

WELCOME TO
CONVENTION

April 2015

The Transmitter

UNITED STEELWORKERS



**TELECOMMUNICATIONS WORKERS UNION
NATIONAL LOCAL 1944**

Message From the President

Brothers and Sisters,

Thank you for reading our first Transmitter as members of the Telecommunications Workers Union, United Steelworkers National Local 1944. January 1st marked a historic day for our union as our merger with the USW officially came into effect.

We have a five-year transition period and we are working hard to deliver on our commitments as outlined in the merger agreement. To ensure a smooth transition, a merger steering committee has been formed, consisting of senior leadership from the USW as well as from our local.

One of the largest tasks ahead of us is the coordination of our training efforts for an unprecedented 1800 members. This training is taking place across the country, spanning three USW districts. This is a challenge within itself as each district has a different schedule for their courses.

By the end of April, nearly 500 of our members will have completed training through phase 2 of the Building Power course. Recently, 70 of our Unit 60 (Shaw) members completed their initial

I want to thank our departing Vice-President, and my dear friend, Sister Ivana Niblett for her years of dedication to our members; you will be deeply missed...

phase two training and are already implementing their Communication Action Teams (CAT) within their unit. We have committed the best of the best from our union as well as from the USW to ensure these Building Power courses are successful. Sister Jennifer Bucholtz, and USW's Brothers Mike Zielinski and Brad James will continue to lead us through this next phase of training.

The first week of February marked our annual convention. It was a productive week, full of debate and a renewed sense of optimism for our future. Our delegates were engaged, with many putting their names forward as nominees to various elected positions on committees, as servicing representatives, and for the new National Executive Council consisting of new regional executive officers and trustees. Convention delegates also elected a new vice-president for Alberta and the East and so I want to thank our departing vice-



president, and my dear friend, Sister Ivana Niblett for her years of dedication to our members; you will be deeply missed by all and we wish you all the best with your future endeavours.

This year we have bargaining with our two main employers. Shaw is currently at the bargaining table and I am confident that a successful collective agreement can be reached, and that both sides of the table will work to deliver a fair collective agreement for our unit 60 members. Our bargaining team for Telus was elected at convention and will be meeting shortly to start training and preparing our proposed package. As we head into negotiations, our bargaining teams need your support, and now that we have merged we have the full support of the senior leadership of the USW as well as over a million brothers and sisters.

As we move forward, I know that we will continue to be stronger together.

In solidarity,

Lee Riggs
TWU, USW National Local 1944 President

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From left to right: Betty Carrasco, Leo Gerard, Ivana Niblett, Ken Neumann; Kim Woodroffe, Unit 213; John Alma, Unit 210.



From left to right: Bruce Kennedy, Unit 2; Tricia Watt, Rep. Ontario; Ivor Labrador, Unit 502.

Vice-President, Alberta/East (1 position open, 3-year term):

- Isabelle Miller

Local Union Representative (Rep.) (formally known as Business Agent), Burnaby (3 positions open):

- Perry Pasqualetto
- Chris Stephens
- Dave DiMaria

Rep., Edmonton (1 position open):

- Joe Benn

Rep., Calgary (1 position open):

- Harmony Jackson

Rep., Scarborough (2 positions open):

- Tricia Watt
- John Hockley

Regional Executive Officers (REOs), BC (3 positions open, 3-year term):

- Jayson Little
- Bruce Kennedy
- Denise Chisholm

REOs, Alberta (2 positions open, 3-year term):

- Dave Michie
- Donna Hokiro

REOs, Ontario (1 position open, 3-year term):

- Kevin Rerrie

REOs, Québec (1 position open, 3-year term):

- Pierre-Luc Dick – ACCLAIMED

Trustee, National Executive Council (3 positions open, 3-year term):

- Lance Trevison
- Steve McWhirter
- Wendy Haill

Bargaining Committee (Bargaining), BC (1 position open):

- Candace Knoll

Bargaining, Alberta (1 position open):

- Gregory Kadey

Bargaining, Ontario (1 position open):

- Ivor Labrador

Bargaining, Québec (1 position open):

- Maxime Deveau – ACCLAIMED

Bargaining Committee from National Executive Board:

- Denise Chisholm
- Lance Trevison
- Steve McWhirter

Bargaining, at large (2 positions open):

- Steve Kiernan
- Guy Mousseau
- Evelyn Brown – elected as first alternate
- Brenda Forward – elected as second alternate

Finance Committee (Finance), BC (1 position open, 2-year term):

- Michael Phillips

Finance, at large (2 positions open, 2-year term):

- Jordan Mohle

- John Alma
- Brooke Downey – elected as first alternate

Constitution (now the Bylaws) Committee (Bylaws), BC (1 position open, 2-year term):

- Michelle Dey – ACCLAIMED

Bylaws, Québec (1 position open, 2-year term):

- Robert Briza - ACCLAIMED

Bylaws, at large (1 position open, 2-year term):

- Brian Spain – ACCLAIMED

Bylaws, at large (1 position open, 1-year remainder of term):

- Michael Courneyea – ACCLAIMED

Education Committee (Education), BC (1 position open, 2-year term):

- Thomas Cusick – ACCLAIMED

Education, Ontario (1 position open, 2-year term):

- Michelle Ravary

Education, Alberta (1 position open, 1-year remainder of term):

- Fatima Osman

Education, at large (1 position open, 2-year term):

- Nancy McCurrach – ACCLAIMED

Solidarity Committee (Solidarity), Alberta (1 position open, 2-year term):

- Annette Shapko

Solidarity, at large (2 positions open, 2-year term):

- Jared Smith
- Erika Crowe
- Rita Kellow-Taylor – elected as alternate

Solidarity, at large (1 position open – 1-year remainder of term):

- Michael Stead

TWPP Trustee (1 position open, 6-year term):

- Chris Stephens

Chair (1-year remainder of term):

- Greg Kadey

Vice-Chair (1-year remainder of term):

- Maxime Deveau



Newly elected National Executive Council, from left to right: Kevin Rerrie, Lee Riggs, Dave Michie, Pierre-Luc Dick, Jayson Little, Donna Hokiro, Lance Trevison, Betty Carrasco, Bruce Kennedy, Steve McWhirter, Denise Chisholm, Isabelle Miller, Wendy Haill, Colin Brehaut.

Photos from Convention, February 2015



Lance Trevison, Unit 4.



Michael Phillips, Unit 52.



Harmony Jackson, Rep. Calgary;
Jenn Bucholtz, Rep. B.C.



Steve Lewis, retiree from Unit 2;
Willow Russell, Unit 63.



Tamara Marshall, Rep. B.C.



Czar Loquia, Unit 10.



Ivana Niblett, former vice-president
East.



Julie Charbonneau, Unit 52; Tammy
Smith, Unit 51.



Leader of the BC NDP John
Horgan, addressing Convention.

Why Drink Bottles Not Scab Can

Canadian labour leaders have joined brothers and sisters of the United Steelworkers (USW) Local 9176 in calling the Ontario Liberals to help end their 17 month labour dispute against Crown Holdings, Inc. (Crown). On February 9th labour leaders rallied with workers. Speakers included USW District 6 Director Marty Warren; Ontario Federation of labour Secretary-Treasurer Nancy Hutchinson; Unifor President Jerry Dias; Canadian Labour Congress President Hassan Yussuff; Assistant to USW Director District 6 Tony DePaulo; NDP MP Peggy Nash, official opposition critic for industry; and TWU, USW National Local 1944 Local Servicing Representative John Hockley, who presented the USW Local 9176 President with a cheque for \$1,220 that was raised at our annual convention in February.

The Facts:

- 120 of our USW brothers and sisters from Local 9176, Toronto, were forced on strike by Crown on September 6, 2013.
- Crown refuses to negotiate a fair settlement, hiring scabs to replace the workers on strike.
- Crown manufactures food and beverage cans worldwide.
- The Toronto facility is one of Crown's top producers in North America, producing over 5 million beverage and food cans each day for companies like Molson, Coors, Labatt, Budweiser, Moosehead, Creemore, Morgan's and Cotts.
- The Toronto facility received the 2012 "Plant of the Year Award" for outstanding safety, productivity, and budget management.
- Crown's Toronto facility has been unionized for over 25 years. Many of its workers have been loyal employees of Crown for over 20 years.
- Crown is demanding a two-tier system with up to 42% pay cuts for new hires, and other unreasonable concessions.
- Crown nearly doubled its profits in 2012, from \$282 million to \$557 million.
- In the past five years Crown's CEO has been paid an average of \$13 million/year.
- Leaders in the labour movement are calling for Ontario liberals to help end this 17-month strike.

What you can do to help:

- Buy bottled beer instead of canned.
- Send a message of support to USW Local 9176 at the www.bottlesnotcans.ca/ website.
- Send a donation to the USW Local 9176 to help support the workers during this difficult time.
- Distribute leaflets, available for download at www.bottlesnotcans.ca/ in your community.
- Urge the Ontario Liberals to introduce anti-scab legislation in Ontario by contacting your local MPP.

**All information from fact sheet and more are available at www.bottlesnotcans.ca/ - check out this website for updates on the strike.*



Whitby

John Hockley, Rep. for Ontario.

Bargaining with Shaw



Shaw bargaining team, from left to right: Lee Riggs, Wallace Koopmans, Cory Mandryk, Tamara Marshall, Jayson Little, Jennifer Bucholtz, Ross Neggars, Andy Wong, Gill Haigh, John Robinson.

Talks for renewed collective agreements with our second largest employer are set to begin on February 24, 2015. As reported at our Local Annual Delegated Meeting by TWU, USW National Local 1944 President Lee Riggs, our bargaining team is ready to go to the table. This will be an important round of bargaining for our Local 60 brothers and sisters in Vancouver and Surrey certifications.

The Shaw bargaining team is made up of rank-and-file members along with local union representatives Tamara Marshall and Jennifer Bucholtz and have had opportunity of being trained by Bill Cole, a renowned consultant and lawyer who specializes in collective bargaining. They have been working hard researching, strategizing and putting together bargaining proposals.

A strong united commitment from members supporting the bargaining team is vital during bargaining. While the relationship between our union and Shaw has been positive overall, and without any labour disputes, the recent lay off in the Abbotsford division of Shaw, and increased grievances, is testing our ties.

Our bargaining team is fortified with a renewed sense of solidarity and will keep the members updated on a regular basis throughout the bargaining process.

Article submitted by Tamara Marshall, Local Union Representative for B.C.



Wallace Koopmans, Tim Adair, Andy Wong, Tamara Marshall, Jayson Little.



Mike Goodmurphy, Unit 35, taking a candid photo of Unit 60 delegates.



Unit 51 Supporting Pink Shirt Day

February 25, 2015 was Pink Shirt Day in British Columbia. With great pride, the TWU, USW National Local 1944 Unit 51 has raised \$5,403.50, over the past 5 years, to support the annual anti-bullying day and raise awareness for the cause.

This year we were honored to have Carol Todd, mother of Amanda Todd, visit our worksite and draw the winning ticket for a 50/50 raffle, with all proceeds donated to anti-bullying organizations. Amanda Todd was a 15-year-old victim of bullying and cyber bullying until she committed suicide in 2012.

Carol Todd thanked Unit 51 saying: "I want to thank you for what you have done in honoring Amanda's Legacy. It was a harder day than usual for me only because I thought of what we could have done better for Amanda. Having your co-workers come and talk to me and thank me or share their stories was inspiring, gave me hope, and told me I am doing the right thing by continuing to share Amanda's story. Thank you so much for your support."

Unit 51 has donated funds to the Boys and Girls Club of British Columbia, the Amanda Todd Legacy Fund and the I AM SOMEONE Ending Bullying Society.

Unit 51 would like to thank all of their brothers and sisters who supported this important cause.

In solidarity,

TWU, USW National Local 1944 Unit 51

As submitted by Nancy McCurrach, shop steward.



From left to right: Denise Chisholm, Unit 51; Gerald Jang, Unit 5; Sarah Milhajlovic, Unit 51.



Members (and others) sometimes ask why unions are politically active. The reason is simple; it just takes the stroke of a legislative pen for politicians to radically alter or enact laws to weaken workers rights that protect both unionized and non-unionized workers.

In the wake of the new legislation, the once-thriving-public-sector unions have been crippled. In 4 short years, Walker's anti-union laws have shrunk union membership (and, coincidentally, opposition to Walker himself) in Wisconsin by 50 percent. Wisconsin's National Education Association, once 100,000 strong, has seen a membership drop by over 30,000. The American Federation of Teachers membership was cut in half. The 70,000- members in the state employees union has fallen by 70 percent; a loss of 49,000 members.

Here in Canada, the Harper Conservatives have been mimicking this U.S. style of union busting. The most recent examples include:

- Drastic changes to the definition of danger in the Canada Labour Code, weakening your right to refuse dangerous work. Among other safeguards, changes to the legislation remove the language of a "potential hazard" and the word "illness" which impacts your protection from potentially chronic or slow developing illnesses based on exposure to carcinogens (such as asbestos).

- The new Right to Refuse Dangerous Work legislation removes the previous requirement

of government safety officers to conduct an investigation in all cases; it allows for a virtual investigation to be conducted over the phone, rather than visiting the work site to assess the potential danger. The new wording also removes the authority and powers of trained safety officers, giving it instead to a politician (the Minister of Labour).

- Coming into effect in June 2015 is Bill C-525, which changes the certification process, making it more difficult for federally regulated employees to join a union while also making the decertification process easier. The Bill replaces the union card check process (counting signed cards to ensure a majority want to join) with a two-step process that requires a secret ballot vote. The secret ballot gives the employer the opportunity to interfere in the process and mount an anti-union campaign in advance of a vote. Bill C-525 also makes the decertification process easier by lowering the trigger for a decertification vote to a

The reality is that weaker unions mean less income protection, lower wages, less benefits and fewer rights for workers.

A prime example is Wisconsin where Gov. Scott Walker passed anti-union legislation in 2011 that has turned out to be more devastating than predicted. Act 10 (also known as the 'Budget Repair Bill') tore up Collective Agreements and took away public sector unions' right to negotiate contract provisions except for base wages (even though the unions were "allowed" to "negotiate" base wages, the law stipulated that the unions could not "negotiate" wage increases greater than the rate of inflation). Act 10 forced most unions to collect their own dues rather than having them deducted from paycheques. Act 10 mandated annual re-certification votes of unions and required union members to pay substantial increases to pension and health care contributions.

minority of 40% of members.

- Bill C-377 is a Bill masquerading as a financial transparency Bill. It is currently making its way toward a final vote in the Senate. The true impact of Bill C-377 will be to impose onerous and costly reporting requirements on your union but does not impose those same requirements on private businesses, charities, professional associations, public service, and crown corporations. In addition to the costly reporting requirements, the Bill will allow public access to strategic financial information that will be very useful to our employers as we attempt to negotiate contracts with them.

We've seen the negative impacts of anti-worker laws on American unions. The reality is that weaker unions mean less income protection, lower wages, less benefits and fewer rights for workers. Just as your union fights to raise your standard of living and raise the bar for non-union workers, so will non-union workers be disadvantaged by anti-union attacks. The survival of your union depends on your political activism.

It's not easy to fight against conservative politicians and the corporations that back them. Your union has a moral obligation to protect your interests; watching from the sidelines just isn't a viable option. If we all stand together, our voice will be loud and our voice will be heard.



Dave DiMaria, Rep. for B.C.



Ron Palmer, Rep. for Alberta.



From left to right: Ivana Niblett, Lee Riggs, Ken Neumann, Betty Carrasco, Colin Brehaut at unveiling of new TWU, USW National Local 1944 logo and Certification of Charter of Affiliation for the TWU, USW National Local 1944.



New Vice-Chair Maxime Deveau, and new Chair Greg Kadey, being sworn in.

TWU Joining SOAR

My husband Allan and myself completed our SOAR applications online very soon after the TWU merged with USW. We were pleasantly surprised when we were contacted the next week with two follow up emails, one from USW's SOAR National Coordinator Doug MacPherson, and the next from the SOAR Coordinator for Chapter 3-14 Fred Girling.

We were advised to note that we're TWU retirees in the comment section of the application as SOAR fees have been waived for TWU retirees for 2015 and 2016.

Where there is an existing chapter the chapter president, and/or a coordinator, will follow up with new members. Where there are new members outside of existing chapters, they will go on the mailing list of the closest chapter, and then the TWU and USW can meet to discuss the possibility of starting new SOAR chapters.

Both Doug and Fred welcomed my husband and myself as members into the chapter, and included us on their invite list to their Christmas lunch held on December 17th. While at the luncheon we met several members as well as Kay Noonan, vice-president of Chapter 3-14. We were impressed to hear from everyone we spoke with as to how they are involved with seniors and their communities.

Meeting dates for SOAR Chapter 3-14 are: June 17, September 16, and December 16.

Meetings are held at noon at the Amorosa Pasta House, 7874 Edmonds Street, Burnaby BC.

Allan and myself are both encouraged by our SOAR experience thus far, and excited to be members.

In solidarity

Birgit Haggstrom
Unit R55



Al Haggstrom, Birgit Haggstrom, George Doubt, Lee Riggs.

UNITED STEELWORKERS **SOAR** STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

For retirees who want to better their communities, advance the policies of the USW, and engage in political and legislative action.

Retired members of TWU, USW National Local 1944 would be welcomed additions to SOAR and fees will be waived for 2015 and 2016. Please note that you're a retiree of the TWU in the comments portion of the registration form.

For more information visit the website: www.usw.ca/union/soar

System Change for Seniors Care



On February 6, I attended a forum called System Change for Seniors Care on behalf of USW SOAR Chapter 3-14. Jointly sponsored by the Canadian Centre for Policy Alternatives

and the BC Health Coalition, the forum focused on how to make critical improvements to the fractures and inadequate services available to our seniors.

The forum featured keynote address from the BC Ombudsperson Kim Carter, speaking about her office's recommendations on seniors care and how the BC Government has responded (or not responded); and from BC's Seniors Advocate Isobel Mackenzie, who spoke on her plans to monitor and advocate for better services for seniors.

In 2009, Ombudsperson Carter published her first report on seniors care, Best of Care I. The Government responded with a 17-page action paper that did not address the concerns. In 2012, Ombudsperson Carter published her second report, Best of Care II, where she made 176 recommendations, of which only two have not been accepted.

In 2013, BC became the first jurisdiction to have a systemic advocate for seniors. Since being appointed, Seniors Advocate Mackenzie has implemented province-wide surveys on residential care, home support, and HandyDART (transportation). Results of the surveys will soon be available online at www.seniorsadvocatebc.ca/.

Seniors Advocate Mackenzie has identified a number of issues so far, including: the need for housing for seniors that is affordable, accessible, and appropriate. Transportation must be available within communities to get seniors to the medical services

they require. Seniors income must be sufficient to meet current and future needs, including health care and drug costs. Throughout it all, there are concerns about the quality and availability of health care. Complicating these problems is the differing levels of availability of these services in urban, rural, and remote areas of the province.

Of seniors with less than \$30,000 annual income, a significant percentage were unaware of the various housing, income, and medical assistance programs available to them. Thirty-six percent of low-income seniors believe they may have to move because they will be unable to afford to stay where they are. Perhaps the key message from the advocate is that we must support seniors so that they can live the way they want to live.

In solidarity,

Allan Haggstrom,
Unit R55



Unit R55 members at their 2014 Annual General Meeting.

More Photos!



From left to right: Lisa Jordan, USW International Director of Education and Membership Development; Harmony Jackson, Rep. Calgary; Chris Stephens, Rep. B.C.



From left to right: Cory Anderson, Unit 202 ; Hans-Woosly Balan, Rep. Québec; Unit 63 70th Anniversary celebrations.



From left to right: former chair Dave Michie and former vice-chair Steve McWhirter; Rod Hiebert, former president of the TWU ; Evelyn Brown, Unit 203.



Letters of Appreciation



Colin Brehaut; Lori Travis.

Dear President Riggs:

I am formally providing my notice of intent to retire from Telus to be effective January 03, 2015. My last day in office will be December 29, 2014 and final day with Telus January 02, 2015.

I want to say thank you so very much in allowing me to be a part of this fabulous TWU-STT Union I truly believe in.

I enjoyed being on the Finance Committee, Human Rights Committee, Local 51 Audit Committee, BC Fed Delegate, Local 51 New West District Labour Council Delegate, Local 51 Social Committee, Local 51 New Hire Representative, 70th Anniversary Committee.

I appreciate the friendship, support, education, trust, respect, wisdom, and love from all of you on the NEC. I greatly appreciate your belief in me so that I could proudly represent and defend those that could not defend themselves.

The hard work we all came together on the common goal of the merger was the apex for me. I am only sorry that I will not be a part of this new amazing union merger.

I wish you all well, good health and solidarity.

Respectfully,

Lori Travis

TWU, USW National Local 1944, Unit 51

Hello,

First I would like to say how much I appreciate the 70th anniversary edition. Thanks so much. Keep up the good work and best wishes for the future!

In Solidarity,

Tom Bachelor

Thanks for the wonderful edition of the Transmitter, it certainly brought back memories from me 30 years, 1972-2001.

Sincerely,

Sister Heather Mitchell (Retired)

Dear TWU/USW,

After 33 years of service my retirement was on January 31st, 2015. I would like to thank the union for support throughout my career. I enjoyed the involvement with Lee Riggs, Colin Brehaut and Mike Lucas. I would also like to thank the Benevolent Society for the monetary gift upon my retirement.

Tom Allin

TWU, USW National Local 1944, Unit 16

Kelowna BC



Stephen Hunt; Betty Carrasco.

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Left to right: Unit 16 and Unit 207 70th Anniversary Celebrations.

Dear USW-TWU Local 1944 Executive Council.

Thank you for the \$500.00 donation to help fund my political campaign to run for City Council for the City of Port Coquitlam, in the recent Nov 15/2014 elections.

Thank you also for your reconsideration on this matter. It was really appreciated.

Sister Nancy McCurrach

Unit 51

Dear Sirs/Mesdames,

I would like to express my thanks and gratitude to the TWU and Benevolent Society for both the cash retirement gift and the honorary lifetime membership.

After 30years at Shaw / Rogers, with half of those years in the TWU, I was always impressed with the level of support and commitment from the TWU.

Thanks to all the dedicated men and women, past and present, who went above and beyond for our union members over the years.

I almost wish I had stayed at work to help with the distribution of Steel !

Ha ha.....I did say Almost....

Fraternally,

Daniel DeRe

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THE TRANSMITTER

THE OFFICIAL PUBLICATION OF THE TWU

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