



The UNION ECHO

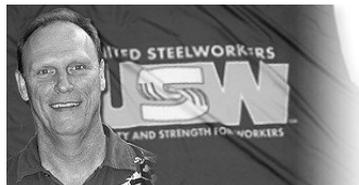
Serving the workers of Northern and North-western Ontario



Volume 21 Issue 2

Unity and Strength for workers

Winter 2019



PRESIDENT'S CORNER TWO SUCCESSFUL MEETINGS AND AN INFORMATIVE VISIT

Stewards Meeting

Each and every year the stewards from each workplace in our Local are invited to attend and participate in our annual stewards' meeting. These meetings are scheduled so that the Local can give training to the Stewards, to discuss issues and concerns our Stewards have within their own units and also to share information and knowledge each and every one of them has to share. This year was no different.

On May 30th and 31st, 29 Stewards attended the

meeting. The day started with a presentation/training from CROSH (Centre for Research in Occupational Safety and Health) based in Sudbury, in which our Local has a seat on the Advisory Board. The presentation/training consisted of what is CROSH, the kind of programs they have, what kind of researches they do, ...!

There also was a training on ALL SHOOK UP (measurement, evaluation and control of occupational vibration exposure), LINE OF SIGHT (How to get meaningful results from equipment in the workplace), and SLEEP



(understanding personal management under challenging circumstances). The participants also had the opportunity to visit the CROSH Mobile Lab that was at the meeting site.

After the presentation/training, the delegates had a round table to discuss many subjects such as cost of trainings, training for Stewards, communication, using Websites/internet to deliver messages, improvement to our Website, wage

conferences, membership meetings, arbitrations (costs and discussions on specific cases), new Gen, Organizing, participation in Stewards, H&S, Womens' annual meetings, the good service that is provided by the Local and how to keep it up, medias, Health and safety in workplaces.

As you can see, a lot has been discussed during the meeting and the discussions were very positive, constructive, and helpful. Great job Stewards, keep it up!



Visit to Chibougamau

Following an invitation from sister Locals in Chibougamau QC., a delegation of 4 people from the Local, namely Brother Roger Beland from Eacom Gogama sawmill and Executive Board member, Brother Eric Carroll, Full time rep. and Financial

Secretary of the Local, Brother Guy Veilleux full time rep., and myself went to Chibougamau to visit our Sisters and Brothers from different Locals there.

Their Locals and ours have many similarities as most of their workplaces come from forestry like sawmills, woodlands operations

etc..., and also very similar issues, challenges and successes. Therefore the discussions were very informative for both of our Local Unions as we and they gained and obtained information on how we and they deal with the issues and challenges we are all facing (manpower, Cariboo, forest tenure, hauling, just



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President... from page 1



to name a few.)

We had the privilege to visit some workplaces such as the sawmill in Chapais (Barette Chapais). Impressive sawmill

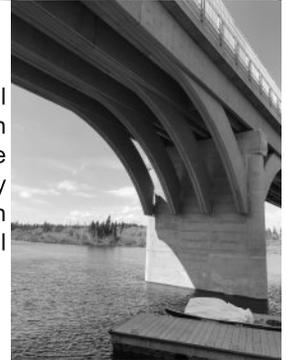
with 5 production lines (if my memory is not failing me), all up to date equipment; therefore it is unreal how much lumber this mill is producing in a single shift. We also visited a Co-generation Plant in Chapais. Big and very clean Plant.

We went and visited the Chantier Chibougamau Plant. At that Plant there is a sawmill and a Finger Joint plant. The Finger Joint product is then used to assemble extra-large beams that are utilized to build buildings like arenas, centres ..., and also bridges. With the equipment they are using they can give the form they want to a beam, amazing! See the pictures



provided.

After this visit/meeting I really feel better about our relationship with our Sisters and Brothers from the Chibougamau region. It was very informative for us as we did learn a lot from our sister Locals as well as they did from us.



Health & Safety

From September 9th to 13th, two members accompanied by Brother Eric Carroll and myself have attended the International Health, Safety and Environment conference in Pittsburgh, PA. During their stay in Pittsburgh, the delegates, Brothers Paul



Cloutier from RYAM woodlands operations in Kapuskasing and Michel Charron from RYAM sawmill in Cochrane, attended planery sessions each and every morning, as well as attending workshops in the afternoon. They did listen and learn from many panels during the planeries and enriched their knowledge with the workshops. There were many workshop subjects to choose from such as; USW Health & Safety Arbitration, Mental Health and Workplace, Hydraulics; a bone crusher, Aging workforce, New and young worker awareness program, Working in extreme

temperature, and so on, over 100 different workshops. Both of our members found the conference to be very interesting, informative, and educational. They really enjoyed it they said.

As it's been for many years now, our Local's Health and Safety Council has met in Kapuskasing on October 17th and 18th. All 21 Co-Chairs and Harassment committee members from Columbia did get some training on Workplace Violence and Harassment. Aside from the training, they discussed issues and matters pertaining to each

of their workplaces. Again this year the meeting was very successful. Good job Health and Safety Committees; keep fighting for your Sisters and Brothers' rights and safety at work!

In closing, I would like to take the opportunity to wish all Sisters and Brothers of Local 1-2010 and their family, a very Merry Christmas, and a safe and Happy New Year, because in our lives family is the greatest gift of all.

In Solidarity;
Jacques Jean



NO WORDS CAN EXPRESS MY FAMILY'S GRATITUDE

Let me start off by thanking each and everyone for your donations of flowers, gift baskets, cards, prayers, expressions of condolences and monetary contributions. The help from my Union Brothers and Sisters, former coworkers, former employer, as well as District 6's Marty Warren, Sylvia Boyce, Marc

Ayotte among others for their expressions of sympathies and condolences during my family's loss of "our boy". We will be, forever grateful.

Special thank you to Mr. Herbert Daniher and Wesley Ridler for organizing the Jaysin Lacko Memorial Scholarship and funeral cost GoFundMe

page, which collected over \$13,000.00. Donations were received by folks we may never know. (Thank You)

To our Local's staff and executive board. My family can never thank you enough for the care and time given to me. You, my Brothers and Sisters, are truly family to us. Solidarity

is not just a word you throw around; in our darkest days, you've proven to be our light.

Resolute Ignace Sawmill

Ignace sawmill has taken more downtime than was expected. The company is blaming market conditions. At the time of this publication the latest word from the company is that

...cont'd on page 3

Jason Lacko... from page 2

the sawmill will not be reopened until the spring of 2020, if market conditions permit. Unfortunately, that would leave the 50 Ignace members on lay off for over a year. The company is also aware of the severance implications that could be payable if the layoff continue into the new year. The union will hold membership meetings in the coming months to update members on the restart and/or any other issues that may arise. The mobile equipment operation has also been on layoff affecting 12 members of Dallan Forestry.

Resolute Atikokan Sawmill

Atikokan sawmill has seen many grievances filed over the summer months; most have been resolved apart from one which is slated for arbitration at the end of November. Lock

out violations have petered out, but absenteeism is on the rise which has been a detriment to those who are consistently at work. The lost time and mill downtime have been leaving shifts without enough members to run the mill, therefore reducing the amount of money in the members' pockets.

Atikokan saw has also seen down time, reduction of the planner shift from a two-shift operation to one shift schedule of rotating days off. Mobile operations have also been reduced slightly with changes to scheduling. The yard conditions at the site are in disarray. With fall arriving I would expect that the yard will deteriorate further. It's important for safety's sake to reduce speeds and drive according to conditions. Safety

First!

Gateway Casino

The bargaining committee has been formed to begin negotiations with the new owner of the Thunder Bay casino. Not sure what to expect given the fact that we have not bargained with this specific company yet. There seems to be a pattern of sorts that has developed from other Gateway sites which include wage increases for all years of those agreements. It remains to be seen what we will see from this round of bargaining which begins on November 18th. Look for a complete update regarding these negotiations in the summer Echo.

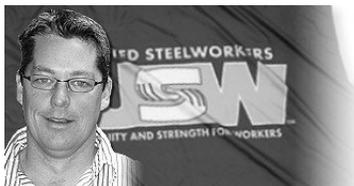
Nakina Sawmill

It has been a slow set of negotiations coupled with

motions brought forward by your union to the Ontario Labour Relations Board. It looks as if those hearings and days may be behind us now. The union expects to bring the members of Nakina Sawmill an agreement, which includes pay increases, to vote on early to mid-December. If ratified, your union will begin to post nomination bulletins for the various committees within the worksite i.e. Health and Safety, women's committee, grievance committee and stewards.

To all my Brothers and Sisters, I wish you all a safe and Merry Christmas with all the best in the New Year. Until next time! Take care and WORK SAFE.

In Solidarity;
Jason Lacko
and Family



NEW AGREEMENTS AND MORE NEGOTIATIONS COMING UP

The Ryam Kapuskasing woodlands operation, the Ryam Opasatika woodlands operation and the Ryam Chableau Sawmill all took some downtime this summer due to high inventory, a drop in the market prices and lumber demand being low.

Ryam Chableau Co-Generation Plant

As previously mentioned in our Summer 2019 edition, on March 19th our members from the Ryam Chableau Co-Gen had rejected at 79% the proposal for the renewal of their Collective Agreement. We went back to the negotiating table and on August 13th our 14 members from the Ryam Chableau Co-generation plant accepted at 58% a new 4 year Collective Agreement. This new agreement brings changes to

the language under the Article on Disciplinary, changes on the language under the Seniority clause and an increase to the clothing allowance from \$305.00 to \$320.00, an increase to the boot allowance from \$235.00 to \$240.00, an increase to the vision care from \$210.00 to \$230.00, an increase in Weekly Indemnity from \$600.00 weekly to \$620.00 weekly, an increase to the Pension Plan, a \$2.00 per hour wage adjustment to the Shift Engineer, a \$ 0.50 per hour wage adjustment to the Class 2 Steam Engineer, a \$15.00 paid meal premium after 4 hours of overtime work should a hot meal not be provided, an additional floater, vacation premium increased from \$90.00 to \$100.00, and wage adjustments of 8% over the term of the Agreement.

The elected negotiating committee there, Rory Ducharme and Scott McMahan, need to be thanked for the work they did during these negotiations.

Canadian Blood Services

Earlier this year we began negotiations with the folks from Canadian Blood Services from the Greater Sudbury area with the expectation that we would negotiate a new Collective Agreement for our 19 members there who work as Phlebotomist. These are the folks who collect blood from clients in Sudbury, Timmins, Kirkland Lake, Sault St. Marie, Espanola and other surroundings. As negotiating went on we were informed by management of Canadian Blood Services that the Sudbury operation was going into a different direction. They

had been approved for a new pilot project and the Sudbury clinic was a perfect fit. This new project was to collect plasma, which is in high demand. This meant that there would be no more mobile clinics, only a center clinic in Sudbury, and that our membership would go from 19 members to 6 members. These changes came as a surprise to everyone, especially our members in Sudbury working for CBS. This has created a lot of frustration and uncertainty for these folks. Talks are ongoing and we plan on addressing all of our members' concerns during these difficult times. We hopefully will have a positive outcome to report in our next edition.

Rockshield EWP

On October 31st, our 145
...cont'd on page 4

Eric Carroll... from page 3

members at the Rockshield Engineered Wood Products plant in Cochrane ratified at 80% a new 3 year agreement. This new agreement brings back the Civic Holiday, the vacation percentage and the one day's wages for clothing allowance. The agreement also brings an increase of \$0.50 per hour for every year of the agreement, a \$20.00 per year increase in the tool allowance, an increase in the vision care, an increase in the

shift premium, increases in the Life insurance and AD&D, and an increase in the dental plan. Members also received a signing bonus. Negotiating increases in the Collective Agreement is not easy and the negotiating committee there, Daniel Grenon, Wayne Decevitto, and Robert Pronosvost, must be recognized for the great work they did. Good job gentlemen.

EACOM Timmins Sawmill

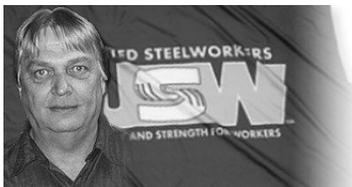
Early in September we started negotiating with the folks from EACOM sawmill in Timmins. We met several days and unfortunately we have come at an impasse. We've applied for conciliation.

As for the folks working at Maison Arc En Ciel in Opatatika, 3 Nations Logging in Cochrane and Centre de Santé from greater Sudbury, their contracts are up for renewal in the new year so we

will be meeting with each membership to take their demands for upcoming negotiations.

At this time, I would like to take this opportunity to wish everyone a Merry Christmas and a Happy New Year. Enjoy your loved ones, and let's be safe!!

In Solidarity;
Eric Carroll



NEGOTIATIONS AND OTHER CHALLENGES

It has been an active summer and fall in the Thunder Bay area, however I did manage to get some vacation time in July. The fishing and sunshine were welcomed; time with family and friends is always rejuvenating. Hopefully you also had some time to relax and do the things you enjoy during our all too brief of a summer.

The past year has again presented challenges. We have met them head on and resolved most, we will continue to work on the rest. We know full well there will be a new challenge tomorrow. The fight against injustices and corporate greed is ongoing. We always need to be determined and united in our efforts to overcome it.

Some highlights of the issues that have been dealt with since the last report are captured below. Resolute being our largest bargaining unit in the west end of our Local has certainly had an abundance of issues and takes up most of my report.

Resolute F.P. Woodlands Operations

The Resolute harvesting operations, like other forest operations, are currently faced with many challenges. These include large reductions in allowable cuts on some areas of their limits, (due to the Caribou issues and other unnecessary restrictions). Certain environmental groups, Greenpeace and others, continuously pursue the elimination or reductions of the forest industry. As a result some of the more remote areas are bringing harvested at an increased level. This is in order to maintain a wood supply to their three sawmills and the pulp and paper operations.

For these and other reasons (like the buyout/severance of Resolute employees), the number of contractors and the membership has been increasing.

Ricci's Trucking and East End Chipping began operations on the English River Forest (Ignace area) in April of this year. These operations presently employ over 50 members.

Perron Contracting from the

Sioux Lookout area is beginning operations on the Caribou Forest, the northern end of the Resolute limits in the Savant Lake area. When fully operational there will be 30 or more new members employed there.

Arbitration Resolute Woods

We concluded the arbitration with Resolute Woodlands regarding the use of a non-union contractor. We were not successful. The arbitrator failed to recognize the intent of a previous settlement, and therefore he sided with the company. Despite this setback we will continue to organize the workers that supply wood fiber to Resolute mills.

There are two other arbitration cases pending, one involving a long-term employee who has been refused a return to work after a lengthy absence for medical reasons. He has recovered and received medical clearance from his doctor to return to his full duties. This has not occurred. The issue is complicated by the fact that Resolute has no active employees, due to the buy-out of their employees last year. This issue may not be an

isolated case as other members could be in a similar position should they recover from their medical conditions.

The second case involves the use of non-union contractors on certain worksites that are on Forests not directly licenced to Resolute but are being harvested by contractors for use in their mills under an overlapping forest licence. We believe this is a violation of the collective agreement, as our jurisdiction is to apply on the limits and worksites of the company. The dates for this matter are not until April of 2020, a frustrating delay to be sure.

Resolute F.P. Thunder Bay Woodlands Bargaining

We resumed the delayed negotiations, (the agreement expired on November 1st, 2018), with this company on June 18th, 2019, and reached a tentative agreement on June 19th, with the assistance of a mediator.

We had met previously for 4 days in December and 3 days in February, at which time we broke off and filed for mediation. On June 26th the

...cont'd on page 5

Bruce Frost... from page 4

members that work for thirteen different Contractors under the Resolute Thunder Bay Woodlands agreement completed their ratification vote. There are approximately 400 members working under this agreement.

The ratification vote was held in three different locations, to allow the members who work east, west and north of Thunder Bay the opportunity to decide the outcome of their tentative agreement. The agreement was accepted by 84% of the voting members.

The renewed agreement provides for improvements to the benefit plans, short and long-term disability plans, the Retirement Income Plan and Bridging Supplement, the addition of two floating holidays and changing the Remembrance Day statutory Holiday to an additional Floating holiday. There were also some language improvements. Each year of the four-year agreement provides for an annual 2% pay increase; also included was a \$1,000.00 signing bonus at ratification.

The negotiating committee consisted of members Willard Coderre (Firesteel Contractors), Andre Lachance (Renewable F.P.), Roland

Chevrier (Shuniah F.P.), Richard Lamothe (Highstone Logging) and Jamie Miller (Rigato-Ward) as well as our President Jacques Jean, Vice-President Bruce Frost and Recording Secretary Jason Lacko.

Kiashke Zaaging Economic Development Corporation (KZEDC)

This is an entity of the Gull Bay First Nation (Kiashke Zaaging Anishinabek); they have an overlapping forest licence allowing them to harvest wood fibre on the Black Spruce Forest for Resolute or other mills. They have a Collective Agreement which allows them to deliver fibre for Resolute mills. Their Collective Agreement is different than most with more flexibility to recognize the unique circumstances that confront First Nations.

It has been a struggle to get them and their Contractor (Madgada Inc.) to honour the agreement that they signed and agreed to.

The Collective Agreement has now expired and needs to be renewed; it will be a challenge for a variety of reasons. Updates will follow in future reports to the Echo.

KZEDC ARBITRATION

In January we had an arbitration which turned into mediation and a settlement obligating the Company (Madgada) to comply with the agreement especially as regards to benefits, pension and the submission of union dues that are deducted but not being submitted to the Union. Even after the Arbitrators award, they continue to violate the agreement.

Most of the membership are not familiar with collective action. They are reluctant to demand the benefits and working conditions they are entitled to. Employment is scarce near their community; the fear of losing their employment is real and understandable in the circumstance.

If this matter is not settled by mutual agreement soon, we will be forced to take the employer to court for failure to comply with the award.

Dallan L.P. Fort William

The agreement for the 45 or so members employed by Dallan at the Resolute Thunder Bay Sawmill yard expired September 30th, 2019. The membership met on several occasions putting together proposals for the renewal of their agreement.

The proposals were presented to the Company when bargaining began on October 21st to 24th. The bargaining committee consisted of steward Jason Wanzuk, member Brad Hakanen and representatives Jason Lacko, Bruce Frost and Jacques Jean.

A tentative agreement was reached on October 24th. The membership met to vote on this proposed settlement on October 30th. The settlement was rejected. We have applied for conciliation and await the appointment and scheduling of dates to return to bargaining.

As the year comes to an end, we should make time to reflect on our accomplishments large and small, take pride in them. We need to acknowledge those that assisted in and made those accomplishments possible and be grateful. Although we know the struggle won't stop here, with a plan, and by working together we will achieve some of our wants and needs in the future.

We wish you all a Merry Christmas with joyous times with family and friends. May you and yours have a healthy and prosperous New Year.

In solidarity;
Bruce Frost



**FIRST YEAR AS A REP
GRIEVANCES AND OTHER ISSUES**

My first year as the representative for the central region has been a learning experience that I enjoyed a lot. I would like to thank every shop steward for their support and expertise regarding their units. Without them my learning would have been a lot more difficult. I really appreciate all of them for their hard work.

Hornepayne Lumber

We had issues with unjustified termination of employees. We filed some grievances regarding these issues and also these cases are set up for arbitration. We are still discussing these cases with the company and hopefully we can resolve them without arbitration. I would like to take this opportunity and thank

Carrie Scott Veraldi for her work as shop steward. Carrie did a great job. Thanks Carrie for everything. I would like to take this moment to congratulate Lisa Stewart on becoming the new shop steward. Lisa is very dedicated to her co-workers. She is doing a wonderful job. Please don't be shy to thank her. Keep up the good work Lisa.

The company also had problems getting wood in the yard. Hopefully this issue will be resolved soon and no layoffs will be given because of this situation

Ryam Lumber Hearst sawmill

With all the movement in the company it's been a challenge to receive answers regarding

...cont'd on page 8



Every year, we give two Scholarships of \$1,000.00 each. Winners are chosen based on an essay titled "The Value of Unions in our Society". All essays are sent to 3 judges with only a number; no names are shown. This year, our judges were Norm Rivard (former Local 1-2995 President), Roland Laurin, (retired Local 1-2010 union representative) and Guy Bourgouin (former Local 1-2010 President). Congratulations to our two winners this year: Félix Morissette and Samuel Robichaud. Below are their winning essays.



Félix Morissette,
son of Bruno Fournier,
member at RYAM Hearst
Sawmill

Note: This essay was submitted in french. This is a translation of the original.

The Value of Unions in our Society

Work is the activity that allows the production of goods and services; it's the essential element of production of the economy and the viability of a community. Work is provided by the employee who, today, has the right to work in a safe workplace, benefits of parental leaves, paid vacation, fair wages and is part of an associated collectivity to preserve those rights and more. These associations are more commonly known as unions.

The idea of defending common interests, to meet and establish rules exists since the beginning of the human and civilized history. It's this ideology that is still present at

the heart of unionism.

The 1800s mark the birth of the union model and of the modern unions of today. In Canada, the union movement has been improving the worker's life for a long time but this did not happen overnight and unions had to face many challenges to obtain the rights that the workers currently have. First of all, groups of workers had to obtain the right to gather and to associate. It's in 1872, following a strike of printers in Toronto that the Trade Unions Act was signed. This law legalized and protected union activities. It's also this event that allowed us to imagine a 9 hour work day and Labour Day. One thing leading to the other, other fights were won and other ideas were presented like, for example, the birth of unemployment insurance in 1940, the automatic contributions from wages to the union for its members in 1945, the procurement of acceptable remuneration, benefits and pension plans for the public service staff in 1965 as well as parental and maternity benefits in the 1970s.

The right to security at work is, in my opinion, one of the most important fights for union groups. Even if this fight seems to have no end, the health and safety of workers has improved. It's in the 1960s that Ontario adopted

the law for industrial safety, that we write the Canada Labour Code and the Occupational Health Act. The latter makes the health and safety a shared responsibility between the employer and employee. Consequently, the employee has the power to refuse unsafe work, has the right to be informed of dangers present at the workplace and can participate in discussions regarding health and safety. WHMIS is just an example of the efforts deployed by the union, the government and employers to promote the access to information on dangerous products and protect the worker.

Health and safety at the workplace is not only indemnities for injuries, coffee breaks, sick days, a safe workplace and the procurement of safety equipment. Health and safety at the workplace is also zero tolerance for discrimination, harassment, abuse of power, intimidation and the bad treatment of an employee.

In Canada exists the Charter of Rights and Freedoms. This protects the fundamental rights of every Canadian. There is also the Human Rights Act to promote the equality of Canadian citizens and prohibit discriminatory practices. At the same time, union representatives are looking at the question: What are our rights and are they

recognized and protected at the workplace? Unions develop a language in collective agreements and apply pressure on different levels of the government to develop laws to reinforce workers' rights.

About a quarter of Canadian workers are union members. Being a union member means that you have the power and the right to negotiate, enter a grievance and promote change. In addition to benefiting from a higher hourly rate than a non-member colleague, being a unionized worker can also give you the right to legal representation, to education, to financial support during unusual circumstances like for example a strike, to fair wages, to national or international solidarity, to a means of communications, etc,...

In the course of history, the union movement has made itself known and heard and has fought to obtain rights for workers. Those that have the privilege of being a union member have the responsibility to recognize the efforts of union groups and preserve the rights by exercising them.

Strength lies in numbers!



Samuel Robichaud,
son of Patricia Plourde,
member of the Centre de
Santé de Sudbury

Note: This essay was submitted in french. This is a translation of the original.

The Value of Unions in our Society

Many Canadian citizens have jobs that maintain their living conditions and their well-being. In many cases, the well-being at work is greatly influenced by the union associated with these individuals. In fact, a union is an association that aims to defend the collective interests of the workers in many fields of work. It allows a workplace that is safe and fair axed on social justice. Many of the advantages associated with a union are presented in the following paragraphs. This determines the value of unions in our society.

Usually a union has the following mentality: "one for all and all for one".

Furthermore, a union represents a strong voice for each unionized worker. It represents the workers during negotiations with their employers and helps to promote transparency for each concerned party. For example, it ensures that each worker receives a fair remuneration based on the work done and on seniority.

Also, a union takes to heart the health and safety of workers by ensuring a safe and pleasant work environment for each unionized worker. It makes sure to prevent as much as possible accidents and illnesses associated to the unionized workers' workplace by updating work standards axed on the security of each unionized employee. After that, it requires and makes each employer responsible so that their employees put into practice those standards.

Furthermore, it maintains each employee's dignity by ensuring that employers are

just, egalitarian and impartial towards their employees. A union protects each unionized worker's rights and freedoms. This is a responsibility within the union that is primordial for workers who are part of a visible or invisible minority within a company or organization. For example, according to statistics presented on your website (www.metallos.org), "unionized women make up to 7\$ more an hour than the others". This demonstrates that a union plays the role of guard dog for the unionized employees by ensuring that employers valorize social justice within their company or organization.

In fact, a union provides to employees a better sense of security about their jobs. This allows putting in place a healthy workplace by decreasing the uncertainties, insecurities and stress linked to the work of unionized employees. A union also aims to diminish the perception of "one against the other" and instead promotes the

collective effort of employees. By ensuring a good working environment for employees the union allows the employees' productivity to increase at work. In this sense, a union helps to obtain a "win-win" situation for unionized employees as well as for the employers.

In conclusion, a union is a work element that greatly benefits workers. The advantages that we just enumerated allow us to see the purpose of a union and also the importance of the union in our society. Personally, I am happy and proud that my mother is part of your union. After writing this essay I also see the importance of being part of a union. Also, this essay has allowed me to learn that your union highlights the importance of collectivity and that is a value that I hold close to my heart.



Local 1-2010's Women's Committee

Local 1-2010 Women Committee Meeting - September, 2019

Local 1-2010's Women of Steel committee members met on September 19th & 20th at our office in Kapuskasing. The Sisters did get some training on "mental health in the workplace" given by Sisters Terri Rinta and Stephanie Gunson. There was also a presentation given to them on "women's wellness" by Mrs. Claudia Ojeda Macias. Sisters said that they really enjoyed both the training and the presentation.

Sisters also met to discuss many issues/matters. They discussed the successes of the past year, addressed proposal for participation of Sisters from other Locals in our Local's committee,

elected delegates who will participate in future women's conferences, passed motions/recommendations that were sent to the Executive Board's attention.

Our sisters's committee is doing very good; they are accomplishing some great work. The Sisters were very communicative and positive during their meeting.

Way to go sisters, keep up the good work!

In Solidarity;
Kelly Miller

Chair of Local 1-2010's
Women's Committee



Back, left to right: Jacques Jean (Local 1-2010 President), Christianne Baillargeon, Tiffany Lemieux, Gisèle Pintar, Stacey Smith, Becki-Rae Mikasko. Middle, left to right: Stephanie Gunson, Marilyne Saville, Denyse Korpela, Denise Fick, Tammy-Lynn Constantin. Front, left to right: Terri Rinta, Elizabeth Dumas, Anne Lacroix, Janet Daigle, Jessica Baril, Kelly Miller, Amber Levesque.

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Zone 3:

Terry Kisch

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Christiane Cousineau

Zone 5:

Roger Beland

Jean Laurin

Trustees:

Dominic Anctil

Denis Quirion

Dave Ayotte

Michelle Theriault



Guy Veilleux... from page 5

all of our grievances, but now since there is a new HR in place thing looks better regarding the answers. We have quite a few grievances in place and hopefully we can resolve them in a near future. We also voted on a new job for week-end lumber crane operator. At first the proposal was rejected due to the appointment if no one applied on it. We then re-voted on it without that clause and it was accepted. We then informed the company regarding this result and they agreed to remove the clause of appointment and also 2 new jobs were opened for the planer: spare man planer was open, one for each shift.

Columbia Forest Products

I'm glad to say that after our first meeting with the new management things look promising. We resolved a lot of

grievances and hopefully in the near future we will be able to resolve the rest. In the past, it was hard for us to obtain answers. Let's hope that this new relationship between us and the management will be beneficial for the employees. We still have a few grievances that will need to be resolved in arbitration. These grievances are regarding prescribed drugs. We will see the outcome of those decisions and let's hope it will be in our favor.

Hearst Farmers Cooperative

I would like to congratulate Elizabeth Dumas for becoming the new steward for this unit.

Maison Renaissance

Since the departure of Randi Dillon from Maison Renaissance, Jessica Baril became the new steward for that unit. Jessica was already the temporary

steward in place.

Aramark Canada LTD

The Collective Agreement will end on the 31st of December 2019. Demands will take place soon, if not already done, and then we will start negotiating in a near future.

Regarding training, from my units we sent 3 people to take the first level steward training: Lisa Stewart from Hornepayne Lumber Sawmill, Elizabeth Dumas from Hearst Farmers cooperative and Jessica Baril from Maison Renaissance.

I would like to take this opportunity to wish everyone Happy Holidays with their loved ones and please be safe.

In Solidarity;
Guy Veilleux

