

SUPPORT YOUR TELUS BARGAINING COMMITTEE BY STAYING INFORMED



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#RiseUP #LevonsNOUS

BARGAINING WITH TELUS HAS BEGUN!

Your USW Local 1944 – Telus Bargaining Committee is currently meeting in person at the head office in Burnaby, BC, until November 5, 2021.

The Bargaining Committee met with the company on October 26 and 27. Unsurprisingly, Telus seems set on its old “profit at all costs” methods, but the Union is ready to fight back to improve the collective agreement and to protect our jobs.

We demand better. Together we shall #RiseUP!

Check your Bargaining Updates at
<https://1944.fyi/bu-telus2021>



USW LOCAL 1944 – TELUS BARGAINING COMMITTEE MEMBERS & USW REPS



From left to right and from top to bottom row: Ross Brown, Trustee; Scott Lunny, Staff Rep; Omero Landi, Staff Rep; Donna Hokiro, President; Jayson Little, Staff Rep; Shaker Jamal, Staff Rep; Richard Blais, REO AB; Brent Armstrong, Plant BC; Cande Knoll, Clerical BC; Robert Briza, Quebec; Cory Anderson, Plant AB; Aaron Ma, Ontario; Ashok Tripathi, Clerical AB



WOMEN OF STEEL COMMITTEE'S BURNOUT PUBLICATIONS

In 2020, Local 1944's Women of Steel Committee released [four publications](#) with a focus on burnout which could be affecting any member, regardless of gender. The [United Steelworkers recently shared](#) these publications with the broader membership.

Members at Telus are now in bargaining with their employer, and everyone's mental health is critical to our success!

"Ultimately, we want the employer to rethink some of the things they're doing and we hope we can address these issues in bargaining," said President Donna Hokiro. "We'll certainly be bringing them to the table."

If you haven't done so already, **please take some time to read these publications:**

Publication #1: [Burnout, Anxiety, Stress and Depression](#)

Publication #2: [Living with Burnout – Self-care](#)

Publication #3: [How burnout could affect you at work?](#)

Publication #4: [When self-care isn't working, what's the next step?](#)

The Women of Steel Committee is here to help! womenofsteel@usw1944.ca

DOMESTIC VIOLENCE

Domestic violence is any form of physical, sexual, emotional or psychological abuse, including financial control, stalking and harassment. It occurs between opposite or same-sex intimate partners, who may or may not be married, common law or living together. It can also continue to happen after a relationship has ended.

This material can be found in the USW Action Guide for Raising the Bar on Women's Health and Safety, which can be read and downloaded [here](#).

A survey of over 8,400 Canadian workers showed that one-third had experienced domestic violence in their lifetime. Among those, female, transgender and Indigenous respondents, those with disabilities or a sexual orientation other than heterosexual had higher rates.

Among those who experienced domestic violence:

- 38% reported that domestic violence affected their ability to get to work
- 53.5% experienced domestic violence at or near the workplace, because the abuser sent abusive telephone calls, texts and emails, stalked them in workplace parking lots and at entrances or entered the workplace itself

Domestic violence is a hazard to women's health and safety at work because the perpetrator can enter the workplace, hurting his target as well as other co-workers.

But it is a hazard in another way: perpetrators are workers, too. And research has shown that many will think about, plan or engage in violence while at work. While distracted and preoccupied, perpetrators can cause incidents that harm themselves and others.

How can we take action in our Local Union?

- Elect or appoint women to union and joint health and safety committees.
- Ask women in your workplace about their experience with hazards, their concerns and their suggested solutions.
- Listen to what women workers tell you, respect their voices and take action on their concerns.
- Use [USW's bargaining guide on domestic violence](#) to bargain good language into the collective agreement to support members experiencing domestic violence. Model language includes, among other things: paid leave days and protection from discipline.
- Create a system of women's advocates or equity advocates in your local union. USW offers a training course for members so that they can recognize the warning signs and risk factors of domestic violence; support members who are experiencing domestic violence and refer them to community-based services and experts; help local union stewards, health and safety representatives and other leaders understand how to work with the employer to keep members safe and how domestic violence can affect discipline complaints.
- Build members' awareness about domestic violence at work.
- Meet with the employer to develop workplace accommodation measures for members experiencing domestic violence. Such measures can both increase safety and help the member balance work and family responsibilities (changes to the work schedule, work location, telephone number and email address; call-screening; ability to keep personal items like clothing and ID at work; etc.).



stand.



speak.



act.

Are you a male member in Ontario? Become a USW's

'BE MORE THAN A BYSTANDER' FACILITATOR

[Submit your application](#) by November 17, 2021

Those ultimately selected as spokesmen will attend a training session to be held early in 2022 in Ontario.

LOCAL 1944 SCHOLARSHIP RECIPIENTS 2021

Four scholarships valued at \$1,000 and three scholarships valued at \$750 are awarded each year by Local 1944 to students who have displayed exceptional community involvement, leadership abilities, and dedication to academic excellence.

We are proud to present this year's Scholarship recipients.

Karina Kumar from Surrey, BC, will be studying Biomedical Engineering Undergraduate Degree at the University of British Columbia (\$1,000).

Kiran Senghera from Burnaby, BC, will be studying Faculty of Arts at the University of British Columbia (\$1,000).

Ron Espiritu from Ajax, ON, will be studying Integrated Health Science and Biomedical Engineering at McMaster University (\$1,000).

Eric Song from Coquitlam, BC, will be studying Biomedical Engineering at the University of British Columbia (\$1,000).

Samantha Dawe from Angus, ON, will be studying English Undergraduate Degree at the University of Ottawa (\$750).

Samantha Tucker from Campbell River, BC, will be studying Bachelor of Science - Biology at Acadia University (\$750).

Jacqueline Sommer from Abbotsford, BC, will be studying Bachelor of Science - Behavioral Neuroscience at the University of British Columbia (\$750).

SEIZE SCHOLARSHIPS OPPORTUNITIES!

Every year, members of Local 1944 and their families are eligible for several United Steelworkers scholarships and paid internships. You can apply for both Canada-wide opportunities and the District awards.

More information at usw1944.ca/scholarships



NEXT YEAR, APPLY FOR FINANCIAL AID FOR POST-SECONDARY EDUCATION!

The annual USW Local 1944 scholarships offers members' children 3 educational scholarships of \$750, and 4 scholarships of \$1,000 for any post-secondary public institution.

SHOP STEWARD LEVEL 1 COURSE



Michelle Ravary
REO ON and
USW facilitator

Thanks to Regional Executive Officer ON Michelle Ravary for sharing information for this article. Sister Ravary was one of the facilitators for the 2021 Shop Steward Level 1 classes. Becoming a facilitator was something she always wanted to do, so she took every opportunity to attend USW courses to best learn how to facilitate them when the time came. She took the Shop Steward 1 and 2, Steelworker Vote, eventually leading the facilitator training itself. Michelle is a member of the Executive Board and enjoys the portfolio - Leader and Liaison Co-Ordinator for the Education Committee and is currently the Membership Engagement Officer.

“From March to October 2021, 200 members attended the Shop Steward Level 1 Course. It was designed by Regional Executive Officer QC Robert J. Briza and Trustee Jennifer Turner, with the assistance of USW Education & Equality Department Head Adriane Paavo and USW Staff Representative

Dayna Sykes. It’s the first time a USW Shop Steward Course was designed for the specific needs of Local 1944’s members, and its preparation required a lot of work.

Facilitators to this course were myself, Regional Executive Officer BC Alina Gherghinoiu, Trustee Natasha Aodan, Michelle Dey (Unit 51), and Mike Goodmurphy (Unit 35). Sister Turner and Brother Briza were initially involved in the few first sessions as the technical people until those duties could be easily undertaken by the instructors themselves. Each class was facilitated by a pair. Sometimes we participated with another facilitator from District 6. President Donna Hokiro greeted participants at every class and got everyone pumped up and ready to go. Each class ran over the course of three days, for about seven hours each day. Video conferencing with Zoom allowed for many breakout rooms where exercises can be prepared. We had very good participation, members really enjoyed the course.

Despite offering the class in French which was filled to capacity, many members from Quebec attended our English offerings. We had fifty Stewards who came for a refresher, and they came away learning something new. After the course, new Shop Stewards receive information on who their Unit Officials and Local Union Representative are; additionally, their Unit Chair is informed that the Unit has a new Steward. We are also planning a Level 2 course in the future after these initial skills are put to good use.

We followed up with a town hall which all new stewards were invited to attend to meet many Local Union Representatives as well as Staff Representatives, all three Table Officers were in attendance to answer any and all questions and to continue to provide ongoing support.

WHAT DO PARTICIPANTS LEARN DURING THE CLASS? They learn the role of the Steward, workers’ rights, the grievance procedure, how to investigate, how to navigate the collective agreement and to use it better. The collective agreement can seem intimidatingly complex at first so an expanded knowledge of it – that’s a very important part. They also learn more about the Union and their very important role in it.

IN SHORT, WHAT DOES A STEWARD DO? The role of a Steward is to participate in investigative meetings, to follow the grievance process. They protect members and ensure that the Collective Agreement is respected. They are the extension of the Local Union in the workplace. They defend, protect, and help build solidarity in the workplace.

We are really proud of everybody who has taken the class.”

Are you interested in becoming a Shop Steward? [Learn more about it on our web site.](#)

DID YOU KNOW?

New Shop Stewards at Telus can now attend investigative meetings or grievance meetings as non-participating observers to build experience before eventually being in the official Steward role at such meetings.

This is an opportunity for new Stewards to observe how more tenured brothers and sisters conduct themselves to get a feel for different styles of stewarding.

This new official practice will help Units develop the most effective Stewards possible to best represent the membership’s rights and interests.

STUDENTS TALK ABOUT THEIR EXPERIENCE

“Great course.”

“Fantastic for being over Zoom. Material was really presented and delivered well... Kept me duly engaged.”

“Highly recommend. Will be telling colleagues to sign up as well. Looking forward to being a Shop Steward and being able to support my coworkers. In addition, I am very passionate about boosting Union engagement in Northern BC. Thanks for the opportunity!”

“Michelle and Michael are super friendly and knowledgeable. They make the course fun and understandable.”

“The course was well constructed, delivered, and allowed for lots of Q&As.”

DO YOU WANT TO KNOW MORE ABOUT YOUR RIGHTS?

“The best thing for somebody who is new and doesn’t really know what the Union is about or what is going on is to come to a Unit meeting. It’s definitely a good place to start. They’re also easier to attend now, because it’s all through Zoom. All you need to do is click the link on your computer or phone.”

“I was interested in taking the course to learn more about the Union and what is offered to the members. Also I had a bad personal experience at work that encouraged me to learn about my rights as a Union member and to help my colleagues with knowing their rights.

The course was excellent and I gained a valuable knowledge that boosted my confidence to stand up for myself and others. I also realized the Union is more effective if the members are more active and standing together as one. The course inspired me to try to be active as much as possible to stand up with my brothers and sisters.

I would recommend the course to others because they might be like me and hear about the Union in general; but knowing the specific cases when the Union stood up for its members makes a big difference.

I was interested in many topics but I was surprised to learn that corporations don’t play by the rules all the time; we need to remind them to play by the rules they signed up for.”

– Submitted by Mueiz Elkhatim, Unit 7

SOLIDARITY

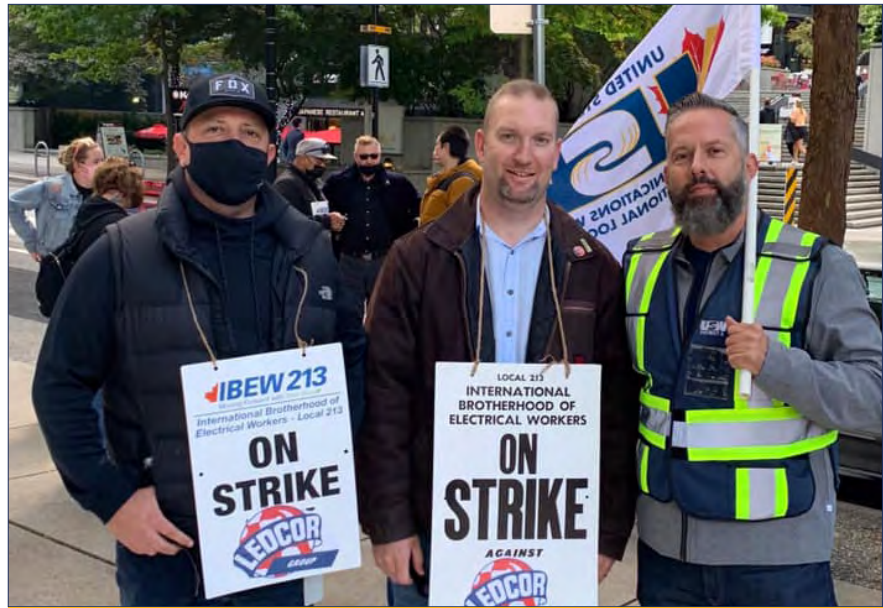
RALLY IN SOLIDARITY WITH IBEW 213

On October 1st, 2021, IBEW 213 members working at Ledcor rallied in downtown Vancouver, BC. Telus Technicians at Ledcor (LTS Solutions Ltd.) have been on strike since Sept 30th, 2019 fighting for their employer to respect their chosen bargaining agent and settle a first collective agreement. TWO YEARS TOO LONG!

Telus' race-to-the-bottom with technicians' wages and working conditions affect all members, whether they are USW Local 1944 or IBEW 213. Low pay for Telus' contractors mean more contracted out work. Supporting these workers is vital to our own bargaining with Telus.

"I was glad to support IBEW 213 and the unionized workers at Ledcor LTS who have been trying for 4 years to get a first collective agreement!" said Jayson Little, Staff Representative. "Justin Trudeau, it's time to support bringing in anti-scab legislation and level the playing field for workers! Enough is enough."

Show your support on social media: #IBEW213 #FairContractNow #ShameOnLEDCOR



Above: Business Representative at IBEW 213 Dustin Brecht, Assistant Business Manager at IBEW 213 Robin Nedila and USW Staff Representative Jayson Little

MEMBERS HAVE THE FLOOR

"Just a little note but it comes with great big thanks to all TWU Local 1944. I would also like to thank all of the Union sisters and brothers who work tirelessly to keep our Union as great as it is. Thank you for my retirement gift. In Solidarity,"

— Submitted by Penny Adey, retired from Unit 52

Below: Members driving around the Lower Mainland who would happen to see Ledcor/Telus trucks (scabs) working, please contact Robin Nedila indicating location and hour at rnedila@ibew213.org. This could help the IBEW 213 deploy picket lines accordingly.



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