

USW LOCAL 1944 IS ORGANIZING

Across Canada, things are getting harder and harder for workers in the telecommunications sector.

It is our hard work and skills that make telecom companies like Telus, Shaw, Rogers, Bell and others so profitable. Nevertheless, with shifting regulations and technology changes, profitable companies are always trying to cut costs on the backs of hard-working employees.

Local 1944 wants to ensure that us workers in the telecom sector across the country can work in a healthy and safe environment, and receive good wages and benefits for the work that we do. We also want to ensure that Canada's telecom industry as a whole is unionized so that we are no longer pitted against each other, with business going to the lowest paying companies, in a race to the bottom.

The United Steelworkers is the largest private sector union in North America with more than 225,000 members across Canada. Every year, thousands of workers choose to join the USW because of our strong track record of creating safer workplaces, and negotiating better working conditions and fairer compensation.



This QR code links to the [Submission Form](#). Keep it handy on your personal mobile device or by printing it so that non-unionized workers can easily scan it and submit their information to the Local.

**Every submission is kept
100% confidential.**

LOCAL 1944 IS ORGANIZING

If you work alongside contractors who are doing your work or similar work, or know a friend or have a relative who works in the telecom industry, we can organize their workplace. If they are not unionized, why not reach out and talk to them about the benefits of working in a unionized environment?

Have them submit their name and contact information at <https://1944.fyi/join-us> or email organizing@usw1944.ca. Someone will contact them.

– Submitted by Pierre-Luc Dick, Acting Vice-President
and Organizing Committee Chair

The Union Advantage

Unionized Workers

Non-Unionized Workers



You know when you will get a raise and how much it will be.



Raises are not predictable or guaranteed.



You have a legal contract that protects your wages, benefits and working conditions.



Your employer can make changes to wages, benefits or working conditions without your consent or input.



You can raise workplace concerns without fear for job security.



Speaking up can have consequences.



You and your co-workers have a say about your contract.



Management calls all the shots and makes all decisions.



You have the support of professional advocates and legal counsel.



You must plead your own case.



You have fairness and respect at work.



Respect depends on if you have a good manager.



You have security through a formal process to dispute unjust or arbitrary discipline.



You can be unfairly disciplined or fired, for any reason, at any time.

THE STORY OF VACCINE BOOKINGS, AND HOW COMMUNICATIONS BETWEEN MEMBERS AND THE LOCAL UNION MAKE THE DIFFERENCE

On March 11th, members at Telus who were scheduled for taking appointment bookings for COVID-19 vaccines were advised by the company that they had to start their login process prior to the start of their shift.

As soon as the Local was made aware of this, Acting President Donna Hokiuro sent a [communication](#) to members to remind them that this instruction was contrary to the [collective agreement](#) and [settlements](#) reached between Telus and the Union in 2003, 2011 and 2017. These letters apply not only to members taking calls for COVID-19 vaccine support, but to all members. Additionally, this equally applies to Plant/Craft members as well. **Members should never work for free.**

Caught red-handed, Telus had no choice but to correct the error, so a few hours after we reached out to members, the company sent out a communication of their own along those same lines, briefly mentioning that their first email was sent in error, was it really? (see blue textbox page 4).

What do you think would have happened if the Local hadn't sent out the first communication? We know what would have happened, Telus would have received the benefit of your free labour all the while hoping no one is the wiser.

What this story unquestionably tells us is that the **Local Union was able to protect your working rights and your employer had to back off thanks to members who made us aware of the issue.** At which time we took swift action to rectify with Telus, and communicate back out to you, the members. **The more you communicate with us, the better we can defend your rights.**

REMEMBER: SEE SOMETHING, SAY SOMETHING.
Email your [Local Union Representative](#)
or the Local Union office at contact@usw1944.ca

“CLARIFYING EXPECTATIONS FOR COVID-19 VACCINE SUPPORT”

A communication was sent out by the company to Telus workers a few hours after the Local Union reminded Bargaining Unit members that they should never work for free. The company acknowledged that its previous communication may have caused confusion, in an attempt to make the email sound like a simple reminder of the appropriate login procedures. So in Telus' very own words, here are these login procedures, fiercely negotiated for you by your Local Union:

Start of Shift

- **You are expected to login at the start of your shift** (not 15 minutes prior)
- Begin working once the necessary applications have been loaded

Return from breaks

- Login at the scheduled time and begin working right away.

KNOW YOUR RIGHTS

Please refer to the [Working Off the Clock](#) article published in August 2020 and to the [settlement letters](#) on pre-shift log-in.

“Management will discontinue its practice of requiring that front-line employees begin the log-in process prior to the commencement of their shift.” ([Settlement letter - Nov. 18, 2003](#))

“Call-centre employees who do not begin the login process prior to the start of their scheduled shift will not be disciplined specifically for this reason.” ([Settlement letter - Nov. 15, 2011](#))

SURVEY

DID YOU TAKE THE SURVEY YET?

No one should be **working off the clock**. If you are, that could mean that your job metrics are unrealistic, and not that you are underperforming.

Are you working through your breaks? Are you being asked or do you feel that you have to work before the start or at the end of your shift?

[Click here to share your feedback and/or examples](#)

Here are some examples of what working off the clock looks like: Working past the end of your shift and not submitting either a MTR (more time request) or a WPS (work past shift); Working through or not taking your breaks; Logging in to systems before your shift has started



Do you work off the clock?

TELUS

THE BARGAINING COMMITTEE MET TO REVIEW THE LANGUAGE AND THE ISSUES THAT ARE IMPORTANT TO THE MEMBERSHIP

Your Bargaining Committee has met again mid-March to review the language and the issues that matter most to you and your families as expressed in your responses to the bargaining survey.

In addition, the Bargaining Committee is reviewing all provisions of the Collective Agreement as we continue to build proposals and ultimately a comprehensive package that brings your voice to the table.

**All the Bargaining Updates in one click
at <https://1944.fyi/bu-telus2021>**

BARGAINING IS ABOUT MEMBERS' INVOLVEMENT

Your participation and support in this round of bargaining will be paramount to our success.

The first step you need to take is be informed by ensuring you are a part of the Local 1944 communications.

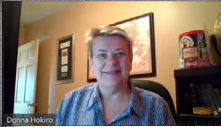
[Sign up](#) to our newsletters

[Sign up](#) to our text alerts

**Share our updates on social media using the hashtags
#RiseUp and #usw1944**

TELUS

USW LOCAL 1944 – TELUS BARGAINING COMMITTEE MEMBERS & USW REPS



Donna Hokiro



Ken Neumann



Omero Landi



Aaron Ma



Ashok Tripathi



Cory Anderson



Matt Rizzo



Richard Blais



Robert J. Briza



Ross Brown



Jayson Little USW



Scott Lunny

#RiseUp

From left to right and top to bottom: Donna Hokiro, Acting President; Ken Neumann, USW National Director (guest speaker); Omero Landi, Administrator; Aaron Ma, Ontario; Ashok Tripathi, Clerical AB; Cory Anderson, Plant AB; Matt Rizzo, Plant BC; Richard Blais, REO AB; Robert Briza, Quebec; Ross Brown, Trustee; Jayson Little, Staff Rep; Scott Lunny, Staff Rep; Cande Knoll, Clerical BC (picture missing)

MEMBERS SHOW SOLIDARITY

DAY OF ACTION IN SOLIDARITY WITH IBEW 213 MEMBERS ON STRIKE IN BRITISH COLUMBIA

On March 19, 2021, Regional Executive Officer BC Corey Mandryk, Local Union Representative BC Steve McWhirter and Staff Representative Jayson Little joined a physically-distanced rally with IBEW Local 213 members employed at Ledcor LTS.

It's already been a year and a half since IBEW Local 213 members have been on strike. They have walked their picket line since September 2019. It shouldn't take so long for any worker to get a fair collective agreement. #ShameOnLedcor! These workers perform contract work on Telus' fibre-optic network. It might seem counter-intuitive to support those who could be considered as our direct competitors, but the reason is simple, really: Local 1944 supports them because the less Telus' contractors are paid, the greater the threat that more of our work will be contracted out. **When these workers secure fair working conditions, it benefits us all.** This is true with every workplace, but even more so with workers at Ledcor LTS, whose working conditions have a direct impact on those of Telus members.

>>> TAKE ACTION: Sign the petition: Show your solidarity by signing the petition with a letter to Federal Labour Minister Filomena Tassi: <https://1944.fyi/amg>

>>> TAKE ACTION: Selfie pickets: Take a photo of yourself holding IBEW 213's [#ShameOnLedcor sign](#) (printable file) and share on social media using the hashtags #ShameOnLedcor #IBEW213 #FairContractNow #Telus

MEMBERS SHOW SOLIDARITY



From left to right: Staff Representative Jayson Little, Regional Executive Officer BC Corey Mandryk, and Local Union Representative BC Steve McWhirter



MEMBERS SHOW SOLIDARITY



SOLIDARITY RALLY WITH TEAMSTERS LOCAL 987 COCA-COLA PLANT WORKERS IN CALGARY, AB

On March 20, members from Unit 203 attended the rally organized by Health Sciences Association of Alberta (HSAA) in support of striking members of the Teamsters Local Union 987.

More than 250 members of the Teamsters Local are currently on strike in Calgary. These Coca-Cola workers have seen their hours outsourced to third-party contractors.

In addition to the United Steelworkers, also in attendance were CUPW, UNA, AUPE, IBEW, UFCW, the Alberta Federation of Labour's President Gil McGowan, and Alex Chevalier from the Calgary District and Labour Council.

– Submitted by Paul Hutchinson, Unit 203 Chair

>>> TAKE ACTION: Join the picket line: Show your solidarity by joining the picket line or honk your support when you drive by the Coca-Cola plant at 3851, 23rd Street NE in Calgary.

>>> TAKE ACTION: Social media: Use the hashtags #cokestrikeyc, #athirstforfairness and #athirstforjobsecurity

MEMBERS SHOW SOLIDARITY



Photo above: On March 20th, Paul Hutchinson, 2nd from the left, showed solidarity to Teamsters 987 Coca-Cola plant workers who have gone out on strike against their employer earlier this month, on March 15th. Their agreement expired on October 1, 2020.



Photo on the left: Stephen Coste, from Unit 203, on the picket line with Coca-Cola plant workers

USW SCHOLARSHIP 2021

APPLICATIONS ARE OPEN FOR THE DAVID ELLIS SCHOLARSHIP 2021

The David Ellis Scholarship is a health and safety scholarship award available to high school students who are the child or grandchild of a member of the United Steelworkers.

This year, **five scholarships of \$500 will be granted to help selected high school students continue their education** at university, college or another educational institution.

Participants may submit an essay or a YouTube video based on one of the two following health and safety themes:

- **Spreading the word:** How I would make high school students aware of their risks and their rights in the workplace.
- **How to be a workplace survivor:** My personal experience with health and safety on the job.

Submissions will only be accepted by email and must be received before June 30, 2021. Please note that the USW reserves the right to publish the winning essay or video in its publications or web sites.

[**SUBMIT YOUR APPLICATION HERE**](#)

Don't miss your opportunity to apply for one of the many USW scholarships! Visit their [web page](#) regularly, as more 2021 scholarships will be open soon for applications.



GET INVOLVED

HATE IS A VIRUS

Since the beginning of the pandemic, hate crimes and incidents of hate and racism against Asian-Canadians have increased dramatically. In Vancouver alone, Anti-Asian hate crime incidents rose by 717% from 2019 to 2020 according to a [police record](#) published earlier this year.

Discriminatory practices in society and in workplaces hurt working people, and weaken our Union. Racism and hate hurt more than the individuals it's aimed towards, it divides and sabotages the membership and society as a whole. Every time we working people fail to be united, corporations win and your rights are at risk. 1944 stands against racism and hate in all of its forms.

REMEMBER THAT WE ARE

HERE TO HELP: If you have experienced an incident of hate at work, please contact your [Local Union Representative](#). You can also email the USW Education and Equity Department at info@usw.ca.

BE AN ALLY: If you witnessed an incident, you can easily report it on the Fight COVID Racism platform.

[REPORT AN
INCIDENT](#)



IN OUR PROVINCES

MEMBERS IN ALBERTA AND IN BRITISH COLUMBIA CAN JOIN THE USW DISTRICT 3 NETWORKS

The USW District 3 created six networks, which members in Alberta and British Columbia can join in a few clicks:

- The USW District 3 [Women of Steel Network](#) is an opportunity for all sisters to connect with other sisters within their local and across Western Canada.
- The USW District 3 [NextGen Network](#) was created to inspire and connect all young members (35 and under)
- The USW District 3 [Veterans of Steel Network](#) is an opportunity for Veterans to connect.
- The USW District 3 [Political Action Network](#) engages members who are or who would like to get involved in political action and advocacy campaigns around worker issues.
- The USW District 3 [Steel Pride Network](#) brings together LGBTQ2SIA+ members.
- The [District 3 Network](#) connects all members from across Western Canada.

Members in Alberta and British Columbia can participate to each USW District Network as much as they want, using Slack and Facebook.

IN YOUR PROVINCES

SIGN THE PETITION TO PROTECT PENSIONS IN CASE OF BUSINESS BANKRUPTCY IN QUEBEC

When a company goes bankrupt, retirees often lose their pension rights. Banks and other investors have priority to dig in the remaining assets, leaving nothing but crumbs in the pension fund.

These tragedies occur for several reasons:

- The employer did not fund the pension plan adequately;
- Laws on pension plans did not oblige them to do so;
- In the event of bankruptcy, a pension plan and its rightholders are not considered priority creditors under the CCAA.

WHY BILL C-253?

Bill C-253 was introduced by MP Marilene Gill, who seeks to guarantee that company managers and owners cannot finalize agreements with creditors without having paid the outstanding sums due to employee/ex-employee pension and retirement funds. This would ensure that those who have worked entire careers to obtain their pensions do, in fact, receive the pension that they rightfully deserve, regardless of their employer/ex-employer's bankruptcy.

Steelworkers can help push Bill C-253 through by signing the petition. Support the campaign to make retirees priority creditors under the Companies' Creditors Arrangement Act!

SIGN THE PETITION

IN YOUR PROVINCES

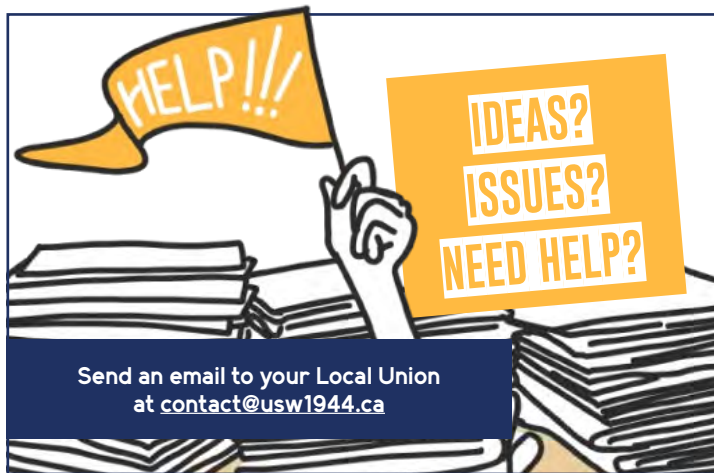
MEMBERS' CHILDREN IN ONTARIO CAN APPLY FOR THE USW DISTRICT 6 SCHOLARSHIPS 2021

Members in Ontario are part of the United Steelworkers District 6, which offers annual scholarships. This year, 2 scholarships are currently open for members' children to apply, the [Norma Berti Education Scholarship 2021](#) and the [Peter Leibovitch Scholarship 2021](#).

Both scholarships are worth \$1,000 each, granted to the child of a Steelworker member in District 6. Applicants must be enrolled in a full-time course of study leading to a diploma, certificate or degree from any publicly recognized college or university.

Requirements: Applicants to the scholarships must fill out an application form and submit a 750-1,000 words essay (French or English) on a defined topic.

Applications and essays must be submitted by June 30, 2021



Send an email to your Local Union
at contact@usw1944.ca