

## HAPPY 75<sup>th</sup> ANNIVERSARY, LOCAL 1944!

On behalf of Steelworkers across District 3, it's a privilege to acknowledge the 75<sup>th</sup> anniversary of United Steelworkers Local 1944 and to offer my best wishes to all of our sisters and brothers.

This Local has a strong history of fighting for telecommunications workers that you all should be very proud of. From the original charter in 1944 as the Federation of Telephone Workers to formation of the Telecommunications Workers Union to the merger with the United Steelworkers, throughout it all you have fought to secure fairness and respect for your members.

Just like in 1944, and throughout the history of the Union, you face challenges today and attacks from employers seeking concessions at every turn. In the face of such attacks, never forget that everything this Union has achieved over its history came to be by standing together and fighting back. Not one benefit has ever been handed to you by an employer.

By working together, supporting one another, being active in the Union, standing strong, and embracing new tools, we can face down employers and win. That's how we have been successful in the past and how we will continue to improve the lives of our members in the future. On behalf of the 1.2 million members and retirees of the United Steelworkers in North America, congratulations on 75 years of fighting for what's right. We're proud to fight alongside you.

— Steve Hunt, USW District 3 Director



National President Isabelle Miller and Steve Hunt at the USW National Policy Conference in April 2019

## MEET STEPHEN HUNT, USW DISTRICT 3 DIRECTOR

Stephen Hunt has served as USW D3 Director since 2004 and has been re-elected since 2005.

Representing members across seven large provinces and territories in Western Canada,

Steve has extensive experience at the bargaining table in a wide variety of sectors, leading negotiations for thousands of workers.

Steve has been a tireless health and safety advocate his entire working life. He spearheaded the union's "Stop the Killing, Enforce the Law" campaign, which is successfully pushing for criminal convictions of CEOs and managers whose negligence leads to workplace death.

# 75

1944 • 2019  
 USW Local 1944 

## LOCAL 1944 CELEBRATES 75 YEARS OF SOLIDARITY AND MEMBERSHIP ENGAGEMENT

Local 1944 was founded in ... 1944!  
 This story is your story!

Over 75 years, members have been the essence of our Local Union. You are or were a member from Local 1944? You have stories to share about the TWU or BCTel? Please send your text & pics to [communications@usw1944.ca](mailto:communications@usw1944.ca)

## BEST WISHES FROM DISTRICT 5

Congratulations on the 75<sup>th</sup> anniversary of Local 1944! Your members belong to one of the Locals with the longest history in Canada. Celebrating this 75<sup>th</sup> anniversary today means that Local 1944 was able to continuously adjust to changing times, and adapt to the new realities of labour.

It is an honour to call you fellow Steelworkers, as it was an honour 5 years ago when Local 1944 decided to intertwine its story to ours so that we can look forward to the future together. Local 1944 is a chance for the United Steelworkers, particularly as it contributes in diversifying the face of the Union. This diversity shows in the variety of workplaces represented in telecommunications. It also reflects in a younger membership, a larger proportion of women, and the contribution of Quebeckers and Canadians with diverse backgrounds. Local 1944 is like a breath of fresh air for our organization.

Local 1944 is facing significant challenges today. The most worrisome is the current tendency to cut jobs for the benefit of contracting out, more often than not out of the country. Steelworkers battle against contracting out in many of more traditional sectors. This fight is crucial to the future of union jobs in the country, and to the future of labour unions. Rest assured that we will support you in delivering these battles and addressing these challenges.

— Alain Croteau, USW District 5 Director, and Dominic Lemieux, Assistant to District 5 Director



Alain Croteau, Dominic Lemieux

# HEALTH & SAFETY

## HANG UP ON ABUSE CAMPAIGN OPENS EYES ON WORKPLACE VIOLENCE

It's been just over two and a half years since the launch of the United Steelworkers and USW Local 1944 "[Hang Up on Abuse](#)" campaign, and some of the results of that campaign have gained a lot of ground for workers.

Hang Up on Abuse put the spotlight on call centre workers, but extended to all workers who were customer facing. The Canadian Government brought in a new legislation (Bill C-65 42-1) which passed in October of 2018. After a little less than a year since introduction in the House of Commons, the new language, if it remains as proposed, changes the Canada Labour Code and Canadian Centre for Occupational Health and Safety (COHS) regulations to provide for protections, which are needed for federal employees.

Some of the changes include:

- Workplace violence assessment
- Joint monitoring (Union and Management)
- Workplace harassment and violence prevention policy
- Emergency procedures
- New investigative requirements
- New mandatory reporting
- Third party violence reporting

- Third party investigators
- Record keeping time frames
- Mandatory government reporting
- Union involvement in the process
- Former employee complaints
- All reports of violence, harassment or bullying must be investigated.

The Union looks forward to the implementation of this new legislation later this year. The National Health and Safety Committee has been involved in trying to get each of the Federal certifications to design policies to get in line ahead of the legislation. However, we have not been successful to date. We will maintain a vigilant stance on implementation and monitoring of this legislation, and development of policies that protect our members from Violence in the Workplace.

Thank you to all members who participated in the surveys and public forums on this update to the Canada Labour Code.

— Submitted by Ron Palmer,  
Local Union Representative for Alberta

## BENEVOLENT SOCIETY

It was appreciated that Units 207 and 208 hosted the Benevolent Society Annual General Meeting (AGM) on Wednesday, June 19, 2019. The meeting took place at the Rosedale Community Hall in Edmonton. Forty-six members of the Benevolent Society attended the AGM, which was followed by an Indian meal generously provided by Units 207 and 208 as well as individual donors. The AGM was conducted by National President Isabelle Miller, Vice-President Donna Hokiro and Secretary-Treasurer Michael Phillips who are also the table officers of the Society with Vice-President Hokiro in the chair.

Rank-and-file and Executive members were able to meet and exchange freely on work issues in a relaxed atmosphere. An informal question and answer forum ensued to deal with these issues, and notably the closure of Voice Test in Edmonton which resulted in 25 grievances was of considerable discussion. An enthusiastic and passionate conversation was had surrounding the importance of ramping up membership engagement towards Telus Bargaining in 2021.

The membership attendance of this meeting was impressive. Local 1944 encourages members to each bring an additional Local 1944 member along for future meetings and events; this is how we will be able to build power for 2021 and the next round of collective bargaining with Telus.

— Submitted by Joe Benn, Local Union Representative for Alberta



## HAVE YOU STARTED SAVING FOR 2021?

The current Telus collective agreement expires on December 31, 2021, at which time it will be renegotiated. No one wants a labour dispute, but if one did happen, would you be financially ready?

### TODAY IS THE TIME TO GET PREPARED!

If you start saving

# \$100

per paycheque  
you will have  
over \$9,000

Do not let the company hold all the power during the next round of bargaining. Do not let the threat of a labour dispute decide your future.

## STAND UP, FIGHT BACK.

IT'S NEVER TOO LATE, BUT  
IT'S IMPORTANT TO **START.**

# EDUCATION: DISTRICT 3 SUMMER SCHOOL 2019

I would like to say "Thank You" for allowing me the opportunity to attend the District 3 Summer School in Kimberley. It was an honour to be chosen to attend on behalf of Local 1944, Unit 34. It was a new experience for me and I was amazed by the enthusiasm shown by the participants and by the instructors. It was inspiring to see everyone so engaged in becoming better representatives of the United Steel Workers union.

Leadership for Action was the course that I had the pleasure of being enrolled in. The instructors, Jeff Bromley and Dana Faul, did a fantastic job of presenting the course material to the class. They encouraged the students to offer their opinions and participate in discussion about what we were learning. They were enthusiastic and funny and made the course very enjoyable.

Leadership for Action taught me that there are many different facets and styles of leadership that are effective in different situations. It also taught me that communication and active listening will help to determine what kind of leadership style is required for different situations, as they present themselves. To effectively work with our union brothers and sisters the leadership, from unit committees to the USW International President, must be flexible and adapt to the member's needs. Being a good leader is the product of hard work, listening and being determined make positive changes in workplace conditions for our brothers and sisters.

A product of being a good leader is strength in the USW and solidarity among its members. Strong leadership promotes inclusiveness and encourages participation by all members. Participation by the union rank and file sends a message to employers that they are committed to standing up for workers' rights. Strong, effective, open and transparent leadership is the foundation upon which strong unions are built and upon which workers' rights are supported.

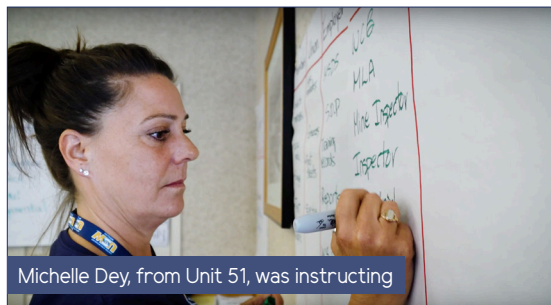
I look forward to working within Local 1944, Unit 34 and taking what I have learned in the Leadership for Action and fostering more engagement from my brothers and sisters. If I can manage to get them to participate by joining committees or even just coming to Unit 34 meetings, I will feel like I am paying the USW back for the investment that it made in me.

Once again, I want to say how grateful I am for the opportunity to attend the District 3 Summer School and I hope that, given the opportunity, I will be selected to attend future sessions. — *Darrin Graw, Unit 34 Vice-Chair*

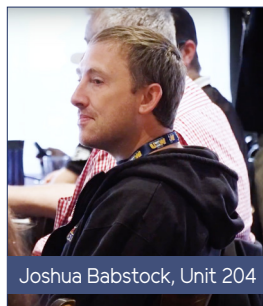
The Summer School was a fantastic opportunity to network, learn and share knowledge not just with my own class but with everyone that attended. I had the chance to meet people from mines, fisheries, nursing homes and lumber mills to name a few, and from discussions I found how similar companies can be when it comes to discipline but yet how different they are to deal with. From the moment of arrival until the last day, there was always something to learn, someone to talk to and opportunities for team building.

We had the chance to meet and talk with people within the Union, and there were amazing teachers such as Michelle Laurie who were able to keep us on task and keep things interesting. I saw members of the Next Gen course setting up meetings to have members 35 and under build up involvement, as well as people planning things for future events.

The highlight of my experience would have to be co-presenting the "Be More Than A Bystander" program. I was ecstatic when I found out that it was going to be presented at the school and honoured at being given the opportunity to co-present with Scott Ruston. This program is very important to me as I grew up with many of these issues a normality in my life with family members crying on my shoulder as they told me what had happened to them and I always felt helpless when it came to being able to do something about it. Having the ability to speak up and encourage others to join the cultural shift towards a new norm, a norm where you can count on those around you to stand with you on these issues, is very humbling and I am proud to be a part of it. — *Joshua Babstock, Unit 204 Vice-Chair, Shop Steward and Counsellor*



Michelle Dey, from Unit 51, was instructing



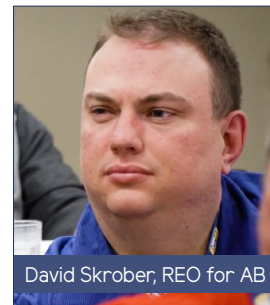
Joshua Babstock, Unit 204



Len Specht, Unit 7



Laura Rincon, Unit 213



David Skrober, REO for AB

Summer School was a truly unique and enriching experience! I had the pleasure of the instruction of Michelle Laurie, for the Advanced Grievance Course. We talked about case law, arbitration prep, and some of the more nuanced ideas behind grievances and applying case law in a practical way.

The whole week was energizing: to be around fellow activists and receive union education is a truly wonderful experience. I highly recommend all members interested to apply next year! — *David Skrober, REO for Alberta*

I loved the Summer School. I attended the Advanced Grievance Course and learned different levels of grievance and what to expect if it escalates to arbitration. What got me to apply for Summer School is that I matter to the USW. I am important, I am a member, not a number. I can make a difference at my workplace helping others. I am looking forward to the next education opportunity. — *Laura Rincon, Shop Steward and Counsellor for Unit 213*

Watch the D3 Summer School video at <http://1944.fyi/D3-SSchool2019>

# OUR MEMBERS GIVE BACK

## OUR LDS PROGRAM STUDENTS SHARE THEIR GOOD WORKS

Each LDS Program Student has been asked to submit a report regarding their Good Works project. Brother Richard Blais, from Unit 214, and Brother Max Deveau, from Unit 604, share their experiences.

The assignment for my Good Works Level 2 was to design a 75-minute training on employment, health and safety, and labour rights. This presentation was to be given to three groups of Grade 10 students from Louis-Philippe Pare High School in Chateauguy, Quebec. The course was designed so that students who already had some basic knowledge of the subject could understand – the three groups were taking basic law courses.

I gave the courses on May 13 and 15, 2019. I was eager to give this presentation to familiarize teenagers with the labour market and the concepts of power struggle and activism. The whole project was fantastic, although the most difficult thing about it was to get started. I will be working on some aspects of the course over the summer in collaboration with other labour activists, in order to make it more dynamic. — *Max Deveau, Unit 604*

My good works project this year was pretty easy to get on top of. In 2017, I participated in the USW lobby at the Alberta Legislative Assembly, and reached out to my MLA. I brought up our ongoing work with the “Hang-up on Abuse” campaign and we discussed many of the issues facing workers in our area. With our Constituency Association (CA), we came up with a strategic plan to prep for the 2019 elections. As my Good Works project in 2017-2018 was to get more involved with my district labour council, I had attended a strategic planning training with the CLC. Since early 2018, I have been working diligently, both as a volunteer and as a member of my CA’s executive, in the hopes of getting my MLA re-elected, building a strategic plan, and building support within our area. Our candidate has been working hard to keep labour values in West Yellowhead.

I participated in the Edmonton USW Vote course and was able to give back to our membership by mentoring other USW members at the course and on the campaign trail in Fort Saskatchewan, St Albert, Morinville, Leduc-Beaumont, Edmonton-West Henday, and Red Deer South. What made me happiest was to help out USW members seeking election and re-election. We helped our Sister Rachel Notley at her Edmonton campaign rally, and Shaye Anderson’s re-election campaigns. It is now year four, and my time with LDS is coming to an end. I will continue to give back to those around me. Thank you for ensuring that Good Works are a part of the LDS program, it has helped me realize what leadership means and it has developed my leadership skills. This has been the experience of my life. — *Richard Blais, Unit 214*

## ABI LOCKOUT COMES TO AN END AFTER 19 MONTHS OF CONSTANT SOLIDARITY

At a general membership meeting on July 2, 2019, ABI workers voted by a 79.8% majority to ratify the employer’s latest contract offer, bringing an end to one of the longest private-sector labour disputes in Quebec history. The 1,030 workers at the ABI aluminum smelter were locked out of their jobs in January 2018.

Dominic Lemieux, Assistant to the USW Quebec Director, praised the extraordinary solidarity shown by workers and unions: “The union members at ABI will be moving forward from this long and difficult dispute with their heads held high. You can’t win every battle you fight, but you certainly will lose the battles that you don’t fight. In this case, the workers stood shoulder to shoulder and fought long and hard. The result is not what they would have liked, but it is better than what the employer tried to force down their throats. Employers will think twice in the future about imposing lockouts and depriving themselves of income,” he said.

Our brave fight is a reminder: **solidarity makes us stronger together.**

“While holding out as long as they did certainly made a statement, the end result is emblematic of the threat our movement faces at large. Success moving forward will necessitate strong and effective political action. Without a legal climate that provides sufficient protection, negotiating fair agreements will prove more and more difficult.

We also need to fight harder in the court of public opinion. Just a couple days ago I was at the Montreal Jazz festival and Rio Tinto was listed as a sponsor of that great event on most of the merchandise and advertisements. They certainly are fighting hard for a sound household reputation. We need to fight even harder.” — *Alexander Livingston, Unit 604 Vice-Chair*



“This is a new beginning in Steelworkers’ history. Our Union just accomplished a real show of force, which I am sure our employers will remember. The year 2019 was launched under the theme Strength-Solidarity-Respect. The message was well received by members and increased the determination of locked-out workers to stand up to a powerful multinational. This conflict inflicted a huge cost to locked-out workers, but it inflicted an even bigger cost to their employer. Despite governments’ support, powerful multinationals like Alcoa cannot win the war against Steelworkers.” — *Danis Bouffard, Unit 602 Chair*

Local 1944 has been showing solidarity with workers from Local 9700 by making a \$5,000 donation in November 2018. Members of the Next Gen Committee donated \$500 from their own funds earlier in 2018.