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Message from the President

Dear Members,

Taking time to reflect on 2009, the outcomes achieved this year for and by members in the current difficult climate, is something that we should all be proud of.

In retrospect, the old adage “time flies by quickly” could not be more true. From arbitration hearings, cross-country training courses, a major national awareness campaign to preparing for the upcoming collective agreement negotiations with Telus in 2010, the past year proved to be very busy but productive. The year ahead will be a difficult one,

“The year ahead will be a difficult one, but we are well prepared to face the many challenges. Together, we will succeed.”

but we are well prepared to face the many challenges. Together, we will succeed.

With over 15,000 signatures collected during the Keep Jobs in Canada campaign, which were then tabled in the House of Commons by NDP MP, Peter Julian, the Telecommunications Workers Union (TWU) is grateful for all of the outpouring of support it received across the country. We plan to move forward with the second phase of the Keep Jobs in Canada Campaign in 2010 so, please, stay tuned.

Throughout the year, Telus has continued to announce surplus employees and downsizing as they move more jobs to the Philippines, Guatemala, India and the USA. This past year marked the closure of several offices and the continued offshoring of jobs. We are prepared for the many challenges ahead and will continue to provide members with up-to-date information.

A major focus of efforts and resources this year has been the Membership Outreach Program. The program is a continuation of our commitment to listen to members, to rebuild our solidarity and to discuss



ways to move forward. The Membership Outreach Committee’s (MOC) initiatives were a key strategy as the TWU faced an open period this year and last. Looking back on this open period, we know that it was a good opportunity to re-energize and reconnect with the membership.

We are now also in the midst of preparing for two important upcoming conventions; the Policy convention, February 1-6, followed by the Bargaining convention for the Telus Bargaining Unit, April 26-28, 2010. The TWU is working diligently to improve and uphold our rights and working conditions.

On behalf of the TWU, I would like to wish everyone a happy New Year and thank you for your hard work and support throughout the year.

We encourage everyone to visit the TWU website daily at www.twu-stt.ca, read the Hotline, Transmitter and bulletins, attend local meetings, and call your local shop steward.

In Solidarity,

George Doubt
TWU National President

Telecommunication Workers Benefit Plan Presentations

The TW Benefit Plan Administrator, Debbie Ellis, has advised Local Union Presidents and Secretary Treasurers that she is available to provide presentations on the coverage offered by the TWU Benefit Plan as well as the benefits and cost. This presentation is extremely informative and can be enjoyed by both participating and non-participating members upon the TW Benefit Plan Administrator receiving a request from a Local. The Trustees urge all TWU members who would like a presentation to put forward a request at a Local meeting or contact their Local Executive. For information regarding addresses and telephone numbers, please refer to the TWU website at www.twu-stt.ca.



KEEP JOBS IN CANADA.CA

Over 15,000 Keep Jobs in Canada petition signatures were tabled in the House of Commons in an effort to ensure companies that send Canadian jobs offshore are held accountable.

Campaign Petition Tabled in House of Commons

This is a concrete step forward in our fight as Canadians to ensure that companies like Telus, that continue to send Canadian jobs offshore, are stopped. Unemployed Canadians are suffering while the government turns a blind eye. Enough is enough!

The signatures were tabled on November 4, 2009. Please see Mr. Julian's statement below:

"Mr. Speaker, I am tabling a certified petition today that is signed by more than 15,000 Canadians supporting the Telecommunications Workers Union which urges the government to take action to stop the outsourcing of Canadian jobs offshore and to protect good Canadian jobs.

"Canadians can get more information from www.keepjobsincanada.ca.

"These signers target TELUS, which is leading the trend of outsourcing knowledge and service sector jobs in Canada. Companies like TELUS are making huge profits by exploiting low-wage countries such as India and China to the detriment of more than 1.7 million unemployed Canadians.

"The federal government must commit to ensuring companies like TELUS, which are making their profits in the Canadian market, are required to maintain Canadian jobs in proportion to the profits they extract from Canadian consumers.

"More than 15,000 Canadians from Alberta, British Columbia, Montreal and Toronto are saying "protect Canadian jobs."



George Doubt, TWU National President, and NDP MP, Peter Julian, holding the Keep Jobs in Canada campaign petition.

B.C. MLA Supports Keep Jobs in Canada Campaign



TWU representatives spread the word about the Keep Jobs in Canada campaign. FROM LEFT TO RIGHT: Business Agent, Dave DiMaria, NDP MLA, Mike Farnworth, and TWU Local 51 President, Nancy McCurrach.

In October 2009, Telecommunications Workers Union representatives, Nancy McCurrach, Local 51 President, and Business Agent, Dave Di Maria, met with B.C. MLA and NDP House Leader, Mike Farnworth, to discuss the Keep Jobs in Canada campaign. Mr. Farnworth was very supportive and offered to do what he could to assist the TWU's campaign.

Although we are federally regulated, the TWU wants to bring the job loss issue to the attention of as many politicians as possible, both federal and provincial.

Mr. Farnworth agreed that Canadian companies who provide services to Canadians should continue to employ Canadians and not outsource the provisioning of those services to foreign countries. He expressed concern for the loss of British Columbian jobs, particularly at a time when many families are struggling to find work in a recessionary period.

Mr. Farnworth pledged to talk to NDP MLA, Dawn Black, about keeping jobs in B.C. and to discourage practices that lead to jobs leaving Canada. (Dawn Black is the NDP Critic for Advanced Education and Labour Market Development.)



Jordan Mohle, a network technician at Telus, shares his views on why company loyalty is not a concept young workers are familiar with.

TWU Youth Speaks Up

Ask any young graduate entering the workforce whether or not they plan to stay with the same company for the next 30 years. You might be hard pressed to find one who even wants to.

Company loyalty is not a concept that many young workers are familiar with or even believe in. Can you blame them? Gone are the days when employees knew that once hired, they probably had a job for life. Today, many workers complain about feeling “like another number.” It is no wonder that concepts of solidarity and sister/brotherhood do not always resonate with youths. Job insecurity can also make it very challenging to work as a team and stay motivated.

“Technology has become a substitute for social interaction. We are slowly alienating ourselves from one another and losing out on chances to create meaningful dialogue.”

At 23, Jordan Mohle, a network technician at Telus and new member of the Telecommunications Workers Union, shares why he believes this is the case.

“I think the problem is that my generation is selfish.

“The media teaches young people that success means fighting for the top spot, and that getting ahead in life does not mean valuing team work, cooperation and openness. Add to that the fact that people don’t spend as much time interacting face-to-face anymore.

“Technology has become a substitute for social interaction. We are slowly alienating ourselves from one another and losing out on chances to create meaningful dialogue. If employees and employers could grasp the long-term repercussions, we could, instead, promote solidarity and the value of working together as a team with common goals.

I think that if we did that, people would care more about their jobs, employers would care more about their employees, and everyone would pay closer attention to injustices.”

Jordan recently attended the British Columbia Federation of Labour Convention in Vancouver where 50 youths from different trade unions were invited to the annual Youth Conference; a one-day event that for the past two years has preceded the annual convention. He was impressed with the level of professionalism and quality of speakers.

Jordan also expressed how useful he felt the simulation exercises, where mock union groups were set up to debate resolutions, were. He adds, “I really enjoyed meeting new people and hearing about the different problems that we have to deal with. The exercises were very useful in understanding how the process works. The solidarity that was felt amongst all the attendees was great to be a part of.”



Jordan Mohle, pictured in his work outfit above, is a proud new member of the TWU.

The Offshoring Nightmare

*The following article is a work of fiction written by Diane Pépin, Communications Specialist at the TWU.

With all the office closures and jobs being offshored, I have been experiencing this recurring nightmare that only seems to be getting worse. In my dream, a boss calls me into his office and says...

"You have been with this company for over 15 years and we appreciate all of your hard work. You are a fantastic employee and worth every penny of the decent salary you're making. Please don't take this personally.

"After some careful planning, the company has decided to offshore your position. In order to keep paying our executives inflated salaries and to maximize our year-end profits, we have to find clever ways to cut corners.

"Relieving the company of the burden of paying good salaries and benefits seems like the most logical choice. Can you wrap your brain around the amount of money we end up saving every year by sending jobs like yours to poorer countries? Less pay, less benefits, longer work hours, horrible workers' rights record, less union representation, etc. You get the picture.

"Why are you looking at me that way? Did you expect us to do the right thing and have the company make less money at the end of the year to ensure that our workers and the communities they live in would prosper? How naïve of you. Think of it this way. You'll get to spend more time with your children and do all the extra volunteer work you talked about wanting to do.

"Anyway, I have to get back to work. There are so many employees left to break the news to. I know that the job market is really tough these days. I'm sure you'll find something before your employment insurance runs out."

Yes, this is just a fictionalized dream but the nightmare happening to TWU members is very real. Do you think it could never happen to you? Think again.

The scenario may be fictional (if only companies could be this transparent) but the unfortunate truth is that thousands of people across the coun-

try have been affected. Employers like Telus who engage in offshoring are sending a clear message to their employees: Our profits matter most.

The more we spread awareness about this growing problem, the closer we will be to doing something about it. Why should you care? Because people matter. Because

"Employers who engage in offshoring are sending a clear message to their employees: Our profits matter most."

the health and wealth of our communities matter. Because our Canadian way of life and that of future generations matter.

It is time the government steps in and holds these companies accountable. Send a message to your government and tell them that enough is enough. Share your story with us. Write to editor@twu-stt.ca.



Keep Jobs in Canada T-Shirts for Sale

The solid black T-shirts come in a wide range of sizes and are emblazoned with a red maple leaf and the inscription keepjobsincanada.ca (front and back).

The 100 per cent cotton, union-made T-shirts are available in either French or English and can be purchased for \$16/each, which includes shipping and handling. For more information or to place an order, please contact Irina Terentyeva at irina.terentyeva@twu-stt.ca, or simply call 604-437-8601 (collect calls are accepted).

Please send a cheque payable to "Benevolent" and mail to: TWU/STT, 5261 Lane Street, Burnaby, BC V5H 4A6.

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The B.C. Association of Retired Telecommunication Workers and TWU Retiree Local R55 honour founding members for their foresight, vision and hard work.

Founding Members of Local R55 Honoured

Many years ago, retired Telecommunications Workers Union activists, Alec Telfer, Don Bremner, Croft Randle, Alf McGuire and Peter Kirkhope, were together discussing their status as retirees and pensioners (Don was a past Secretary-Treasurer of the TWU, Alec and Alf were both past Business Agents and Croft and Peter are retired activists).

As they talked, they came to the conclusion that no one was speaking up for retirees and addressing their concerns with the Pension Trustees or the TWU. They identified two major areas of concern; the efforts of TELUS to destroy the TWU and what this might mean for the future of the Telecommunication Workers Pension Plan.

“As they talked, they came to the conclusion that no one was speaking up for retirees and addressing their concerns with the Pension Trustees or the TWU.”

These retired members made a decision to establish an organization to speak on behalf of TWU retirees. The purpose of this organization is to promote the welfare of retirees, both within the TWU and other possible venues.

Some money was put forward from individuals; Bob Donnelly (a former TWU President) was approved to be involved, a constitution was drafted, and an application was made to the provincial government for status as a Society. Don Bremner, using his past Secretary-Treasurer experience, organized the administration and finances of the Society.

Initially, there were six Directors elected: Bob Donnelly, Don Bremner, Alec Telfer, Croft Randle, Alf McGuire and Peter Kirkhope.

The new organization was christened the B.C. Association of Retired Telecommunication Workers (BCARTW) and was officially registered in Victoria in 2000. Since the inception of the BCARTW and through the tireless work of this core group, it has expanded to become the recognized voice for retired members of the TWU.

In 2008, the BCARTW led the effort to form a retirees Local under the TWU structure.

Retired members had an avenue to have their resolutions and issues debated and considered at Convention. Other provinces now have the opportunity to establish and operate retiree Locals within their geographic area.

On behalf of the present executive of the BCARTW and Local R55, as well all present and future retired members of the TWPP, and in recognition of all the foresight, vision and hard work invested selflessly by Alec Telfer, Don Bremner, Bob Donnelly, Croft

Randle, Alf McGuire and Peter Kirkhope, we wish to express our heartfelt thanks for a job well done.

Some Local R55 members at TWU 2009 Convention pictured below. FROM LEFT TO RIGHT: Don Stang, Beverly Bowden, Bob Ashton, Carol Nagy.





2nd Annual TWU Toad Rock Motorcycle Rally

June 18 to 20, 2010

The rally is open to all current and retired members of the TWU.

Camping and cabins are available for those who would like to take part, including non-riders. Be sure to check out Toad Rock's website at www.toadrockcampground.com.

For more information or to register, please call Keith Streng at 250-554-0668 or email kstreng123@hotmail.com.

Quesnel Traffic Control and First Aid

The Telecommunications Workers Union has successfully negotiated a tentative agreement with Quesnel Traffic Control. The tentative agreement calls for the elimination of the Management Rights clause, the establishment of Safety Committees, and sets out rights for unpaid leaves of absence. The proposed agreement also provides for vacation selection by seniority. Callout overtime will now be compensated at time and one-half rather than straight time with double time applying after eight hours. A minimum of four hours will be paid for all callouts. Time and one-half will now be paid on Saturdays and double time on Sundays, both of which were previously straight time.

"It was hard work getting the employer to table, but once we began the bargaining process, everything fell into place." Business Agent, Lee Riggs continues, "The employer realized that to attract and retain quality employees, it is important to meet and exceed competitors in terms of wages and working conditions. I think that this new collective agreement will do just that."

With respect to wages, the proposed wage schedule calls for the starting wage to rise 44 per cent (from \$9.00/hr to \$13.00/hr in the first year of the agreement and \$14.00/hr in the second year) while the top rate has been increased by 45 per cent (from \$11.00/hr to \$16.00/hr in the first year and then \$17.00/hr in the second year) for a total of 54 per cent over the life of this two-year agreement.

The TWU was also successful in reducing the number of hours required before reaching top rate from 3,000 hours to 900 hours. In addition, the TWU negotiated a new classification of First Aid



Attendant into the tentative agreement with a wage of \$20/hr in the first year and \$22/hr in the second.

Differentials in the tentative agreement will also increase for afternoon shifts (0.20 to 1.00) and night shifts (0.25 to 1.00) and personal vehicle expenses will rise from \$0.25 to \$0.32 in the first year of the agreement and \$0.39 in the second year with a minimum paid daily of 65 kilometers. This is important because traffic control personnel are usually required to transport their own signs and equipment and adds \$2.60 per hour in the first year and \$3.16 in the second year of the agreement. The winter bonus of \$1.00 per hour was retained in the Collective Agreement between November and March.

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The Telecommunications Workers Union “Keep Jobs in Canada” campaign was recognized with a Bronze Marketing Award at the Media Innovation Awards on November 12, 2009.

Keep Jobs in Canada Campaign Recognized at Media Innovation Awards

The Media Innovation Awards, which is a national competition hosted by Marketing Magazine, was held at the Metro Toronto Convention Centre as part of the national Marketing Week conference.

This recognition helps bring more valuable public attention to the growing problems associated with the offshoring of Canadian jobs. The Keep Jobs in Canada Campaign was one of only 30 winners out of over 400 entries submitted from across Canada (this year actually represented a record number of entries). The other campaigns that won medals represent the best of the best in the Canadian marketing industry, and all work was judged by an esteemed panel of industry experts.

“This recognition helps bring more valuable public attention to the growing problems associated with the offshoring of Canadian jobs.”

For the TWU to compete with Canada’s largest corporations and win a highly coveted award for a largely grassroots effort is impressive. Other winners included Bell, Rogers and (you guessed it) TELUS. This is a great achievement for the TWU, and even more so considering the fact that the Keep Jobs in Canada campaign was launched on a relatively small budget. We hope it serves as a reminder that although we can’t necessarily outspend the larger corporations, we can certainly outsmart them.

We wish to thank everyone who supported us throughout this campaign and look forward to continuing this important work in 2010.



Workplace Stress Survey

Mental distress is a very important issue of concern in the workplace today. The Canadian Mental Health Association has listed some common sources of workplace stress as:

- Fear of job loss
- Fear of layoff in an uncertain economy
- Increased overtime
- Staff cutbacks which increase workload
- Pressure to perform

Stress can exhibit itself in reduced efficiency, lack of job satisfaction, injury, absenteeism, turnover, illness, indifference, lack of creativity. And, where employees are encouraged to compete with one another or judge another’s work performance, it can create a toxic work environment.

Given that the Union has received numerous complaints regarding these issues, the Solidarity Committee has launched a new website survey and encouraging all members to fill it out.

The survey can be completed anonymously. The data pulled from the survey will be shared with Executive Council to assist them in achieving better work/life balance provisions and protections.

The workplace Stress Survey can be found on the TWU website under “Surveys” at www.twu-stt.ca. Please take the time to fill out the short survey.

DID YOU KNOW?

Throughout most of the 19th century, unions were illegal organizations. Legislation prohibited membership, organization, or even talking about unions.

The penalties for those who sought to organize were stiff; fines, jail or, worse, being shut out of the job market entirely, were all common. Even so, organization did happen. Workers knew that they would have a better chance of improving their lives speaking with one voice than they would have individually, and so they met and organized in secret.

Fear of reprisal made workers protect each other's identity and use the terms "Brother" and "Sister" instead of their real names. Today, we still refer to each other as Brother and Sister as a form of respect and remembrance to those who fought to build the labour movement we can now openly belong to.

It wasn't until 1872, an election year when the Toronto Printers (Guild) mounted a vigorous campaign for the nine-hour day and 54-hour week, that opposition leader John A. MacDonald, recognizing that the majority of printers were land owners and therefore voters, promised legislation to legalize membership in a union. True to his word, the Trade Union Act became law. Although this Act allowed the existence of and membership in unions, it still prohibited workers from striking and did not guarantee a union's recognition as a bargaining agent by the employer. In fact, employers could actually request that an employee who missed work for whatever reason be jailed for being absent!

It took many long brutal strikes over the issue of union recognition before, finally, in 1943 a federal law gave recognition to unions to act as the sole collective bargaining agent for their members.

This paragraph is an excerpt from the chapter entitled "Why Union?" in the Steward Handbook published by the Canadian Labour Congress.

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"Year From Hell" for Unemployed

"It's been a year from hell for Canada's unemployed workers," says Ken Georgetti, President of the Canadian Labour Congress. "Since last fall, hundreds of thousands of people have seen their full-time jobs disappear."

People have had to trade full-time, family-supporting work for part-time jobs and self-employment. Fewer than half of the unemployed workers qualify for Employment Insurance and those who do get benefits are receiving an average of about \$50 a day.

Statistics Canada reports that in October 2009 there were 1.59 million unemployed Canadian men and women or 8.6 per cent of the workforce. Since last fall, 400,000 jobs have been lost.

The decline in the last 12 months was mainly in manufacturing, construction, transport and natural resources. The deterioration of the labour market is now spreading to the service industry, including retail and wholesale trade,

which is down by 31,000 and other services are down by 20,000. More than 24,000 women aged 25 and over and almost 20,000 young workers-groups that are traditionally over represented in service, retail and wholesale sectors suffered most of the layoffs in October.

Since October 2008, 378,000 Canadians have been laid off, most of them full-time workers.

The unemployment rate has increased by 2.3 percentage points, from 6.3 per cent to 8.6 per cent.

The number of unemployed Canadians grew by 435,900 during the same period, a 37.9 per cent increase over a year. The deterioration of the labour market has spread to all Canadians in all sectors of the economy.

The original version of this article can be found on the Canadian Labour Congress (CLC) website at:

<http://www.canadianlabour.ca/national/news/year-hell-unemployed-clc-president-says-government-tinkers-refuses-reform>

In Memoriam

Neil Morrison



It is with great sadness that the TWU announces the passing of Neil Morrison on December 11, 2009.

Neil was a proud member of the TWU where he worked for over 30 years; first as an officer and then as Vice-President for the last 11 years before retiring in 2003. We are deeply grateful for his many years of active and dedicated service.

Neil was very well respected within the Labour community, with arbitrators and employers alike. He had an infectious personality and a unique ability to connect with people.

Outside of work, Neil was an avid hockey fan. Having played in his youth, his love of the sport was well known to many.

Neil also enjoyed fishing and working on the dairy farm. A funny quote from the Transmitter which announced Neil's retirement in 2003 said that the fish off of B.C.'s West Coast received the news of Neil's retirement with "panic and dread."

He will be greatly missed by colleagues, friends and working people across Canada.

Neil is survived by his wife, Pat, his two daughters, Megan and Johanna, and his brother Dale.

He is predeceased by his parents, Ken and Isabelle, his brother, Grant, and his sister, Diane.

Norton Youngs

It is with great sadness that the TWU announces the passing of former Union officer, Norton Youngs on September 14, 2009, in Vancouver.

Norton's impressive dedication and work ethic will always be remembered, especially his straightforward and candid manner during his time in office.

Norton was hired by BC Tel in 1955 and shortly afterwards became a Shop Steward in Local 1. In 1963, Norton was elected as a Councillor from Local 1 and, subsequently, elected as the first paid Assistant General Secretary to then plant General Secretary, Norm Pedigrew.

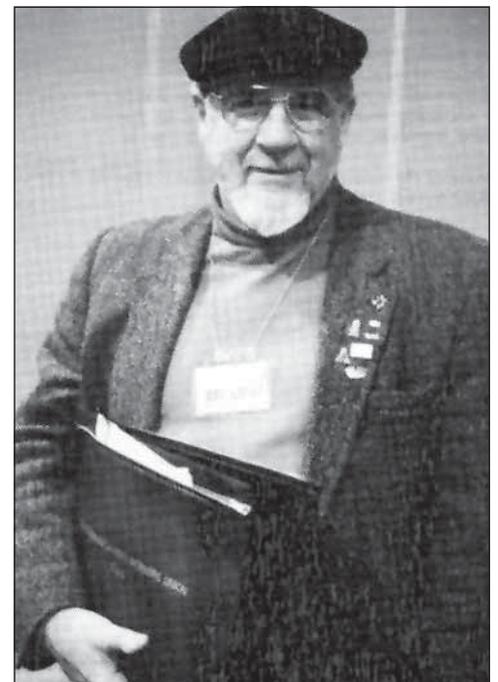
For family reasons, Norton returned to the workplace where he soon became well-known as an activist for health and safety issues. When he was again elected to full-time office in 1974 as a Business Agent, he became the Union's Communications Officer.

Norton also holds the distinction of being the TWU's first Health and Safety Officer. Some time after 1977, Norton was asked to become a full-time Health and Safety Officer as the Union was facing an increased amount of safety-related issues. Norton's hard work was instrumental in promoting the importance of health and safety as a vital issue in the workplace, which had previously not been the case.

Norton retired from the TWU in 1987, but remained a frequent visitor for many years, attending the Union's conventions where he was able to catch up with friends and former colleagues.

As two of the founders of the Spruce Harbour liveaboard Marina, Norton and his wife, Louise, enjoyed many happy years of retirement onboard the Castlefinn.

Norton is survived by his wife (Louise), daughter (Noreen Angus), son (Brent), two grandchildren, a step-daughter, seven step-grandchildren and four great-grandchildren.





Letters of Appreciation

Retirement Thanks

A big thank you to the TWU for my pension gift! A belated thank-you to everyone involved in the pay equity settlement. Wishing you all the best of luck going forward.

Colleen Jones, Local 37

I would like to thank the TWU for all of their support over the 35 years that I had been employed at BC Tel/TELUS. Also, thank you for my honorary membership and \$1,000 retirement gift from the TWU Benevolent Society.

In Solidarity,
Corinne Robinson, Local 2

I would like to thank my Brothers and Sisters at the TWU for a great retirement gift. It will be used wisely. I would also like to thank everyone that I've worked with over the past 37 years for their support and assistance in completing my work. All of you have been nothing short of spectacular, especially those members of the "BC Tel Family".

Geoffrey Gardner, Local 5

I retired July 31, 2009, after almost 33 years with BC Tel/TELUS. I would like to thank the TWU for the retirement gift of \$1,000, the Certificate of Honorary Life Membership, and the

TWU 'Retired Member' pin. I would also like to thank the TWU for being there during my working career. Keep up the good work.

In Solidarity,
Ian Bailey, Retired member Local 1
Current member Local R55

I just wanted to say thank you for the gift that I received upon my retirement Aug 1, 2009. To all my active friends and TWU officers, best of luck in the next round of bargaining. Thanks again for all the years of support.

Eric Korpan

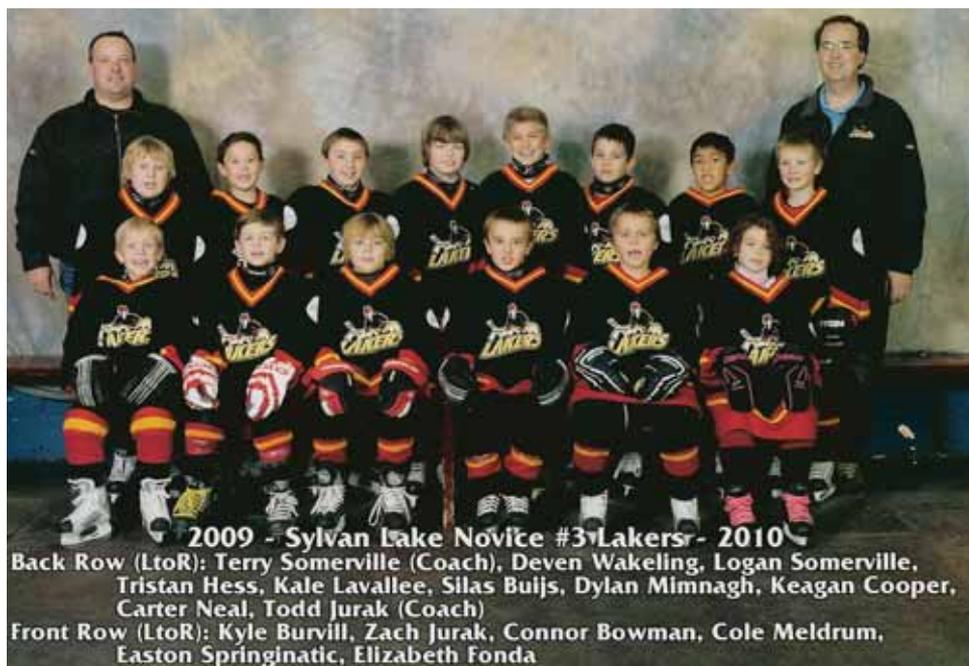
Thank you so much for the retirement gift of \$1,000. I have been so fortunate to be part of the TWU. This was never more apparent than during the last labour dispute when we were reduced from seemingly respected Telus employees down to worthlessness in the management's eyes. I never felt the same after that. Thanks for your support during that time. Years have passed and though there are scars, at least the wounds have healed. What I did to get myself through that was to think of it as just business and nothing personal, thusly removing the sting of rejection. Everyone is doing their best to survive. I have fond memories of the start of my employment to its end and have met some truly amazing people

and friends, to whom I am thankful. Even some managers were of encouragement, though far and few between. Moving forward, I hope to see the TWU receive a following of members who are truly devoted to the cause. I myself am thankful for all that the TWU achieved during its history and hope for continued harmony among all its members.

Sincerely yours,
Conrad Meier

I recently received my retirement gift of \$1,000 from the TWU and would like to thank all the members for this generosity. I was one of many who lost their job when the Kelowna Customer Service office was closed in March 2003 by the "slash and burn" policy of the TELUS executives. I was with BC Tel/TELUS for 29 years. I spent the next 5 years in the workforce away from TELUS and it made me appreciate the great company we once worked for. I also realized that those picket lines I walked and those long fought battles were well worth what we accomplished.

I sincerely give my best wishes to those members now left to fight a very difficult nettle. It will only be through dedicated employees and difficult battles that TELUS will again become a corporation we can be proud of. I hope



2009 - Sylvan Lake Novice #3 Lakers - 2010

Back Row (LtoR): Terry Somerville (Coach), Deven Wakelling, Logan Somerville, Tristan Hess, Kale Lavallee, Silas Buijs, Dylan Minnagh, Keagan Cooper, Carter Neal, Todd Jurak (Coach)
Front Row (LtoR): Kyle Burvill, Zach Jurak, Connor Bowman, Cole Meldrum, Easton Springinatic, Elizabeth Fonda

Solidarity Thanks

On behalf of the Sylvan Lake Novice 3 Lakers, I would like to thank the TWU for their support of our hockey team.

With your support, the kids are learning respect, integrity, leadership and teamwork.

Thank you TWU!

Yours truly,

John Hess,
Member of TWU
Local 205

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Letters of Appreciation CONTINUED

I will see that transition in my lifetime.

In Solidarity,
Penny Horovatin
BC Tel/TELUS employee 1974-2003

General Thanks

I would like to take this opportunity to thank the Telecommunications Workers Union, and all members and delegates for their support. Also, your Political Action Committee and Business Agent, Colin Brehaut, who contacted me, deserve special mention.

It takes money to put a campaign together and in local municipal and school board elections, it is especially gratifying to receive donations. Most expenses in local elections are paid with personal finances, so any help is appreciated. It is through the work of Unions and Labour councils that allow social activist and labour friendly candidates to be successful when they run for election.

I am happy to say that with your help, I have been elected to a second term as school trustee in Mission. It is an honour to represent the interests of all, and to also bring a social and labour perspective to the position. Our public services are always under attack. We need candidates that will protect those services in the public sector. All our children should have a quality education in the public system. I will continue to keep those ideals during my term, and fight against any erosion of public education.

In Solidarity,
Randy Cairns, Shop Steward UFCW 1518
Former Vice-President Local 50 TWU
School Trustee Mission Public Schools
School District #75

On behalf of Herizon House, we would like to take this opportunity to thank you for the generous donation of toiletries raised by the members of the Telecommunications Workers Union. These items will be enjoyed by the women and children at the shelter which services the Durham West area. Every day women and children in the Durham region seek help and refuge from violent, abusive situations. With your generous contribution, we are able to provide a place of safety, support an empowerment for abused women and their children.

We are grateful for community partners like you who care and are actively involved in working towards a

strong and safe community for everyone. Thank you again for your support. If you require any further information, please do not hesitate to contact us.

Sincerely,
Catherine Carney-White,
Executive Director

Thank you again for a most enjoyable evening. It was well put together and, as usual, the food was excellent. The retiree's dinner was announced at the AGM on May 13, 2009. Our Telus Ambassadors Fraser Valley meeting was two weeks later so I spread the word. We had ten attendees from our group alone. A very big thank you for sharing some of the prizes with our group. We will draw for them at our September meeting. Everyone always enjoys the little extra surprises. Thank you again.

Evelyn Finlayson, B.C. Telus Community Ambassadors, Fraser Valley

Scholarship Thanks

Thank you so much for providing me with the TWU scholarship this year. It will go a long way to help me in achieving my Bachelor of Business. Your contribution to my education is very much appreciated.

Pamela Livingstone

Solidarity Thanks

Thank you for your \$5,000 contribution to the B.C. Federation of Labour's *Count Me In* appeal. We understand the financial pressures faced by all of our affiliates and very much appreciate the generosity we find when we seek support for causes like these.

Thank you again and rest assured that your contribution will be put to good use.

In Solidarity,
Angela Schira, Secretary-Treasurer

CEP 2000

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