



President Donna Hokiro

LET YOUR UNION LIGHT SHINE BRIGHT

“As 2021 comes to its end, I wish to express my gratitude for all of the work that you have been doing on behalf of each other, how you continue to show up for each other whether in grievances as Stewards or at your Unit meetings or perhaps as a member of one of our committees or maybe all three. Thank you for the work you do, and thank

and you did. If you were in the field, you went into care homes, hospitals, and other dangerous situations, potentially putting yourself and those that you love at risk.

You did all of this, not for the glory or the fame, but because deep in your hearts, you are the very best of our society and want only to help those around you.

Let this, my message, be received as one of hope and optimism; as we look around, we see the world swiftly changing around us, the pendulum is finally swinging back to favour unions, we see it with Starbucks and Amazon employees, and now Kellogg’s; they climbed mountains and they still are, you cannot win a war against a giant and its union-busting tactics just by wishing upon the stars. It’s not about faith nor luck, it’s about solidarity and action. So they held on tight and they held onto each other and onto the labour movement, and more importantly, to the idea that what they were doing was possible. There is nothing we cannot achieve as long as we do it together, but it won’t happen on its own. We must each harness the fury from within, and we must be furious. We must take a stand; we must remain strong and solid.

Yet, there is grace in knowing the magnitude of this moment because we are the ones that we’ve been waiting for. We have been our own heroes this past couple of years, but that, my friends, was simply a prelude to what’s coming. Nothing can stand between us and a fair and decent collective agreement, one with gains for everyone. No one wins unless everyone wins, and Local 1944 isn’t leaving anyone behind. If we want a better deal for ourselves how do we get it? We stick together.

2020 and 2021 were years like we never experienced before, and many of us have felt the exhaustion of it all. It doesn’t take a crystal ball to picture that 2022 will be full of challenges, maybe the biggest the Local has to face yet. So may the holidays be a time to unwind and rejuvenate; in the coming year, we cannot let ourselves relent. If we learned anything from the pandemic, it is that we can go through anything when we proceed with certainty and solidarity.

You never know when your activism spark becomes a flame, and you become a bonfire. So I ask you now, let that day be today, and let this time be the time. Let your Union light shine bright.

On behalf of the National Executive Board, blessings to you and yours for the holiday season.”

— President Donna Hokiro

you for the work that you will be doing.

As you know the Local has been setting up a fantastic communications tool called the Project for United Membership Action (PUMA) network. Your internal networks also contribute to the conversation, and activism is spiking.

The message is clear, when we walk in lockstep and come together, we win the day. And the day must be won; we have no choice, we can wait no longer. My friends, we are indeed family in fact, and there is a wolf at the family door, and that wolf is Telus. They are hell-bent on coming for the little we have left. Reducing us to a mere afterthought after they steal every little bit that they can. In the name of corporate greed, they want it all — every last thing.

As you know, the last number of years has seen turmoil atop of turmoil, but we did not buckle. We did not surrender. Instead, we looked inside of ourselves and pulled forth the fire from within, and forged a path, one of strength and of Unity. After all, we are as Strong as Steel!

You are heroes, all of you. You took calls when the world was frantic. It was you that were on the front lines experiencing the worst of it, sometimes people were upset they didn’t know which way was up, and it was you that soothed those people. You were forced to quickly shift from working in-office to working in your homes if you didn’t already, sometimes merely from your kitchen table, maybe with children at home that you also had to home school. You were pulled in too many different directions, and yet you continued to execute excellence, just like always.

When other countries shuttered, you were forced into an unimaginable situation, the pressure to pick up all of the slack,

IDEAS? ISSUES? NEED HELP?

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

LOCAL UNION DELEGATED MEETING

The Local Union Delegated Meeting (LUDM) was held at the Coast Coal Harbour Vancouver Hotel, on December 7th–9th, with 93 delegates, guests and staff in attendance. It was the first convention since March 2018, and delegates had the chance to meet again in person after what seemed like forever.

Delegates heard from National President Donna Hokiro and a report on the Local's healthy Financials from Secretary-Treasurer Michael Phillips: "Please be assured that you now have a powerful Local that has the resources and ability to support you in your mission to gain justice at work for yourselves and for your coworkers," concluded Brother Phillips.

Delegates learned about the legal requirement of employers to ensure a psychologically-safe work environment from guest speaker Tamara Ramusovic, and about survival and about the impact that any one of us can have in helping, or even saving, the lives of others in times of need from guest speaker Mark Henick.

National Vice President Pierre-Luc Dick, Chair of the Resolutions Committee, presented Delegates with 17 resolutions for debate. These resolutions dealt with headquartering, the LUDM delegate entitlement formula, allowing greater educational opportunities, and supporting our NextGen members.

Delegates who are members of the Telecommunications Workers Pension Plan (TWPP) heard the candidates' speeches and voted for the Plan's Trustee; Local Union Representative BC Chris Stephens was re-elected to a six-year term.

Delegates heard reports from Local 1944's Committees: Women of Steel, NextGen, Civil and Human Rights, Worker's Compensation and Health and Safety, and Political Action.

This was an invigorating and inspiring convention, thanks to all who attended and brought their energy during this fantastic week of strength and solidarity!

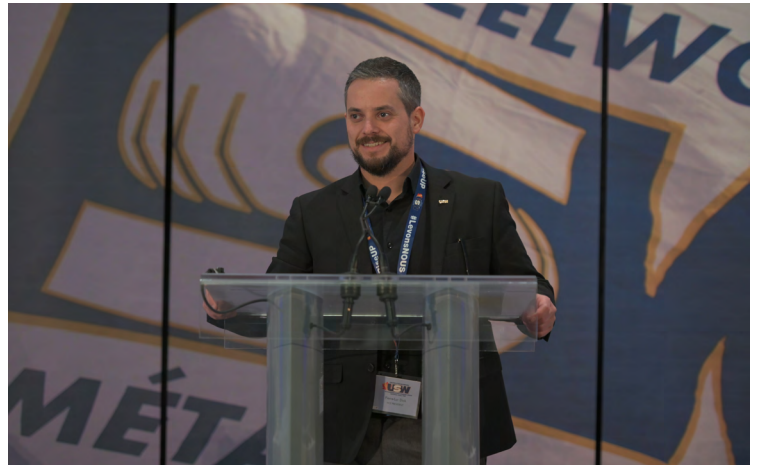
All the pictures at <https://flic.kr/s/aHsmXegjMu>



LOCAL UNION DELEGATED MEETING



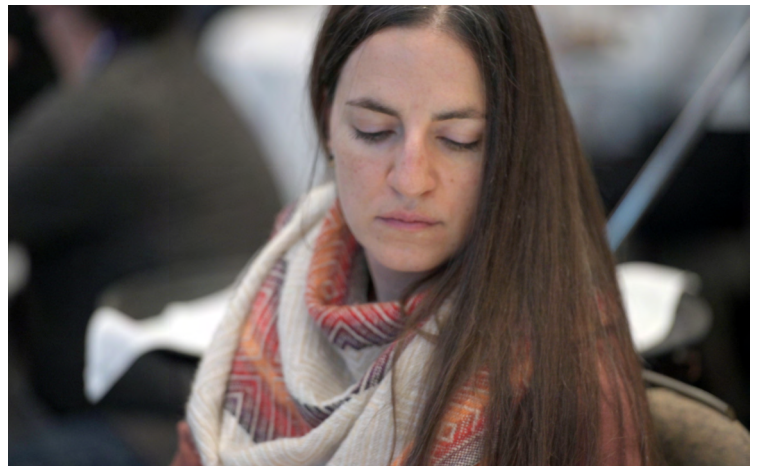
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LUDM: RALLY AT TELUS' HEADQUARTERS

On December 8, Delegates to the 2021 Local Union Delegated Meeting and USW District Directors as well as the Canadian National Director took to the streets of downtown Vancouver to hold a large rally in front of Telus Garden — Telus executive offices. With bargaining underway (see next page), the rally was the perfect opportunity to call loudly and ostensibly for a fair and improved Collective Agreement for all members working at Telus.

"We want to work with you, but we want a fair contract now!" said National President Donna over the megaphone for Telus management to hear. "We will rise up!"

No doubt that this show of solidarity caught Telus' attention. The Local Union is here to fight for job security and better working conditions! #RiseUP #LevonsNOUS

(Re)Watch the video of the rally at <https://1944.fyi/6f5>



LUDM: RALLY AT TELUS' HEADQUARTERS



TELUS' RESULTS KEEP IMPROVING; SO SHOULD OUR WORKING CONDITIONS!

Early November, Telus [reported](#) its operational and financial results for the third quarter of 2021. The quarter was characterized by higher revenue and earnings as the company added new wireless customers and raised its dividend payout. The company added 320,000 customers, including 135,000 mobile phones and 110,000 connected devices, along with additions to its internet, security and television customer base. This is an increase of 43,000 from 2020, and "an all-time quarterly record" stated Darren Entwistle.

"Our team once again achieved strong operational and financial results in the third quarter," said Entwistle. "Telus' continued execution excellence was again characterized by the consistent combination of industry-leading and profitable customer growth, resulting in strong financial results across our business." Telus' revenue for the quarter reached \$4.25-billion, up nearly 7% from the year-earlier quarter.

MEMBERS IN BC EXPECT MORE THAN THANK YOU IN PRESS RELEASE

Entwistle cannot help but publicly brag about the company's "globally leading customer-centric culture" and his "highly engaged team and their passion for delivering outstanding connected experiences."

The Local acknowledges Telus' gesture as it [committed](#) \$1 million to support the communities that were affected by the floodings in BC. Telus technicians worked "around the clock to maintain our network under the most challenging of conditions to ensure British Columbians can stay connected." "Our Telus team is deeply committed to giving back to the communities where

"Remember you are a hero. You stood in solidarity through a pandemic and kept people connected. We all should be proud of that, and I wish the company was as proud of us as we are of ourselves. The Union demands that they hear us and see us and support us in our careers and jobs and working conditions.

Our Reality Check survey revealed that members want job security; they are tired of watching their jobs fall away while Telus generates billions of dollars and still: gets \$36.8 million in government subsidies during the pandemic; make no mistake the work is still there we just aren't the ones doing it, it's shameful is what it is."

— President Donna Hokiro, [first episode of Strong As Steel Podcast](#)

we live, work and serve [...]," said Entwistle. "I am grateful to our team for continuing to demonstrate that when things are at their worst, Canadians can count on Telus to be at its very best, offering our resources and human compassion to help our fellow citizens in need." Canadians can count on Telus indeed, but can Canadian Telus employees count on Telus? Local 1944 notes and regrets that the company doesn't do much to improve the working lives of those who make the company's success. Business is not a one-way street. Enough with the talking, enough with the praising, Telus must start treating its employees with respect! Stop with the concessions already. FAIR CONTRACT NOW!

AN UPDATE ON 5G

Telus spends heavily on 5G; as of June 30, 2021, its network covered around 36% (13.4 million) of Canada's population. The company commits to investing an additional \$40 billion for 5G network technology components, with the objective of reaching over 600 urban and remote Canadian communities by the end of 2021. Building and maintaining this new network is all the more reason to defend fairness and our jobs! These jobs must be done by Local 1944 unionized employees!



USW District 5 Director Dominique Lemieux, Staff Representative Jayson Little, and USW District 5 lawyer Julie Hébert

#RISEUP! SHOW YOUR SUPPORT!

[Download the #RiseUp poster here](#), take a picture or selfie and email it at communications@usw1944.ca



Thanks to the staff at the USW Canadian National Office in Ontario for their support

STRONG AS STEEL

LOCAL 1944'S PODCAST

YOUTUBE: STRONG AS STEEL PODCAST

FACEBOOK: @STRONGASSTEEL1944

**The first 2 podcasts are available online!
Click on the pictures below to watch.**



2021, A YEAR IN PICTURES



On February 3rd, members from Unit 60 Shaw Abbotsford gathered outside of their compound for a Practice Picket Rally.



February 3rd: Unit 60 Shaw Abbotsford's picket practice with support from USW District 3 and IBEW 213.



On March 8th, members from Unit 60 Shaw Abbotsford voted 85.7% in favour of ratifying a collective agreement with their employer.



March 8th: Members from Unit 60 Shaw Abbotsford cast their votes.



On March 19th, Regional Executive Officer, Local Union Representative and Staff Representative from Local 1944 joined a rally with IBEW Local 213 members employed at Ledcor LTS.



On April 22nd, eligible members of Local 1944 elected the Local's Executive Board and their Unit's Officials. The Election was supervised by the Election Committee, composed of three Tellers: Stacey Sherback (Unit 60), Ronald Macaraeg (Unit 502) and Vickie Blackburn (Unit 601)

Send your photos at communications@usw1944.ca

2021, A YEAR IN PICTURES



On August 16th–19th, members of the USW Local 1944 – Telus Bargaining Committee met in person in Burnaby, BC.



On September 19th, Unit 60 held its Annual Golf Tournament, at the Surrey Golf Course, BC.



Early November, the USW Local 1944 – Telus Bargaining Committee met again at the head office in Burnaby, BC.



In November, the Strong as Steel Podcast team released its first episodes. The team is composed of 3 hosts, Trustee Ross Brown, Katrina Macleod from Unit 32 (top), and sound/video editor and producer, Tyler Christiaens from Unit 7 (bottom).



On November 24–26, 2021, delegates from Local 1944 attended the United Steelworkers / Métallos 57th Annual conference in Saint-Hyacinthe, QC (see next page).

Send your photos at communications@usw1944.ca

USW DISTRICT 5 MÉTALLOS CONFERENCE

On November 24–26, 2021, Vice President Pierre-Luc Dick, Local Union Representative QC Alexander Livingston, Louise Banville (601) and Danis Bouffard (602) attended the United Steelworkers 57th Annual conference in Saint-Hyacinthe, QC. Delegates from Locals across Quebec gathered for 3 days filled of good discussions, diverse and interesting panels, and constructive resolutions.

Former Quebec Premier Lucien Bouchard addressed the participants with a very interesting presentation on what it means to be a political decision-maker and how grassroots trade unionists can get in touch with them. A panel discussed the relationship between members and their Union.

Mélanie Laroche, professor of industrial relations at the University of Montreal and member of CRIMT - Center for Interuniversity Research on Globalization and Labour, gave a presentation that challenged delegates' ideas. She addressed topics such as finding and educating the new generation of union activists, the renewal of union action, anti-union strategies, treatment disparities, inequalities, the duration of collective agreements and changes in collective bargaining. There was a very enthusiastic discussion with delegates following her presentation.

Another engaging presentation was delivered by USW Education Co-ordinator Maude Raiche on domestic violence, and the tragedy which took the life of our Sister Nadège Jolicoeur from USW 9400. A fundraiser collected tens of thousands of dollars which will be donated to her orphaned children.

Read the 2021 resolutions and documents, and watch videos from the conference [here](#).



Vice President Pierre-Luc Dick, USW Local 1976 Business Agent Pierre-Richard Joseph, Louise Banville (601), Danis Bouffard (602) and Local Union Representative QC Alexander Livingston



USW National Director for Canada Ken Neumann and District 5 Director Dominic Lemieux

MEMBERS HAVE THE FLOOR



“On the Wednesday of Convention week, I was overcome with emotions when my ‘ride-or-die’ sister Cande Knoll went to the mic in the Good of the Order at the end of the day and called me to stand beside her. She read a letter that Unit 51 had created to thank me for all my 20+ years of service as a union activist and the continuing work that I do in the community now, as a City Councillor for Port Coquitlam. She reflected on what I had done on the worksite, doing such things such as a decade priming the annual Pink Shirt Day on the worksite, up to being the recipient of the USW International Jefferson Award in 2017, and lastly the recipient of this year’s United Way NWDLC Labour Appreciation Award.

I was touched by the two scarves she presented to me of Rosie the Riveter; one was a white lady the other a woman

of colour. She said “one is me and one is you!” I cried. When I looked around the entire room was standing up clapping. I am eternally grateful to call Cande my lifelong friend and sister. I love her dearly!

Thank you to Scott Lunny (District 3), and Donna Hokiro (President Local 1944) for the kind words as well to the delegates and guests in attendance! It was very uplifting to see so many friends from across Canada that I haven’t seen in several years. Each of us have a special bond. My heart is full! #Riseup”

– Nancy McCurrach, retired member from Unit 51

Thank you so very much for the \$1,000 retirement cheque. I was truly blessed to be a part of such a wonderful union family. I made many lifelong friends, grew as a person and was grateful to attend many union conventions and training sessions.

My time as an activist will always be near and dear to me.

Thank you for all the support and guidance over the last 32 years. In solidarity,

– Tammy Smith, retired member from Unit 52 and 51

CLIMATE AND OUR COMMUNITIES

Severe flooding in British Columbia destroyed transport and telecommunications infrastructure, leaving communities stranded in the Interior and the Fraser Valley. This flooding reinforced concerns over climate change, especially as it hit a few months after the province was ravaged by a deadly heat wave and wildfires this summer, which burned 868,000 hectares of land.

The economic impact went beyond the province's limits, affecting companies across the country. The floodings challenged the resiliency of Canadian supply chains, and the resulting shutdowns complicated shipping routes.

"Please know that my thoughts are with each of you, and your families, whose lives are being up-ended and whose homes have been damaged due to this unprecedented event," wrote President Donna Hokiro to members living in the province. "When we know that our members are facing challenges like this, the Local always reaches out to determine whether our members are all safe, and whether there is any assistance the Local can provide. You are part of a USW family that is looking out for you, and willing to support you when you need it."

"On November 17, I dropped off 6 bags of blankets, pillows, jackets, toques, sweatshirts, socks, flats of water, apple juice and cases of granola bars on behalf of Local 1944, to the Langley Christian Life Assembly church. They have partnered with Sky helicopters, who was flying the supplies into Hope, BC, that afternoon, to the church location where people would be able to go and get anything they needed.

A teammate shared this charity drive news with me and I immediately went on a collection spree all day. I did another drop off the following day as I had more people dropping off bags of these necessities and water to my house that night. We wanted to do what we could to help those in need.

The community support was amazing. The church had another van completely full, and cars were pouring into the parking lot with people bringing more. It was very heartwarming to see in such a devastating time."

— Submitted by Elana Felty, Unit 51 Chair



Photo courtesy of Elana Felty, Unit 51

Above and below: Photos courtesy of Jordan Mohle, Unit 8



THE SHF PROVIDES SUPPORT TO THE VICTIMS OF THE FLOOD

The [Steelworkers Humanity Fund](#) (SHF) contributed \$50,000 to United Way British Columbia's flood response efforts, in order to provide support to victims of the floods in BC.

"Entire communities, many of them in which Steelworkers live and work, have been affected by the floods" said Ken Neumann, retiring USW Director for Canada and President of the SHF. "A variety of programs and essential services will be critical as BC residents recover physically and emotionally from the devastation of flooding, and we encourage others to donate available resources and time to those in desperate need today."

USW DISTRICT 5'S PODCASTS ABOUT CLIMATE CHANGE

The 26th UN Climate Change Conference of the Parties (COP26) was held in Glasgow from October 31 to November 13, 2021. At this occasion, USW District 5/Métallos sent a delegation of members amongst which Environment Officer Martin L'Abbée was part of. Brother L'Abbée recorded 3 episodes, to tell the story of what was going on there and what the unions were trying to achieve in the agreement.



[LISTEN TO THE PODCASTS ONLINE](#)



During the floods in BC, members at Shaw and Telus worked tirelessly on telecommunications network repair and maintenance, keeping people in our communities connected.



Thanks

to all

Telecom Workers

for keeping our

communities

connected!

WOMEN OF STEEL

DECEMBER 6: NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

On December 6, 1989, fourteen young women were murdered at École Polytechnique in Montréal, simply for being female. This horrendous and unforgivable act of violent misogyny led the Canadian government to designate December 6 as the National Day of Remembrance and Action on Violence Against Women. Every year, on this day, we remember:

- Geneviève Bergeron (born 1968), civil engineering student
- Hélène Colgan (born 1966), mechanical engineering student
- Nathalie Croteau (born 1966), mechanical engineering student
- Barbara Daigneault (born 1967), mechanical engineering student
- Anne-Marie Edward (born 1968), chemical engineering student
- Maud Haviernick (born 1960), materials engineering student
- Maryse Laganière (born 1964), budget clerk in the École Polytechnique's finance department
- Maryse Leclair (born 1966), materials engineering student
- Anne-Marie Lemay (born 1967), mechanical engineering student
- Sonia Pelletier (born 1961), mechanical engineering student
- Michèle Richard (born 1968), materials engineering student
- Annie St-Arneault (born 1966), mechanical engineering student
- Annie Turcotte (born 1969), materials engineering student
- Barbara Klucznik-Widajewicz (born 1958), nursing student

"We can never forget and must always strive to do and be better and must always, always stand against any and all forms of violence," said President Donna Hokiro. "I am proud of the work that the Steelworkers have done in combating violence against women in the various ways that we do. Be More Than a Bystander Program is one such example, and Local 1944 is pleased to participate in and assist wherever we can to ensure the success of this and other such initiatives."

The economic recession provoked by COVID-19 has increased unemployment and loss of income, factors that are particularly dangerous for women in abusive relationships. Economic control is often a key tool for abusers and when faced with financial insecurity, victims may choose to stay with their abusers. Gender-based violence has increased since the pandemic first hit and police services, shelters, and local organization reported an increase in calls related to gender-based violence across the country.

It's time to take action. It takes everyone to play a part in tackling gender-based violence: first by educating ourselves about it, then by giving a voice to survivors to inspire our actions and enable us to speak up against harmful behaviours.

USW RESOURCES ON GENDER-BASED VIOLENCE:

Domestic violence, harassment, workplace violence, list of support services, violence prevention guide, online resource that provides help to women and children across the country... [Check out the USW resources](#)

DID YOU READ THE USW ACTION GUIDE? The USW Action Guide for Raising the Bar on Women's Health and Safety has sections on Sexual and Other Harassment, Domestic Violence, and Sexual Violence.

[Download the USW Action Guide](#)



YOUR WOMEN OF STEEL COMMITTEE IS HERE TO HELP!

All women who are members of the Union are considered Women of Steel. Please reach out to your [Local 1944 Women of Steel Committee](#).

At any time if you need help, please reach out to the Union by email at contact@1944.ca or by phone at 604-437-8601.

reveal your inner
WOMAN OF STEEL

Find our clothing & accessories
at <https://shopusw1944.ca>





**YOUR EXECUTIVE BOARD MEMBERS
WISH YOU A HAPPY HOLIDAY SEASON
AND ALL THE BEST FOR 2022**

