



Brothers and Sisters,

It is with heavy heart that I tender my resignation as President of Unifor Local 43 effective 12:01am Tuesday June 7 2022. This will include all union roles and I will no longer function in any union capacity. After 25 years of fighting with our employers, Bell, Bell Technical Solutions, Expertech and Transervice I can no longer continue to fight for our collective rights, while being represented by our current Union Unifor. It is my opinion that they have lost their focus "The membership, in specific, the Telecommunications workers of Canada, their largest sector. I personally am tired of the lack of effort by most at Unifor to actually resolve the membership's issues rather than selling the Employers threats to us and blowing smoke at us. Instead we spend years, sometimes the entire life of the agreement, with disingenuous employers that don't live up to what they agreed to. All while our union plays in Facebook, Twitter, Snap-Chat or whatever social or political media platform they choose to tell us all about the problems we already know we have, we just get to share our stories of frustration with each other. Like that does anything but let us know we are all collectively screwed. We can throw candy and literature at the public to get their attention, but we all know how that works with our employers "It doesn't". There are many good people in our Union that I have worked with over my 25 years as a union activist, many with vast amounts of knowledge of our sector have now retired, or have been broken by our union. To put it simply our Union is broken, starting with the dysfunctional Executive Board. As are our Employers, our Collective Memberships and many local activist both provincially and across Canada. We have many of the same issues that are ultimately the cause or source of our collective misery, as all paths lead to the same place. One day perhaps the Union will correct their path and start doing what we pay dues for them to do. This will likely require an internal political revolution to happen, something that I don't see happening in the future anytime soon, and I no longer have the patients to wait for that moment in time. To my many union friends, colleagues and again most importantly, the members of Unifor Local 43, I thank you for 25 years of support and wish you the best on all your future endeavors.

"The people with the desire, don't have the power. Those with the Power don't have the desire"

Respectfully and In Solidarity

Shawn Cowan

A handwritten signature in black ink, appearing to read 'Shawn Cowan', with a long, sweeping underline.

President Unifor Local 43