



2014

The Transmitter



70th Anniversary

Message From the President

Dear Brothers and Sisters,

It is with great excitement that we celebrate the 70th Anniversary of the Telecommunications Workers Union. I would like to thank our 70th Anniversary Committee for their work in highlighting this important milestone for our union. The committee helped to coordinate events and distribute TWU promotional items across the country to our members.

Throughout our proud history we have tackled a number of major labour disputes. Together, we fought hard to negotiate substantial wage increases, better benefits, and to secure pensions for our members. We have made gains, but we have also had our fair share of concessions, one thing is clear, we could not have made it through these challenging times without the solidarity of our members.

In 1981, I became a member of the TWU when I started working with BC Tel. Immediately I knew work needed to be done to support each other. That is why I became

I am excited for our future. I am excited for the opportunities for our members around collective bargaining, education, organizing and political action.

involved with our union. I first got involved as a shop steward and by participating on the Health & Safety Committee. For almost 20 years, I served on this committee as a member and then was elected as the Chairperson of the Committee. In 2006, I was elected as a Business Agent and served in this role until 2013 when I had the honour of being elected as TWU National President.

During my career with the TWU, there have been a couple moments that have inspired me; I'd like to share one with you now. You might remember the horrific forest fires in Kelowna, B.C, during the summer of 2003. At that time I was working in the Installation and Repair department as a ladder truck operator, I was also a firefighter helping to



combat this natural disaster.

Due to the devastation caused by the fires, the telephone lines were sometimes jeopardized, affecting the communications between the fire department, municipality, media, and communications between the firefighters on the ground.

Many of our TWU members cancelled their vacation to help their community by overcoming obstacles created by the forest fires. TWU members rallied together to ensure that all communications systems were up and running by replacing damaged cable and pole lines, splicing new cable, maintaining the network, providing emergency power to the many sites, and working to provide cellular services. Many of our members were performing front line duties in the face of the forest fires in order to assist the affected residents.

I had an interesting experience whereby I had to jump in to

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set up data line in order to get a live feed from the fire command centre to the media in short order. To demonstrate their appreciation, I was given a helicopter ride over the wild fire. The scene was something I'll never forget; a fiery war zone billowing smoke from the forest and the famous Kettle Valley railroad trestles. The sky full of helicopters and airplanes, water-bombing the flames, was a site to behold.

The entire community of Kelowna pulled together during this difficult time; many people lost their homes, including our members. I had never been so proud of our members as they united and mobilized for the sake of the community. Our members were indeed the unsung heroes during this natural disaster.

This past November, our members united again, this time to participate in a historic vote. With 73.78% support, our members voted to merge with the United Steelworkers to create a stronger future for our members moving forward.

I am excited for our future. I am excited for the opportunities for our members around collective bargaining, education, organizing and political action.

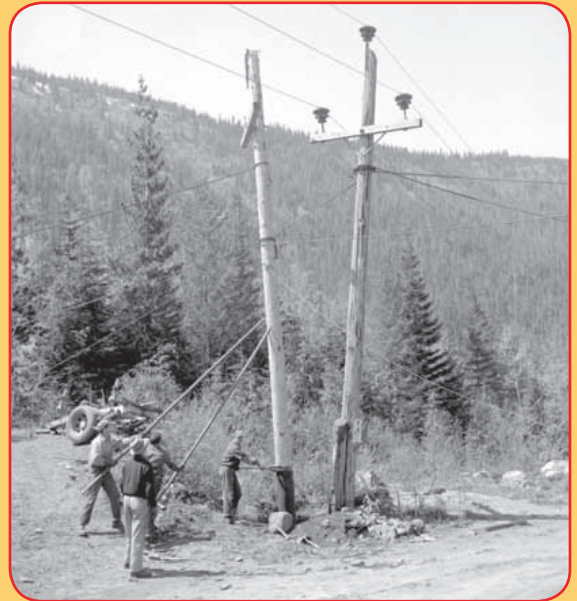
As we head into bargaining with all of our major employers, there is no doubt we will face challenges. However, as members of the USW, we will work hard to build a better future. What is most important is to put aside our differences and move forward together, united.

Let's work together to build another 70 strong years.

In Solidarity,



Lee Riggs
TWU National President



Telephone pole repair, 1947



BC Tel employees delivering Christmas presents, 1949



BC Tel automation, 1960

Some Historical Highlights

Spring 1944: The Operators' Council and Craft Worker's directorate meets to create a new organization: *The Federation of Telephone Workers of BC* (FTW) with the purpose "To unite and bring all telephone workers of British Columbia into relations of mutual assistance and co-operation." Later clerical joined and the FTW was nicknamed the "three-headed monster" because of the three autonomous divisions: plant, traffic, and clerical.

1963: Communications Workers of America (CWA) attempts to raid the FTW.

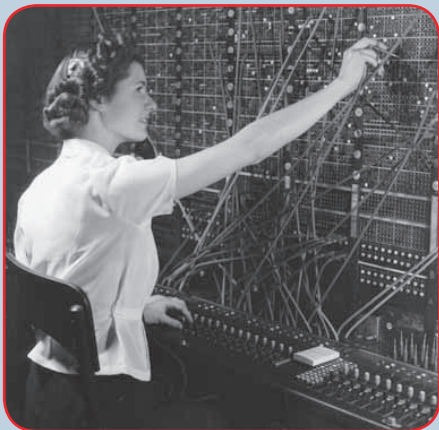
1969 Strike: signifying "one union movement." It was the first time that plant, traffic, and clerical workers united together at a rank-and-file level.

1948: OK Telephone operators become Traffic Local 16 of FTW.

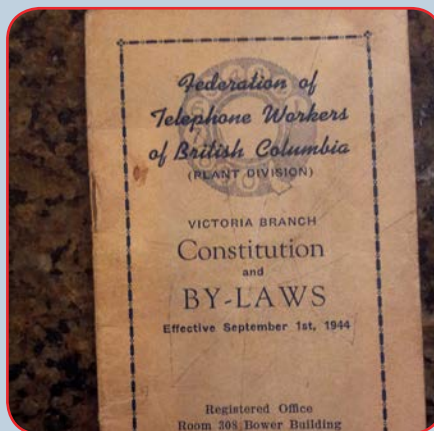
1949: Plant workers become Plant Local 6.

1966: TWU is granted the Rand formula.

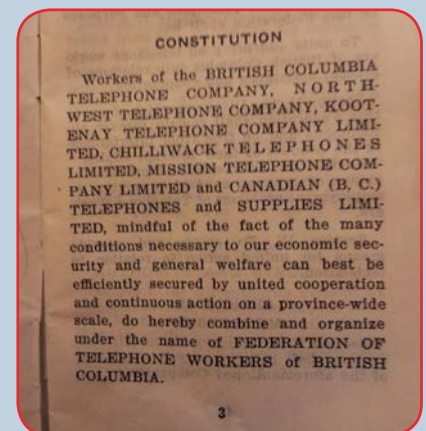
1971 Strike at OK Telephone: lasts 133 days but workers obtain a jointly funded pension, which paved the way for a jointly funded pension for members at BC Tel during their next round of bargaining.



BC Telephone Company, 1940's



1944 FTW Constitution



Spring 1977:

FTW becomes the *Telecommunications Workers Union* (TWU); this involves constitutional and structural changes aimed at consolidating and uniting the union.

1977 – 1978

work-to-rule campaign: that started with massive truck parade in downtown Vancouver. Eventually the company retaliated against the work-to-rule campaign by locking workers out.

1998-1999: Telus Corporation and BC Tel merge

January 2015: TWU merges with USW and becomes the *Telecommunications Workers Union, United Steelworkers Local Union 1944*.

1974 three major walkouts in protest of:

1. Phone Mart, a self-serve retail store that would reduce the number of needed workers.
2. The company's use of temporary employees, usually students, to do the work of qualified telephone journeymen.
3. The company asking employees to train new employees but refusing to pay them the wage of a trainer.

1981 Occupation: a full-scale occupation of the BC Tel buildings by TWU members whereby they refused to leave until a contract had been settled. The occupation was peaceful and the members kept the networks running, without pay.

2000/2001: Telus acquires Clearnet and QuebecTel.
2004/2005: The Canadian Industrial Relations Board (CIRB) and the courts give the TWU jurisdiction over those employees. TWU acquires our Eastern locals.

2005 Lockout: four-month labour dispute that resulted in the loss of decades of hard-fought benefits and rights.



Pickets, 1981



Lockout, Vancouver rally, 2005



Plus fort ensemble
Stronger Together

Stronger Together campaign, 2014

What Solidarity Means To Me

In light of the TWU 70th Anniversary, I wanted to contribute one of my personal stories of why I treasure our great union and the members we represent. This union has been a big part of my life since I became active in it back in 2000 when Telus, originally in Alberta, merged with BC Tel. This union has become more than just a career for me; its members have become my family.

I was first elected by Local 213 to be a convention delegate in 2003. My involvement with the TWU took off from there. At the time I was offered training to become a training facilitator. The training was being provided in Burnaby and was a weeklong session. My husband of 10 years had originally planned to join me but due to a broken wrist, and to care for our son, he stayed home.

While in Burnaby, I got a knock on my hotel room door in the middle of the night that changed my life and turned my world upside down. My husband had been involved in a fatal car accident. I was far from home, attending a course with union sisters and brothers whom I barely knew while I was going through the most difficult loss I've ever experienced. I was in shock and completely beside myself.

The experience made me realize that I wanted to be a person in a position to help others through their rough times as well.

Immediately my TWU brothers and sisters rallied around me. It was individuals like Monte Worthington, Lee Riggs, John Bass, Betty Carrasco, Delores Pisl and John Carpenter (to name a few) who not only stood by me as I grieved, but also started collections within their locals and at CLC winter school to help me with my expenses and funeral costs.

The outpouring of both emotional and financial support from convention delegates and members from their locals resonated deeply with me. It made me realize what the true meaning of solidarity was. The experience made me realize that I wanted to be a person in a position to help others through their rough times as well.

Throughout my career with the TWU I've seen both inspiring shows of solidarity, as well as conflict and



infighting. Recently, a grievance arose whereby one of our members was terminated from the company and concurrently; serious illness had fallen upon his family. At the TWU Convention in May of this year, brothers Dave Michie, Richard Blais, and sister Karen Phillips actually shaved their heads to help raise money for our brother in need. Over \$7000 was raised for our brother and his family to help him during his time of hardship. Once the case came my way, I was able to successfully champion an argument with his employer to vindicate him and have his position reinstated. It is these kinds of victories that truly make me love my job.

These acts of solidarity are the reasons why our union has such a rich history and continues to exist today. We have seen the membership at times divided over various issues but I hope that with this merger with the United Steelworkers, we can set aside our differences and join together for the good of the membership in a true show of solidarity.

A handwritten signature in black ink that reads "Ivana Niblett".

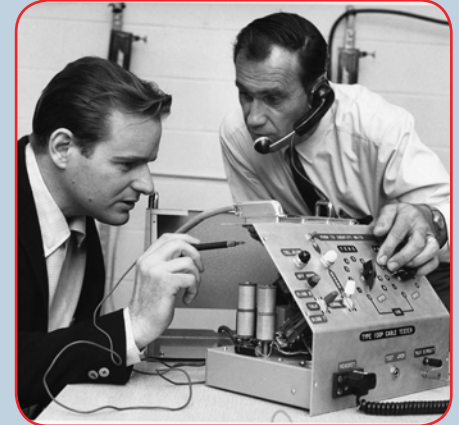
Ivana Niblett
TWU National Vice-President



George Yawrenko, Neil Morrison, Rejean Bercier, Rene Roy, Bill Clark



Brian Brown, 1978



Workshop, May 1970



BC Tel operators, 1954



BC Tel. employees delivering Christmas presents, 1949



Convention, 2000's



Bill Nielson



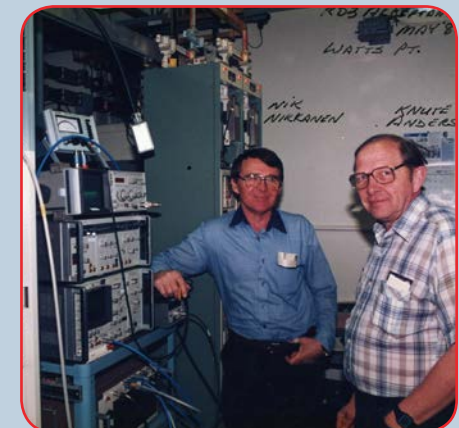
Karl Mjaaland during 1981 Occupation



Telephone operators



Diane Girard and Maureen Thompson, 1971



Watts Point Radio

Solidarity: past, present and future



I was in my early 20's when I became involved in the union. I was young, working as an accounting clerk at BC Tel (now Telus) when

That was the incident that inspired me to further my involvement with the TWU. I was fortunate at the time because a lot of the TWU leadership was retiring, opening up various positions. In 1995-1996 I had the opportunity to be on the bargaining committee whereby I received invaluable knowledge of both the bargaining process, and the mentality and strategic maneuvering of the company. In 1998 I was elected to the position of Business Agent. During my time as a Business Agent, union leaders Hope Cumming and Peter Massy provided me mentorship and exposed me to the various roles within the union, which allowed

It was the stories of those members that really moved me and ignited my passion for defending others.

I became a shop steward. Because of my involvement in the union my manager took my phone away from me, as they didn't want me using my phone for union work. Linda Hebert, who was my business agent at the time, organized a sit-in for all of the members in my department in protest of the company's punitive actions against me. I remember thinking that as long as we stick together, we can achieve the smallest and greatest of feats.

me to find my true passion: arbitration. As the elected National Vice-President of the TWU since 2007, I have had the opportunity to

defend our members during the grievance and arbitration process.

The ability to fight for members when they are faced with injustices has been a privilege. I consider myself very fortunate to be able to take on this role. It gives me a sense of purpose and has taught me so much about the struggles and discrimination experienced by others. There have been various arbitrations that have

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Fred Pomeroy and former president of the TWU, Larry Armstrong



TWU staff at Halloween



Former Secretary-Treasurer Jim Christensen and John Robinson

really affected my outlook on life and have reaffirmed my belief in the need for unions. Two arbitrations stand out the most, one involving a member suffering from mental illness, and the other involving a member suffering from alcohol abuse.

What most resonated with me in both instances was the stigma attached. These individuals were not only prisoners of their own personal anguish but are also being discriminated against by their employer, and others who are unsympathetic or don't understand their illness.

Individuals who have been marginalized in some way, like addiction or mental illness, need support to overcome their obstacles and it is up to the union to be that support and advocate on their behalf. It was the stories of those members that really moved me and ignited my passion for defending others.

As we move forward with the USW I am excited for the education and organizing opportunities that will be available to our members so that we can foster individuals who have passion for activism. I am honoured to head down this new path with the membership as the Telecommunications Workers Union, United Steelworkers Local Union 1944. I hope we can take this opportunity to support each other in solidarity and become stronger together to achieve great things for our members and for the labour movement.

In Solidarity,



Betty Carrasco
TWU National Vice-President



2008 From left to right: Betty Carrasco, Colin Brehaut, Michael Thompson, Chuck Puckmeyer, Cindy Orivolo, NDP MLA Raj Chouhan



Finance Committee, 1993, from left to right: Brian Kittson, Dave DiMaria, Joan Haggstrom, Jim Christensen, Doreen McMillan, John Ricketts



Former Secretary-Treasurer Don Bremner and former President Rod Hiebert

70 Years of Photographs



BC Telephone Company display, 1940's



TWU members during the 2005 lockout



Rod Hiebert interview



TWU Clerical



Norton Youngs



Executive Council, 1980's



TWU sisters during the 1969 BC Tel Strike



Central office, 1990's



Swearing in officers, 1990's



Microwave truck



Business Agents and members at 2005 lockout



Lillooet dial system, 1967



BC Tel phonebook cover in 1965



BC Tel operator, 1960



Former president Bill Clark at a rally in 1980's



Gavel that was inscribed and belonged to Robert G. Montgomery, former president of the FTW, 1962

Pay Equity

I was raised in the small town of Terrace, BC, and both my mother and stepfather were TWU members, employed by BC Tel/Telus. I have always understood the importance of the labour movement and appreciated the work of the TWU.

I first started working for BC Tel as a summer student in 1989 while attending university. I was hired as a full-time employee in 1994 and almost immediately became active in the TWU. I participated on various committees and served the membership as a shop steward, councillor/ delegate, vice-president and president of my local. I was elected as a Business Agent in 2007 and at this past year's Convention I was honoured to be acclaimed to the position of TWU Secretary-Treasurer.

I believe strongly in equal rights for all and that has been a principle that has kept me engaged in the labour movement and in politics throughout my career. Even in 2014 there is still gender, social and racial discrimination in the workforce that remains to be corrected. Pay equity is also an equality issue.

The telephone industry, historically, was comprised of designated "female" positions and designated "male" positions. As the telecommunications industry grew, and with both the technological revolution and the advancement of human rights, came an intermingling of males in female dominated roles and vice-versa. However, women continued to make less than their male counterparts and "female" positions continued to be undervalued by the company.

My mother worked for many years in female dominated departments while my stepfather worked exclusively in male dominated departments. How to address the issue of equal pay for work of equal value and gender discrimination in the workforce were often topics of conversation at the dinner table and there was definitely not a clear-cut way to proceed. This was over 20 years ago but, to this day, there continues to be unfairness in the workplace.

TWU members in some parts of the country are treated far differently than members in other parts of the country doing the same job for the exact same employer. Whether it's paid time off to attend medical



appointments, access to a reasonable pension plan so they can retire with dignity, equitable layoff provisions or receiving the same pay for performing the same work, these inequalities exist. This is something that we should not tolerate.

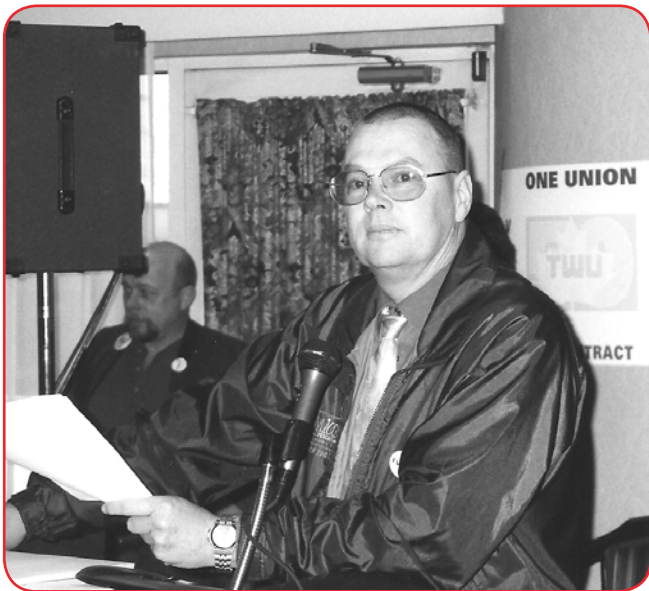
By merging with the USW, our members will now have access to more services and educational opportunities and will have more power at the bargaining table. With increased access to bargaining support, we will have leverage to erase these inequalities and ensure equity for all members across the country.

I'm proud to be active and battling for equity in the workforce. Equality of treatment is a fundamental human right and it is the responsibility of the union and all members to hold employers accountable to this principle. As the saying goes, "What we desire for ourselves, we wish for all".

A handwritten signature in black ink, which appears to read "Colin Brehaut". The signature is stylized and fluid.

Colin Brehaut
TWU Secretary-Treasurer

Horns blaring solidarity



The year was 1996; BC Tel was trying to close down the commercial office in Kamloops affecting most of the members of Local 24. Neil Morrison, the TWU Vice- President at the time, was coming to town to make a presentation to Kamloops City Council to help us in our fight to save these jobs before the work was moved to Kelowna.

of 60 to 70 BC Tel vehicles (cars, vans, ladder and line trucks) lined up on Seymour Street, with brothers and sisters from Local 8 waving at them in a show of solidarity.

We circled City Hall honking our horns, making so much noise that when Vice-President Morrison got to the microphone, the Mayor requested that we stop our honking as we had his full attention.

The rally was front and centre on the local and Vancouver news stations that evening.

We were not successful in stopping the closure of the office, but the brothers and sisters of Local 8 stood strong to show our sisters at Local 24 that we were not going to abandon them during their time of need. We were always there to support each other. Solidarity is our greatest asset as a union.

Solidarity forever,

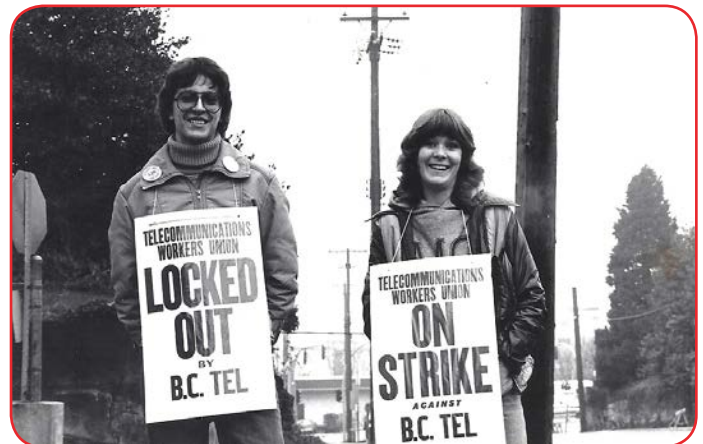
Rick Fleming
President of Local R55

We were not going to abandon them during their time of need. We were always there to support each other. Solidarity is our greatest asset as a union.

The executive of Local 8 decided that we needed to show our support for our sisters at local 24, so we decided to have a truck rally around City Hall when Neil would be making his presentation.

The night before his presentation, the executive of Local 8 contacted all the brothers and sisters in our local and made arrangements to have as many BC Tel vehicles meet behind City Hall at 2 pm the following day.

The next day as sisters from Local 24 were walking to City Hall, they were greeted by a line



TWU members during the 1977-1978 lockout

Why I'm a Union Man

I started with BC Tel in June 1997. I worked as a temporary employee for four years. It wasn't until 2001 that I got involved with the union. I was mad because the company had hired two people from outside the company into full-time positions in our local and had bypassed myself and 30 other temporary members who were waiting for fulltime jobs. Bruce Kennedy was vice-president of Local 31 at the time; he encouraged me to attend a local meeting to voice my frustration and concerns. The TWU was successful in pushing back against the employer and by September of that year, the company did hire ten of the temporary employees for full-time positions.

It was through this experience that I really became aware of all that the labour movement has done, which we take for granted here in Canada. Through my ongoing involvement I am aware of the many problems that continue to arise in the work place and the need for unions to hold employers accountable and fight for workers' rights.

So many Canadians, especially younger generations, are completely ignorant of labour history and the labour movement in general. Anti-union governments and corporations have been effective at spreading anti-union rhetoric so that much of the public thinks that unions are unnecessary; that they do nothing for you except subtract dues from your pay cheque. They forget that everything from weekends, paid vacation, sick leave, minimum wage, overtime, health and safety laws, wrongful termination and sexual harassment laws are all common place in Canada because unions fought corporations and governments to establish these rights. None of these were gifts; they were all paid for by the blood, sweat and tears of working people and their families.



I think that currently the biggest issue the labour movement faces today is the struggle to engage people, fight the apathy. We need to show that we are as relevant as ever, not just to our members, but to all of society. We are leading the fight against the race to the bottom, not just for our members, but for all working people. The BC Federation of Labour slogan says it best, "What we desire for ourselves, we wish for all."

The middle class is being squeezed. We need to ensure that we support our members, but also all working people, or we all lose. There will be no middle class, we will be a society of the very rich and the working poor.

We are leading the fight against the race to the bottom, not just for our members, but for all working people.

I'm optimistic about our merging with USW because we now have the means to provide more education and organizing opportunities to help grow an involved membership. The labour movement is our defense against the growing disparity between the upper and lower classes. Educating and Organizing help to strengthen those defences, but member participation is the key. We need your support, show us we have it.

In Solidarity,

Chris Stephens
Vice-President, Local 31

How We Won 2nd Prize

A great memory I have of time spent with TWU members was at the 26th Annual Harold Reid Memorial Fishing Derby in June 2011. This was a weekend camping trip and derby open for all TWU members organized by Local 8 retirees. This was my third year attending the derby and the only derby where I had managed to catch a fish.

Here's a short story I wrote while sitting around the campfire at the end of the derby, every word of it true:

The storm hit without warning, lightning forked across the sky. Thunder boomed, echoing across the lake.

The skies opened, rain battering our determined faces. Most fishermen fled, abandoning their catches as the skies turned black. As the wind howled, wave after wave hit our boat, each bigger than the last, threatening to capsize us. And then I hooked him.

My rod bent double and was nearly torn from my grasp. Lightning struck a tree 50 yards away by the shore, illuminating the boat and water for a brief instant. In that moment a whirlpool opened and I looked down clear to the bottom of the lake where I caught my first glimpse of the fish.

At the end of my hook was this massive fish, its scales shining. Six or seven broken, rusty lures

trailed from his great jaw. Tattered fins and one clouded eye revealed his age and experience, the other eye lost in some battle.

I was determined. "Hold fast" I cried as I tightened my grip and tugged upward with everything I had. For two hours Barry and I fought the fish. My rod was bent to breaking point; every effort to escape made by the trout threatened to pull me out of the boat.

Its ugly head breached the surface, its one eye leering at us. In a final effort to free itself, the creature arched its body and lashed out at us with its powerful tail causing my fatigued rod to splinter.

Barry plunged his net into the water. I cast aside the handle of my ruined rod and together we hauled our catch into the boat.

It was a monster of a rainbow trout. As it writhed in the keel, the boat rocked dangerously back and forth, taking on water each time a side dipped into the lake. Barry bailed frantically; it was all he could do to keep the boat from sinking. With great effort we rowed the boat, towards the shore and towards glory.

And that's how we won second prize at the TWU Fishing Derby.

Jordan Mohle
Local 8



Left to right:
Jordan Mohle,
Bob Satterthwaite,
Barry Sorenson,
Van Gitzal,
Mando DeCario,
Rick Fleming,
Tom Riley, Colin
Campbell, Harvey
Simpson, Harvey
Bartz, Gene
Campbell

Local 601's 70th Anniversary Celebration



Local 601 hosted a 70th Anniversary celebration on Saturday November 1, 2014. The city of Rimouski is normally quite peaceful and serene; but that night, the local showed us just how hard they can party! There were 70 members in attendance. The local rented out the hall at the Club de Golf Val-Neigette. As guests arrived, they had access to refreshments while the DJ played hit-after-hit and a magician performed tricks that baffled us all; one trick in particular involved turning a twenty-dollar bill into a hundred dollar bill. This sparked several interesting discussions amongst guests as to how to grow the union's budget.

The event featured an impressive buffet, which included a celebratory 70th Anniversary custom-made cake to commemorate the occasion. It was a pleasure to sit amongst members, particularly those who have not been especially active in the union but who are anxious to see what the future would hold for the local.

The highlight of the evening was definitely the dancing. Brother Hans-Woosly Balan and I



were escorted onto the dance floor and given a comical lesson on the Macarena. The rest of the evening was spent dancing the night away, glow sticks in tow, to a great mix of songs that brought back nostalgic moments for all. The energy was fantastic. Throughout the evening, local president Keven Keays announced names of local 601 winners of door prizes. He took the time to thank the TWU, particularly the 70th Anniversary Committee, for providing the local with the opportunity to put on such a fantastic celebration and Brother Balan and I also received a special mention by attendees. It was their hope that they could arrange more local solidarity events!

The success of the event was in part due to local executives Nancy Dubé, Louise Banville, Pierre-Luc Dick, Richard Bérubé and Keven Keays for all of their hard work planning and executing the event; also, Sister Natasha Lévesque spent the evening taking the wonderful pictures of the festivities.

Everyone agrees that the event was successful in honouring our 70th Anniversary!

Isabelle Miller,
Business Agent, Québec



Members of Local 601 and Business Agents Isabelle Miller and Hans-Woosly Balan celebrating the 70th Anniversary of the TWU

MOVING FORWARD: WHAT TO EXPECT

November 7, 2014, was a historical day for the Telecommunications Workers Union (TWU) as the merger between the TWU and the United Steelworkers was ratified by an exceptionally engaged TWU membership.

The results of the vote are as follows:

- 5412 ballots
- 8 spoiled
- 5404 eligible
- 3987 Yes
- 1417 No
- 73.78% in favour
- 53.2% voter participation amongst eligible members

Upon ratification the TWU became the largest USW local in North America. Our membership will now have more education opportunities, bargaining support, legal resources, opportunities to organize, and more.

This is a very exciting time for our members, and that excitement was remarkable in the months leading up to the ratification vote. Members across the country were engaged: participating in Telephone Town Halls, regional meetings, and social media. We hope that this level of excitement continues in the following years as we fully transition to be the Telecommunications Workers Union, United Steelworkers Local Union 1944.

This is a summary of what the TWU membership can expect going forward:

January 2015

- Merger becomes effective
- USW Telecommunications Council is formed
- Phase Two of USW Building Power continues
- \$1 million investment for organizing new members

March 2015

- Business Agents hired as Local Union Representatives by TWU
- Collective agreement with Shaw Cable Systems (Surrey) expires Mar. 23
- Collective agreement with Shaw Cable Systems (Vancouver) expires Mar. 23

August 2015

- Notice to bargain - Telus
- Collective agreement with Strategic Communications (Stratcom) expires Aug. 31

February 2015

- TWU Convention holds February 2-6 at the Sheraton Vancouver Airport Hotel in Richmond, B.C.

April 2015

- USW Health, Safety and Environment Training begins for up to 75 TWU National Local H&S Co-Chairs



Left to right, top row: Dave DiMaria, Scott Lunny, Tamara Marshall, Mike Lucas, Colin Brehaut, Karen Phillips, Steve Hunt, Jennifer Bucholtz. Bottom row: Ken Neumann, Lee Riggs, Ivana Niblett, Betty Carrasco



Left to right: Ken Neumann, Leo Gerard, Betty Carrasco, Lee Riggs, Tom Roper



National Executive Council and the Merger Advisory Committee, in Richmond, BC, 2014.



TWU National President Lee Riggs, and USW International President Leo Gerard

October 2015

- 50 members trained for the Steelworkers Vote program prior to the scheduled Federal election in October

April 2018

- National Executive Council elected by referendum vote includes president, secretary-treasurer, vice presidents, regional executive officers and 3 trustees

September 2015

- Telus Bargaining Convention to be held (Location TBD)

December 2015

- Collective agreement with Stericycle expires Dec 20
- Collective agreement with Telus expires Dec 31

December 2019

- The transition period ends on December 31, 2019

A New Union, An Exciting Future

Dear Sisters and Brothers,

It is a tremendous pleasure for me to welcome you to our new union and to an exciting future.

With your decisive merger vote this fall, TWU and USW members are creating one of the strongest and most progressive unions anywhere.

Our merged union is moving forward with an ambitious agenda to stand up for our members and families across the country.

Our priorities include a commitment to unprecedented support for TWU members headed to the bargaining table in 2015 to renew collective agreements with TELUS, Shaw, Stratcom and Stericycle.

Your skills and hard work are responsible for the success of these companies. With your solidarity, our new union will fight to ensure you share fairly in this success.

The USW and TWU share long and proud histories of progressive activism and struggles on behalf of all working people. Our merger creates a renewed union that is greater than the sum of its parts.

Together we are a stronger, more diverse and more effective union. I am proud to join you in building a better future for our members, our families and our communities.

In solidarity,

Ken Neumann
USW Canadian National Director





Letters of Appreciation



Former president of the Canadian Labour Congress, Ken Georgetti and former president of the BC Federation of Labour, Jim Sinclair

Dear Brother Jim,

As the National President, and on behalf of the Telecommunications Workers Union (TWU), I want to extend my sincere thanks and appreciation for the decades of service that you have brought to the labour movement.

On Friday, October 10, when you announced that you would not be seeking re-election as President of the BC Federation of Labour, the news signified the end of an era. You have fought tirelessly for workers' rights across the province and British Columbians can thank you for many of the liberties we take for granted in our working lives.

You have always stood in solidarity with our Brothers and Sisters within the TWU. You have spoken at many of our conventions and stood with our Brothers and Sisters during our very own labour disputes. We, the TWU, have taken comfort in knowing that the BC Federation of Labour, under your guidance, has been there for our union.

Your absence as the President of the BC Federation of Labour will truly be felt in the future. Again, thank you for all that you have done for our movement.

In Solidarity,

Lee Riggs, TWU National President.

Dear Telecommunications Workers Union

It is with great appreciation that I am writing to thank you for the wonderful assistance you have provided for me with respect to my post-secondary tuition. I have recently begun my first term courses and I am adjusting to my life as a post-secondary student! I have enrolled at Simon Fraser University in the first year of International Studies Degree program. Once completing my undergraduate degree, I would like to continue onto Law School to focus on refugee claims and one day work at the United Nations!

I am truly grateful for your wonderful support of my education. The cost for a four-year undergraduate degree is constantly rising and the ability to apply for scholarships is most appreciated. My father has always been a proud TWU member for over 33 years. When my Mom was completing her high school and post-secondary education, she was a summer student at Telus for many years. Needless to say, the Telecommunications Workers Union has significantly supported our family for a long time!

Again, thank you so much for your continued support of young people and their educational journey. I hope you will one day see my name in a national paper demonstrating that young people really do make a difference!

Sincerely,

Kate MacMurchy

To TWU & Pension Plan Members,

Thank you so very, very much for the retirement gift from the union! I have enjoyed many years with Telus/BC Tel & the TWU and am looking forward to this next stage in life.

Thanks again!

Nancy Wilkie

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Dear TWU,

Thank you so incredibly much for this scholarship. I am especially honoured to have received this scholarship from the Telecommunications Workers Union. With this cheque, I will be helping my parents with the financial responsibility that comes with attending university. I could not be anymore grateful.

Thank you, thank you, thank you!

Nana Frimpong

Dear TWU,

As a new retiree, I would like to take this opportunity to say thank you to the TWU for the honorary life membership, retirement pin, and the \$1000 gift, which I received recently.

I would also like to thank you for all your support over my 35 years of employment at BC Tel/Telus and wish you every success in the future.

Many Thanks.

Sincerely,

Lori Hannis, Local 51

My name is Harold Learned and I am a member of Local 7. I retired as of April 30, making May 1st my first day as a retiree. I have been to the pension office and done the paper work with them as well as notified Telus.

I would like to thank the TWU, Executive Council and staff as well as Local 7

Business Agent, Perry Pasqualetto, Local 7 President Karen Phillips, and all members of our union for their hard work and support. I wish them all great success in the future.

Thank you all,

Harold Learned

Lee,

Thank your members for their support in my municipal campaign.

Much appreciated.

Dick Harrington

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THE TRANSMITTER

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