

1944@Work is a USW Local 1944 publication - Editor: communications@usw1944.ca
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COLLECTIVE AGREEMENT RATIFIED

A Tentative Agreement was ratified, following a 21-meeting voting process that took place between March 9th and March 16th. The Tentative Agreement was supported by 70% of those who cast a ballot. Notably, 82% of eligible voters registered for the vote, and 70% of eligible voters casted a vote.


WE GAINED:

- ✓ Pay provisions for employees absent from duty now applies to all members.
- ✓ A standardized Union introduction for all members.
- ✓ Domestic Violence Leave.
- ✓ Increases, long overdue, to per diem rates, boot allowances, and premiums.
- ✓ Resolved the COLA grievance and secured retro pay for approximately 350 members backdating to 2021. This will add upwards \$660.00 for each of these members onto their May 4 pay period, equaling more than a quarter million dollar payout overall. Affected members' wages will incorporate the 2021 COLA increase permanently.
- ✓ \$10,000 lump sum payment for members (this lump sum wasn't in exchange for any CBA provisions).
(Retro pay= Average wage \$30.68 x 1950 hours = \$59,826 x 3% retro for 2022 = \$1,794.78)
- ✓ Wage increases of 3%, 2.5%, 2%, 2%, 2%
- ✓ Enhanced Technological Change Protection.
- ✓ Duration shortened by 7 months to March 31, 2027.
- ✓ Language allowing our stewards to participate in Investigative Meetings.
- ✓ Ability to remove Letters of Concern.
- ✓ The automatic removal of sunsetted discipline.
- ✓ Health benefits and wages for Appendix C.
- ✓ A VDU break for Appendix B consistent with Appendix A.
- ✓ Prescriptive wage administration language for Appendix B.
- ✓ For 2023 only: members receive an additional top-up to their Well-Being or Health Spending Account of \$500 (This modification was gained during the CA transition with Union endorsement).

WE WERE ABLE TO PROTECT LANGUAGE DEALING WITH:

- ✓ Vacation entitlements for both Appendix A and B.
- ✓ Callout and standby language.
- ✓ Overtime for work on holidays, and elsewhere.
- ✓ Shift differentials such as split shifts.
- ✓ Protected the wage rates for members, through advanced red-circling language.
- ✓ Vacation allotment maintained at 20%, instead of 15% as proposed by the company.
- ✓ Entry to the TWPP.
- ✓ Cost of Living Adjustment.

YOU ARE THE UNION



We want to express our heartfelt gratitude and pride in the solidarity that has been demonstrated throughout the long and hard-fought bargaining campaign with Telus. We recognize that the agreement we have achieved may not be everything we had hoped for, but we want to emphasize that it includes several significant steps forward for our members. It is a testament to the strength and determination of our union and its members that we were able to demand Telus back to the table and push for a better contract.

As we move forward, we want to emphasize that this is just the beginning. We must continue to build on the momentum and solidarity that we have created during this campaign, and use it to prepare for the next round of bargaining. With your continued support and participation, we can make Telus give you the contract that you actually deserve.

So, let us take a moment to celebrate our successes, but also recognize that there is still much work to be done. Together, we can achieve great things, and we have no doubt that we will emerge from this campaign stronger, more united, and more determined than ever before.

Thank you again for all that you do, and for being a part of this incredible union. Your efforts are making a real difference in the lives of our members, and we are honored to stand with you as we continue to fight for a better future.

We want to take a moment to acknowledge and applaud the solidarity that you have shown across the country. Your unwavering commitment to this campaign has been truly inspiring.

Your collective voice was heard loud and clear, and it made a real difference. Telus blinked and gave more when they said they wouldn't – you made that happen. But we cannot rest on our laurels. We must use this momentum and solidarity to prepare for the next round of bargaining. We must continue to stand together, to support each other, and by doing so we will achieve great things together, but we must all participate and only in that way will we achieve greatness for all. We are stronger together, and we are confident that with our continued unity, the best is yet to come.

In Strength and Solidarity,

USW Local 1944

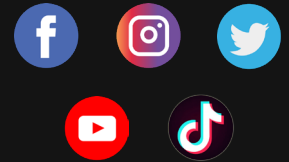
USW1944 YOUTUBE CHANNEL

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MEDIA COVERAGE



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PRACTICE PICKETS JAN 15 - FEB 26

USW1944 members across Canada came together to show Telus that we won't be ignored. We had already said NO to their sub-par offer. For decades, we have worked hard to make Telus the successful company it is today. Special thanks to all our allies! Together we are Labour.



#RISEUP



#RISEUP



#RISEUP

