

The Transmitter

BROTHERS AND SISTERS
RALLY FOR A FAIR
COLLECTIVE AGREEMENT

Unit 51
Supports Pink
Shirt Day

Know your
Safety
Committee
Rights

Get to
know your
Regional
Executive
Officers

Cape
Town
Humanity
Fund

Fort McMurray Evacuation



Summer 2016



1944

Message From the National President

Having just finished another successful Local Annual Delegated Meeting (LADM), our local is looking more unified now than ever before, engaged, and moving together positively.

I am proud and honoured to have been re-elected for a second term as your National President. The results from this year's LADM shows that our membership is happy with the direction we've taken our union.

January 1, 2016 marked our first year as Steelworkers. We accomplished a lot this year and sure we had some challenges, we must recognize many great successes that we can all be proud of. I want to acknowledge the hard work of our staff and local union representatives who continue to assist in delivering the many commitments from the merger agreement. All of our staff work hard behind the scenes and often don't get the recognition they deserve.

"The results from this year's LADM shows that our membership is happy with the direction we've taken our union."

I am pleased to report that this year, hundreds of rank-and-file members participated in education and training opportunities across the country. These courses included Building Power, shop steward training, health and safety, Women of Steel, Steelworkers Vote, instructor training, and many more exciting training opportunities are ahead of us.

So far, the following brothers and sisters have participated in the prestigious USW Leadership Development Scholarship program held at Linden Hall in Pittsburgh: Kim Woodroffe (Calgary, AB), Michelle Ravary (Toronto, ON), Kaoutar Belaziz (Montreal, QC), Mike Goodmurphy (Campbell River, BC), Tony LeBel (Edmonton, AB), Jayson Little (Vancouver, BC), Michael Stead (Burnaby, BC), Minh Khoi Chau (Montreal, BC), Corey Mandryk (Vancouver, BC), Jordan Mohle (Kamloops, BC), and Rachel Worley (Nelson, BC). The intensive training challenged participants to expand their strategic planning and their leadership abilities by learning



how to effectively communicate with fellow members and within their communities. In July, we will be sending three more members to Linden Hall for their first week of the program: Cory Anderson (Lethbridge, AB), Richard Blais (Hinton, AB), and Herschel Cumberbatch (Bowmanville, ON).

Earlier in the year we offered an organizing training school to train a number of members to learn how to organize other potential certifications. After training and depending on organizing activities, the union will give our members the chance to support organizing campaigns and work on active campaigns across the country.

The more telecom sector employees that we can welcome into our union, the stronger our ability will be to bargain good contracts and ensure a real voice for working people in our industry.

All of us are working toward a successful round of bargaining with Telus in 2016. Our bargaining committee spent much of 2015 focused on education, preparation and research. They also listened to members' needs and priorities through the bargaining survey. The

survey received thousands of responses from our members and this has been a valuable resource while at the bargaining table. I want to thank all of the members for their participation. We are making progress at the bargaining table, but we are far from the fair contract that you deserve. Telus seems to think they can erode key parts of your working conditions. Our proposals have you, the members, in mind. You deserve better work-life balance, more equality in working conditions, strengthened union representation and we believe you deserve fair compensation for the work that you do, not less.

2015 also marked a successful round of bargaining with our Shaw Cable Vancouver and Surrey certifications, as well as with our Stratcom Vancouver certification and our Stericycle certification.

As part of our bargaining preparation, we trained over 500 members through Building Power. This training was designed to build strength and solidarity by committing us to return to our roots through member-to-member

communication, education and involvement. Through this training our Communication Action Teams (CATs) were born. Our CATs have been volunteering their time to distribute materials in your work place throughout bargaining. I want to thank every CAT member for your time and efforts. Our local is only as strong as our members and we will be stronger together.

If you haven't already done so, I encourage you to step up and get involved in your union. Join your unit's CAT, attend unit meetings, apply for training opportunities, become a shop steward, join a committee, like us on Facebook, follow us on Twitter, or simply join our electronic newsletter. Stay informed, knowledge is power brothers and sisters!

In solidarity, 

Lee Riggs
National President



GET TO KNOW YOUR REGIONAL EXECUTIVE OFFICERS AND TRUSTEES

Denise Chisholm, British Columbia.

Employed by Telus since 1986, her first position was in operator services but Sister Chisholm is



currently working in wireline FFH Loyalty and Retention.

Denise became involved with the union in 1988 after many of her co-workers developed repetitive strain injuries. She helped with WCB claims and started fighting for better equipment. She has held various positions with the union, from health and safety, counsellor, delegate, to alternate local union representative (LUR), and instructor. Sister Chisholm has served on various committees for the union. She is a member of the Bargaining Committee and is working hard to bring our Telus members a fair collective agreement.

Pierre-Luc Dick, Quebec.

Pierre-Luc Dick studied navigation at L'Institut Maritime du Québec, but went on to gain employment with Telus in Rimouski as a client care help desk specialist. He became involved with the TWU shortly after being hired in March



2006. Brother Dick began as a shop steward but by the end of 2007 he had been elected as director of Unit 601. He later went on to serve as vice-president, and then president, of Unit 601. In 2010 Brother Dick was elected as alternate business agent in the Montreal office. He has sat on the National Health & Safety Committee and the Constitution Committee. Pierre-Luc is the proud father of two beautiful daughters who reside in Rimouski.

Brenda Forward, Ontario.

Sister Forward has been interested in social activism since the young



age of 16. Her brother and father worked for Bell Canada and were shop stewards. She went on to take trades and technology in college and became employed by Telus in 2004 as a client care representative and now she works in service 2.0. She has served in various positions for the union, including vice-president and president of Unit 501, and on numerous committees including: education, finance, and merger advisory. When she isn't busy upholding workers' rights Sister Forward enjoys spending time with her children and grandchildren in Barrie.

Donna Hokiroy, Alberta.

Employed with Telus for over 25 years, Sister Hokiroy is a dedicated social justice advocate who has been active with the labour movement and the NDP for nearly her entire working life. She works in Edmonton as an order resolution



agent in FFH care/ assure.

Sister Hokiroy has served as shop steward, president and vice-president of both Unit 212 and Unit 207. She's taken Building Power and served on the Finance Committee. Sister Hokiroy would like to help build national solidarity within our local and union.

Donna lives in Edmonton with her partner and German shepherd.

Wendy Haill, Ontario.

Sister Haill worked as a bookkeeper for many years prior to gaining



employment with Telus in 2004. She has worked for client account management, resource, DATA team, early prevention team, and now works in Channel AR.

Wendy joined the executive of Unit 501 in 2006. She originally obtained the position of director of her unit but later went on to become a delegate. She has served as an alternate LUR, and on several committees including: finance, credential, human rights, and health & safety.

Sister Haill enjoys spending time with her son and family and hanging out in the sun at her cabin in Muskoka.

**Sandra Hunter,
British Columbia.**

Sister Hunter currently works as a installation and repair technician in Cranbrook, but she has worked in all three appendixes of our collective agreement.

Sister Hunter has been a dedicated trade unionist for over 35 years, serving in various positions for Unit 36 including as the secretary treasurer for her unit for over eight years. During the labour dispute in 2005,



Sister Hunter was a vital picket coordinator and organized strike pay. She also represented our local as a BC Federation of Labour delegate and was elected as the secretary and co-chair of the East Kootenay and District Health and Safety Committee.

**Jayson Little,
British Columbia.**

Jayson Little started his career in the Telecommunications industry with Rogers but has also worked as a technical field representative (TFR), and currently is an installer with Unit 60. Throughout his career he has been actively



involved in the union by being a shop steward, and vice-president of Unit 60. He has taken many of our union's training programs including shop steward courses, bargaining training, and Building Power. Jayson has also been able to participate in the esteemed USW Leadership Development Scholarship program. He has served on the National Solidarity Committee, the 2015 Shaw Bargaining Team, and was recently appointed to the emergency response team (ERT). Jayson resides in Port Coquitlam with his wife and 13-yr old twin boys.

**Dave Michie,
Alberta.**

Brother Michie has been with Telus for over 35 years. He currently works as a network technician in Edson. He has been an active member of the TWU since 2001, became a convention delegate in 2005. He has served on the Finance Committee, and the National Health & Safety Committee, and the Merger Selection Committee. Brother Michie was elected to the position of



Convention Chair in 2013 (Convention is now referred to as Local Annual Delegated Meeting post merger) and served for two years until he was elected to the position of REO. Dave is passionate about workers' rights and health and safety.

**Lance Trevison,
British Columbia.**

Lance Trevison has a BA from the University of Victoria with a double major in history and psychology. He was first employed by Telus, over 31 years ago, as a collections representative. He currently works as an access technician.



Brother Trevison became active with the TWU in 1986 when his co-workers were being denied time off. He went on to serve as a shop steward, delegate, vice-president, and president of Unit 4. Lance was appointed to the position of TWU Benefit Plan trustee in 2006 and continues in that position today. He has also served on two bargaining committees and is helping to get our Telus members a fair collective agreement. Lance lives in Bonnington with his wife. He enjoys hiking, cycling, and riding his motorcycle. Brother Trevison also has a grown son living in Trail.

**Kim Woodroffe,
Alberta.**

Sister Woodroffe has been employed with Telus since 2000, she started in channel care mobility. She now works in channel care FFH help desk. Kim has been an advocate for social justice and the labour movement since first being hired by Telus. Her participation earned her a place in the esteemed USW Leadership Development Scholarship program.



She has also had training in Building Power, among other union courses. Kim has served on various committees including: Women of Steel, merger advisory, and education. In her role as trustee, Sister Woodroffe hopes to help with the integration of our local to USW culture. Kim is passionate about travel and the culinary arts. She has a professional cooking diploma from SAIT.

1944

USW brothers and sisters rally at Telus for a fair collective agreement



Showing Solidarity During Bargaining

On Thursday, April 7th, 2016, delegates attending the USW National Policy Conference came together in support of the TWU, USW National Local 1944 to rally outside of the Telus Metcalfe building in Montreal to demonstrate our solidarity during bargaining for a fair collective agreement.

The rally included speakers: Lee Riggs, National President of the TWU, USW National Local 1944, USW National Director Ken Neumann, District 5 Director Alain Croteau, and USW National Local 1944 Vice-President Isabelle Miller.

All our union leaders spoke of the importance of solidarity during bargaining and of corporate greed. Telus prides itself on the level of customer service provided, and makes huge profits off of the hard work of our members who are providing that exceptional service.

“Our members make Telus a very strong and profitable company. The company says their customers should ‘expect more’, well we expect more too,” said President Riggs. “We need to stand together for a fair collective agreement.”

The rally was upbeat and well attended by all of our USW brothers and sisters who were attending the conference. It is clear that our members are passionate and involved in the bargaining process.



1944

Women of Steel Committee, empowering the Cape Town Waste Pickers



This past year was exciting for many of our sisters of the TWU, USW National Local 1944 as President Lee Riggs appointed some of our local's leading activists to our first ever women's committee. Designated to the committee are the following esteemed sisters:

help out our sisters, not only within our own national local, but also around the world.

At the USW's National Women's Conference, held in November 2015, the committee managed to raise \$1700 to aid in a

many of the basic facilities that we so often take for granted in Canada. Many of these women are living in shantytowns that have no electricity, basic plumbing, or insulation. They are reclaiming their future and providing for themselves and their families and need immediate support to make their work safer and more profitable," said Vice-President Carrasco.

"Many of these women are living in shantytowns that have no electricity, basic plumbing, or insulation. They are reclaiming their future and providing for themselves and their families"

USW 1944 Vice-President Betty Carrasco, Kaoutar Belaaziz, Sabrina Daniells, Shakira Douglas, Natasha Aodan, Rachel Worley, and Sheila Gorman.

Since the committee came together we immediately went to work researching areas where we could advance women's rights and

global initiative assisted by the Steelworkers Humanity Fund that helps impoverished women in Cape Town, South Africa with sustainable work as waste pickers.

"Our Women of Steel Committee was attracted to this initiative because these women are lacking so

Funds raised by the USW 1944 Women of Steel Committee have been put towards purchasing work gloves, masks, and boots for the waste pickers to use. These women are scraping together a living by scavenging recyclable glass and other materials. The women waste pickers have come together to work cooperatively while being supported to develop leadership and advocacy



skills by organizations like the Steelworkers Humanity Fund in conjunction with International Labour Research and Information Group (ILRIG), a South African human rights and research organization based out of Cape Town.

A Women of Steel Facebook group was recently launched during International Women's Week. The committee was busy supporting our sisters in the local and all of the achievements of the inspiring women of USW1944.

Vice-President Carrasco, who was personally recognized at the Women of Steel's Conference for all of the good work and advocacy that she has done for her union and the labour movement, has said that the committee will also be working to raise awareness about domestic violence in the workplace here in Canada; ensuring that members are safe at work and have the aid and resources available to them. The Canadian Labour Congress (CLC) currently has a campaign to promote this issue and the committee will be helping to increase the visibility of this campaign using social media and other communications.

Local 1944 Women of Steel FaceBook group:

<http://1944.fyi/cjhGxW>

your Safety Committee Rights

The “right to participate”

For federally regulated industries, the “right to participate” is an obligation contained in sections 135 and 136 of the Canada Labour Code, Part II (Code). Beyond monthly meetings and worksite inspections, workplace Health and Safety Committees¹ have the responsibility to participate in a wide range of activities pertaining to the health and safety of employees.

The Code states committees “shall participate” in each of the following areas:

- The implementation and monitoring of programs for the prevention of work place hazards;
- All inquiries, investigations, studies, and inspections;
- The implementation and monitoring of a program for the provision of personal protective equipment, clothing, devices, or materials;
- The implementation of changes that may affect occupational health and safety, including work processes and procedures.

What does the phrase “shall participate” as found in the sections of the Code mean? The term “shall participate” means that participation is mandatory and to be actively involved from the beginning to the completion of each of the activities where participation by the Committee is required by the Code.

This participation includes:

- Meaningful consultation by the employer and effective communication between the employer and the Committee for the purpose of seeking advice or feedback.
- May be through meetings, emails, phone calls, or in person.
- May include any necessary consultations with persons who are professionally or technically qualified who could advise the Committee on matters related to their responsibilities.

The responsibility to participate is set out in various provisions of the Canada Labour Code and in the Canada Occupational Health and Safety Regulations (COHSR), which contain more detailed information about this topic.

To find links to related information visit www.usw1944.ca/en/health-and-safety-links.

¹ References to the committee also refer to the representative (where there is fewer than 20 employees).



PHOTO ALBUM

1. Dave DiMaria, Lance Trevison

2. Perry Pasqualetto, Alberta Premier Rachel Notley, NDP MP Linda Duncan, Steve McWhirter

3. Terika Peters, USW District 3 Director Stephen Hunt



4.

4. Joe Benn, Donna Hokiro

5. Tony Lebel

6. Paul Ames

7. Tamara Marshall, Denise Chisholm, Jenn Bucholtz, Lee Riggs, Betty Carrasco, Brett Barden, Rui Carrasco

8. Kim Woodroffe



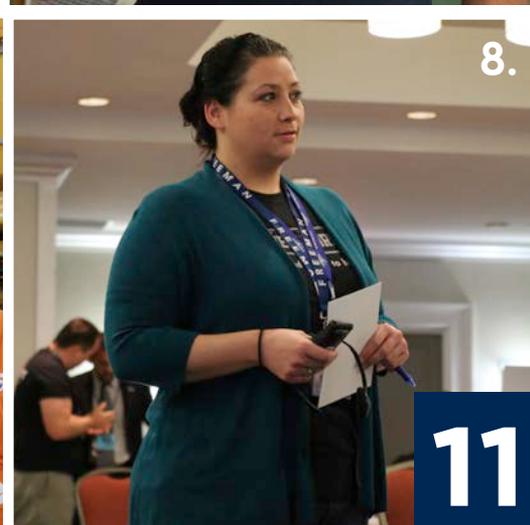
5.



6.



7.



8.



Unit 51 Supporting Pink Shirt Day

February 24, 2016 was Pink Shirt Day in British Columbia. With great pride, the TWU, USW National Local 1944 Unit 51 raised \$2,220 this year towards promoting kindness, generating our total contributions to \$7,653.50 over the past six years.

Amanda's Legacy is honoured to be a recipient of this donation and we stand with employees in illuminating awareness of kindness, friendship and caring.

This annual fundraiser unites the membership and continues to raise awareness about bullying, which has no place in our society. This year we were honoured once again to have Carol Todd, mother of Amanda Todd, visit our worksite and draw the winning 50/50 ticket. Amanda Todd was a 15-year-old victim of bullying and cyber bullying who sadly took her own life in 2012.

Carol Todd said "Thank you TWU, USW National

Local 1944 Unit 51 for supporting Pink Shirt Day today at the workplace. Amanda's Legacy is honoured to be a recipient of this donation and we stand with employees in illuminating awareness of kindness, friendship and caring. Bullying online and offline is not to be accepted or tolerated."

Unit 51 has donated funds over the past 6 years to the Boys and Girls Club of British Columbia, the Amanda Todd Legacy Fund, the I AM SOMEONE Lets End Bullying Society, and School District 43. Unit 51 would like to thank all of their brothers and sisters who supported this important cause.

Congratulations to Unit 51 members Cyndi Muir and Michael Di Salvo for winning the 50/50 prize.

Stronger Together,

TWU, USW National Local 1944 Unit 51

PHOTO ALBUM

From our LADM in
Toronto

1. USW International
President Leo Gerard

2. Michael Goodmurphy

3. Chris Buckley, President
of the Ontario Federation
of Labour

4. Marie Hutchinson,
Sébastien Whissell

5. Colin Brehaut

6. Robin Arndt

7. Cameron MacPherson

8. Minh Khoi Chau

9. Corey Mandryk

10. Vicky Smallman,
Director of Womens'
& Human Rights at
the Canadian Labour
Congress

11. Sean Royds



1944



Fort McMurray Evacuation

Forty-three of our members and their families were affected by the wildfires that forced the mandatory evacuation of Fort McMurray back in May. At the time of the fires, delegates were gathered at our Local Annual Delegated Meeting (LADM) in Toronto. In the chaos of the evacuation Unit 210 delegate, John Alma, had to quickly

The immediate generosity and willingness to support each other during tragedy was inspiring.

leave to be reunited with his family in Alberta. Everyone rallied to support the members and the families of Fort McMurray, knowing the devastation caused by this natural disaster and the expense to rebuild the community afterwards.

In a true show of solidarity delegates opened their wallets and immediately started donating cash to help the members of Unit 210.

"I was so proud of my brothers and sisters during

the LADM," said National President Lee Riggs. "The immediate generosity and willingness to support each other during tragedy was inspiring. I, like many of our members, know first hand the devastation caused by forest fires. My son is a resident of Fort McMurray. The community of Fort McMurray will be suffering the affects of this natural disaster for a long time to come."

USW International President Leo Gerard promised that the USW would double whatever LADM delegates could raise, and by the end of the week our local's contribution to Unit 210 was \$14,000. In addition the USW Humanity fund donated \$50,000.

Fortunately none of our members were harmed by the fires or had any severe property damage, but the community was displaced and unable to return to their homes for weeks, in some instances months.

The wildfires were declared to be under control on July 5, 2016. This may be the costliest natural disaster in Canadian history.

WE expect MORE



PHOTO ALBUM WE EXPECT MORE

1. Robert Briza
2. Kushal Bargoti
3. Vicki Armstrong, Kym Hourie
4. Michael Stead
5. Caroline Deuse and Gerard Bitton (in the back), Kaoutar Belaziz, Rodrigo Muriel (front)
6. Jenn Bucholtz, Chris Stephens
7. Ahmed Abou, Emiledert Jean-Paul, Gerard Bitton
8. Brothers and Sisters from Unit 51



1944

LETTERS OF APPRECIATION

To Executive Council, Brothers and Sisters,

I am writing to thank you for sending myself and my sisters, of the newly-formed women's committee, to the USW Summer School in Kimberley, this June.

It was a wonderful opportunity to meet with sisters from diverse work groups, some very different than mine, and to learn so much from them. We all managed quite easily, to see the common ground we have as women and as trade unionists.

During the week at the school, we had many interactions with USW Brothers as well. The overwhelming support for the sisters in the union is genuine and much appreciated.

I see great value in the education I received from the dynamic facilitators and the sisters in the class. I took away feelings of great pride and of strength, from being a part of the United Steelworkers, and of our Local Union 1944. I have had many positive things to share with our brothers and sisters in the workplace about my experiences and about the high caliber of the USW brothers and sisters I met in Kimberley.

As we go into a tough round of bargaining our Collective Agreement with TELUS and also into a Federal Election with results which will be crucial to the labour movement, I see that this type of solidarity building will be central to advancing our member's working lives and our Union.

I am looking forward to working with our sisters on the Women's Committee to support and move forward women in the workplace and in their unions.

Once again, I thank you for this opportunity and education.

Sheila Gorman, President of Local Unit 50

THANKS TO USW 1944 FROM THE WASTE PICKERS
OF CAPE TOWN

On Tuesday the 9 of February, the Waste Pickers had a workshop using some of the money that we received from Woman of Steel committees and the narrative report will follow. Attached are pictures we took during the workshop at community house. We wish to send you more pictures of the Waste Pickers at work wearing the uniforms. These are some of the pictures more to be loaded as soon as we get more pictures from the work place.

Money spent: with the money that was left over after we had a workshop there was an amount of R 900 left and the Waste Pickers request that we can use the change on future Waste Pickers meetings the amount in question is currently at ILRIG we submitted as change on the day of the workshop.

Again the Waste Pickers really appreciate your support that you offered; nobody has ever done this for us.

Regards,

Norma

Thank you for the kind retirement gift and for your many years of support, and hard work on behalf of BCTel/Telus employees.

Nancy Alexander

To Lee Riggs & Friends,

Thank you for all your representation all through the year. Have a wonderful Labour Day.

All the best,

From Alastair and Polly Hawkins

Just wanted to say thanks a lot for the retirement gift from the benevolent society, it is very much appreciated.

Charles Warne

Locals 31/7

Mike and Lee,

Just to let you know, I received my retirement gift and package today. Many thanks to you and the TWU for your support to myself over the last 36 years. Thank you for the lifetime membership to the TWU-USW 1944 unit. Thanks also for the \$1000.00 gift, that is a lot more than I got from Telus! Good luck in bargaining this year. I know it could be a tough one.

Yours in solidarity,

Darcy Heffernan, Merrit, BC



(from left to right) Nancy McCurrach, Candace Knoll, Perry Pasqualetto, Michael Stead.



Michelle Dey, Steve McWhirter

Thanks so much for the Honourary Lifetime Membership, the TWU-STT pin and the \$1,000 cheque presented to me upon my recent retirement from BCTel/TELUS! It was especially wonderful to receive these from Betty Carrasco, who attended our function!

Thanks also for all your hard work & dedication to our members. I wish you well in the on-going bargaining talks and in the years to come!

Diane Copeland, Unit 2

I would like to thank the union for the very generous retirement gift and the lifetime membership certificate.

Yours truly,

Susan Richardson

"A few latitudes of gratitude for all you've done!"

To everyone at the TWU office. Thank you all for helping me to achieve retirement.

From John, Laura and the Rath Family

To Lee Riggs & Friends

Soon I will be retiring and I wish to take this opportunity to let you know how grateful I am for everything you've ever done for me.

With sincere thanks

Polly Hawkins, Unit 31

1944

Dear Jennifer Bucholtz, Michelle Dey, and Betty Carrasco:

After another successful summer school, I would like to thank you for the work that you do for our union. The experience and skills that you brought to the school were appreciated by the participants and our entire union.

This year's school was unique. We had over 40 Next Generation participants including many who were under the age of 25. The majority of this year's students were first time attendees, and we have more women than we have had in years.

Since returning from Kimberly, the district has heard from numerous locals and participants who expressed how energized and enthusiastic they are about our work as Steelworkers. In addition to wanting to get more involved in their locals, they are showing interest in getting active with Next Gen., Steelworker Humanity Fund and political action.

Because of your hard work, it's clear that this was one of our most successful schools. Thank you for inspiring these activists. Schools like this cannot happen without instructors such as yourselves, and I would like to once again thank you for your commitment to our union and to Steelworker Education.

In solidarity,

Stephen Hunt,
Director, USW District 3



SUPPORT YOUR BARGAINING COMMITTEE

Sign up for
TEXT MESSAGES



Text "1944"
to **32323**

Like us on
FACEBOOK



www.fb.me/usw1944

Follow us on
TWITTER



www.twitter.com/usw1944
#Support1944 #UnionStrong

Proudly wear your
**BUTTON +
WRISTBAND**



Don't have one?
Ask a CAT member in your unit

Dear Sisters and Brothers:

On behalf of the Alberta Workers' Health Centre, I would like to thank you for your local's donation to our silent auction which was held during the AFL Convention, April 16-19, 2015. The auction was successful in raising \$1,915.00.

Your t-shirts donation raised \$45.00 and helped to make the event a success. All proceeds go toward the Work Plays Schools Program, our outreach program that uses professional theatre to engage, educate and support young workers on workplace health and safety and workers' rights issues.

Thank you so much for your support of the Centre. It helps to ensure that we can continue to develop and deliver innovative worker-focused health and safety programming across the province, and remain an important resource for all workers in Alberta.

In Solidarity,

Jared Matsunaga-Turnbull, Executive Director of Alberta Workers' Health Centre

Dear Mike,

Colin and LeeAfter my 36 years at Okanagan Tel, BCTel, TELUS and after now being retired for almost 2 months I find I am so lucky to have been part of the TWU, in all its recent changes.

I am now receiving a pension and I absolutely need to thank the brilliant people that worked so hard to negotiate it in the beginning. For without their hard work and determination we (I) would not be able to take early retirement let alone have a pension.

Thank you so much for the \$1000 retirement benefit, it was an honor to receive it.

With it I picked up something that I had been hoping to get since 1989 but the frivolous nature negated spending the \$800, till now. (I bought a used boat lift)

I have so many great memories from my time in the TWU, so many wonderful and caring people. A favorite memory of mine was the "Duty to Accommodate" course I took at Harrison Hot Springs. I think I sent a copy to Lee a while back and thought I'd share it again.

In caring and kindness,

Recently retired,

Jordy.

Dear President Lee Riggs

Unit 51 would like to thank you for your letter sent out on November 5th, 2015. Many of our members were shocked, worried and upset to see the news of job loss despite the company showing profit and increasing the dividends to shareholders. Learning of these job cuts from the media instead of from the company we all have contributed to build, grow and quite frankly make so profitable is devastating. We know that TWU, USW National Local 1944 is doing all that they can to prepare for bargaining with TELUS and your continuing leadership has been vital in making sure that we are ready to move forward.

We thank you for being able to speak to us at our meetings and to answer our questions.

Thank you again for your kind and strong words of support as we head into Bargaining!

In Solidarity

Unit 51 TWU, USW National Local 1944

Thank you for your invaluable contribution to our democracy and country/to Canada (as you wish). I wish you and your loved ones much happiness and good health in 2016!

Peter Julian, Member of Parliament, New Westminster, Burnaby



(from left to right) Thaddeus Pedro, Nichole McLeish, Betty Carrasco, Tamara Marshall, Brad James.

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Dear Sir or Madam.

The purpose of this letter is to show my deep gratitude and appreciation for The Concert Properties Founders Bursary in Honour of Bill Clark awarded to me. I know that without the private donors, a number of students would have to face a difficult situation regarding the finance of their education. Their generosity would certainly help the task myself and many others have of paying for student loans as well as living costs.

I am currently in the fourth level of the Electrical and Computer Engineering Technology program here at BCIT in the Telecommunications option. This is my final semester before I am able to receive my Diploma of Technology. During my time at BCIT, I was fortunate enough to be accepted in the co-op program and was hired by a good company which taught me many practical skills that lectures often times in the classroom cannot teach. This fortunate event had allowed me to save up enough resources to pay for tuition and provide for my weekly allowances during level three. However, those resources have diminished as I was not able to work part-time during my studies here due to the busy schedule of my program.

With this bursary in honour of Bill Clark, the former president of the Telecommunications Workers Union, I have also been relieved of huge pressure and continuous stress caused by accumulating debts. I cannot give enough thanks to Concert Properties and Dr. David Podmore for the involvement in the community and helping students such as myself to pursue our chosen careers.

The results of my studies and grades will prove that I am a diligent student who provides more than required efforts in my courses. My future plans involve working and gaining more hands-on experience in the telecommunications industry as well as returning to school to either pursue the Bachelors of Technology or the Diploma in Technology with the Electrical Power and Industrial Control Option.

JJ Guzon

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