resolutions

CANADIAN LABOUR CONGRESS COMMITTEE (APPOINTED)

Rod Hiebert, Pension Committee
Bruce Bell, Advisory Comm. on Training
Karen Whitfield, Women's Rights Comm.
Peter Massy, Canada Labour Code Changes Committee
Fran Guillet, National Political Action Committee
Hope Cumming, Training and Technology
June Lewis, Human Rights Committee



The Fifty-Fifty Club

Two TWU Local Presidents, Monte Worthington (Local 60) and Rod Giddens (Local 5), born the same day (although despite appearance, not identical twins), celebrate 50th birthday in late April by working in Union office.

Canadians depend on public pension plans

From: CLC Faxpress/CALM

Public pensions should all be converted to RRSP's? Believe that Reform Party policy prescription, and we have a bridge in Brooklyn available for quick sale.

A CLC report released in April on public pensions highlights their importance to Canada's elderly, particularly women. The report found that 70 per cent of Canada's retirees depend on public — not private — pensions for a majority of their retirement incomes.

Written by a former chair of the Canadian government's Canadian Pension Plan Advisory Board, Bob Baldwin, and an economist specializing in pensions, Pierre Laliberte, the report examined Statistics Canada data from 1973 to 1996.

"Public pensions, our study shows, are steadier and more reliable than private sources of income," said Baldwin, who is also the CLC's economic and social policy department director.

Here's what else they found (all data in 1996 pre-tax dollars).

- Average incomes of older Canadians grew strongly from \$22,468 in 1973 to \$32,667 in 1989, but then fell (as was the case with younger households) to \$31,834 in 1996.

- The major source of growth in incomes of older Canadians were CPP/QPP, pensions and annuities.

- Investment income declined substantially after 1989. Average amounts of employment income declined.

- Income from OAS/GIC remained stable for the period.

- Poverty for the elderly declined significantly from one-third of households (33.8%) in 1981 to one-fifth (20.8%) in 1996. However, even in 1996, there were still a large portion of the elderly whose incomes hover just about the poverty line.

- Women are over-represented among Canada's elderly poor.

- OAS/GIC accounted for 81.5 per cent of all income received by the poorest 10 per cent of households in 1996.

VanTel wins award for FSC

VanTel Credit Union has been named winner of the prestigious Technovision Award for its innovative launch of a Financial Service Centre (FSC) at the Telus headquarters building in Burnaby.

The award is presented by the Information Technologies Credit Union Association (IFCUA), which represents 300 North American credit unions.

The FSC concept involves the packaging of technology under the VanTel Express umbrella while continuing to provide a high level of personal service and convenience. The Express components include an Internet kiosk connected to the credit union's website and home banking system; a direct-link phone system which provides access to accounts and loans-by-phone; an automated teller machine located at the back of the office; and a large screen television which is tuned to a 24-hour financial channel.

VanTel General Manager Terry Audette commented:

"Our FSC provides members with choices. We believe the FSC can be used as a prototype for out-of-province expansion opportunities which have been created by recent mergers of the phone companies in B.C. and Alberta."

VanTel services are available to Telus employees, both bargaining unit members and managers.

Great financial plans



By: Bill Biles, CFP
Financial Planner
Van Tel Credit Union

Editor's Note: Bill Biles is the Financial Planner at Van Tel Credit Union and he hopes you, the readership of the TWU Transmitter, will help make this regular column your own. If you have any questions you would like answered in this column, please email (bbiles@vantel.com), phone (604-656-6289), fax (604-656-6299) or walk them in to Bill (at the new Financial Service Centre at the "Boot") and he will answer every question.

Life as a Financial Planner is not always easy (as I'll tell anyone who will listen). Not very many people have a grasp of the whole meaning of Financial Planning, never mind have an idea what a Financial Planner does all day.

My two boys have friends whose fathers are policemen, firemen, teachers, grocers, Telus employees and so on. All manners of occupation young kids (and their parents) can understand and appreciate. When I told my boys I'm a "Financial Planner" there was a serious lack of enthusiasm. For Career Days at school, where students explain what their parents do for a living, both boys talked only of Mom (a 22 year Telus employee) and only vaguely explained that Dad does something with people's money.

So if my own kids, whom I help feed, clothe and entertain, don't care what I do, how can I hope to interest the concerned public? Thankfully, most people actually have real-life financial concerns over and above the cost of slurpees and bubble gum cards.

The type of concerns a Financial Planner deals with everyday are very important to how people meet their financial goals (like retiring comfortably, educating their children, buying a new speedboat, reducing taxes or passing on their estate — I threw in the speedboat for my wife to consider).

A Financial Planner with the proper

experience and certification can help you address these specific concerns (among others):

1. Cash and Debt Management:

- Does your income service your needs and lifestyle?
- Are you servicing too much or the wrong kind of debt (and what is the right kind of debt?)?

2. Taxes:

- Are you paying too much tax?
- What tax-saving strategies are you missing?

3. Insurance:

- Are you properly insured for Life, Disability, Property, Auto and Travel?
- Have you thought about maintenance and education for you and your dependents, funeral costs and personal and capital gains taxes?

4. Retirement Planning:

- Will you have enough to retire when you want with the lifestyle you want?
- Would you like your pension options or retirement package reviewed and explained?

5. Estate Planning:

- Do you know what your estate objectives are and can you meet them?
- Are your wills, powers of attorney and trust agreements current?

6. Investment Portfolios:

- Do your investments reflect your income needs, future goals, age, risk tolerance and tax brackets?
- What can you do to maximize returns and minimize risks and costs?

Many people associate Financial Planning with buying mutual funds, or completing their taxes or even buying insurance products. If you follow the questions above you'll see that Financial Planning can be any or all of these things but typically does not specialize in any one facet. A Financial Planner should be able to document your current financial situation, suggest improvements, create a plan to implement these improvements as well as actually provide for or refer you to the correct service or product provider.

Issues like those raised by the above list of questions will be addressed in future "Great Financial Plans" columns and I hope you will forward your questions and comments. My good friend and long time member "Bob" will be sending in his questions on a regular basis, but I promise to answer all of yours as well. Here's to future "Great Financial Plans"!



Rod Hiebert

President's Report

70% vote of support very gratifying

As President of the TWU — and I know I speak for all members of Executive Council on this matter — I am very gratified by the overwhelming support we received from Telus workers in Alberta and British Columbia in the Union representation vote. When the votes were counted May 26, we were extremely pleased to see we had the support of more than 70 per cent of Union members from the two provinces. We thank you all for the faith you have shown in us, and we make a commitment to work tirelessly on your behalf.

Your solid support gives us the mandate we need in our upcoming dealings with

the company to ensure a good future for Telus employees in both provinces. In saying that, I in no way want to gloss over the size of the task or potential difficulties that face us in the coming months. The TWU is well aware of the magnitude of the job that lies ahead. There are many issues and differences between the collective agreements in B.C. and Alberta that need to be resolved — issues involving contracting out, jurisdiction, benefit plans and pensions, among other things. And at the same time, we must work to bring the Telus "Eastern Build" under our Collective Agreement.

At times all this may seem a daunting task, but we can take heart from the fact that we begin with a very strong Collective Agreement base, and we have many years of experience in our leadership and our membership in both provinces in dealing with the employer. I have no doubt that together we have the energy to resolve the issues we face and move forward.

I also want to assure members we plan to move quickly to integrate our new members from Alberta into the TWU — to build One Union not just in law but in reality. Within the next few days — probably by the time you receive this issue of the Transmitter — we will

be setting up meetings in Alberta to work out a transition plan. These meetings will deal with a variety of questions including interim representation, local structures, and longer-term planning. Members in Alberta will now be able to elect all local executive officers and shop stewards as they set up locals to conform to their needs. At the same time, we will be working with members and officers in Alberta to deal with issues such as orientation sessions or courses that members may be interested in.

As many of you know, we opened offices in Edmonton and Calgary some months ago, and we will be expand-

ing those offices and increasing staff levels to provide the representation that the Alberta members expect and deserve.

The challenge for all of us is to work together to build solidarity across the country.

Over the coming weeks and months, we will be putting out bulletins and other communications from the Union office on what is being proposed, and on any decisions or agreements that we achieve. In the meantime, if a member has any issues that need to be dealt with, you can telephone the TWU office in Burnaby at 604-437-8601, Edmonton at 780-448-8911, or Calgary at 403-237-6990.

First slow-down, 1671



Carpenters who came from France to work on ships in Quebec City asked for a raise when they found living cost more than they expected. The bosses said no and the workers started taking five minutes to drive a nail and two days to saw a log. They got their raise.

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Following is the seniority list for TWU members at Telus in B.C. as of May 18, 2000, by Division and Total

YEAR	CLERICAL	PLANT	TRAFFIC	TOTAL
1957	0	1	0	1
1958	0	1	0	1
1959	0	1	0	1
1960	0	2	0	2
1963	0	3	0	3
1964	5	17	1	23
1965	17	38	0	55
1966	25	91	5	121
1967	23	61	6	90
1968	56	46	5	107
1969	74	219	9	302
1970	77	180	7	264
1971	92	132	10	234
1972	100	232	14	346
1973	162	407	17	586
1974	215	415	25	655
1975	124	128	22	274
1976	132	300	12	444
1977	154	111	27	292
1978	121	87	24	232
1979	160	200	39	399
1980	225	280	63	568
1981	333	612	92	1037
1982	49	66	10	125
1983	57	18	18	93
1984	32	11	18	61
1985	52	16	13	81
1986	82	20	31	133
1987	124	25	32	181
1988	189	60	43	292
1989	240	80	41	361
1990	331	148	49	528
1991	50	47	5	102
1992	88	12	8	108
1993	47	7	3	57
1994	379	34	27	440
1995	271	12	40	323
1996	175	14	3	192
1997	273	52	31	356
1998	103	24	9	136
1999	137	41	10	188
2000	28	4	1	33
TOTAL	4802	4255	770	9827