



The UNION ECHO

Serving the workers of Northern and North-western Ontario



Volume 18 Issue 1

Unity and Strength for workers

Summer 2016

The Local Mourns the Loss of a Great Leader and Friend

It is with sadness that we report the passing of our Brother and friend Wilfred Murdock McIntyre, better known to our membership as Wilf, on March 12th, 2016 at the age of 69 from a long battle with heart disease.

Wilf was President of Local 1-2693 for approximately 10 years and he dedicated his life to the cause of improving the lives of workers, their families and their communities, from which we all benefit today. As a union leader, Brother McIntyre was a formidable negotiator, organizer and mediator and was respected

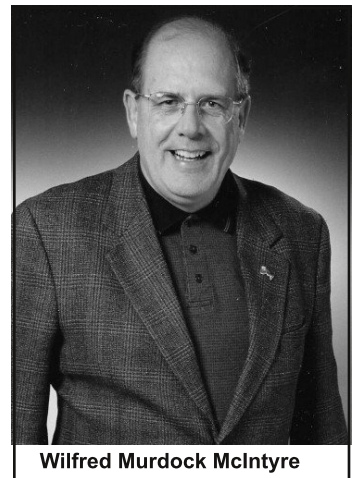
by all employers he faced.

Wilf also served as President of the Port Arthur Labour Association, National Executive Vice President of IWA Canada and the United Steelworkers. Wilf also sat as chairman, trustee and member of many boards and councils including his role as President of International Labour Council, Advisory Board Member of the Lakehead University, Chairperson of IWA Aboriginal Committee and Board Member of the Northern Ontario Heritage Trust Fund.

Undoubtedly Wilf will be sorely

missed and most remembered for his engaging personality, his integrity, his humour and his passion for the membership and politics. Our condolences and our prayers go to his wife Aline, his daughter Tanya and his son Ian.

Wilf McIntyre will be greatly missed by this Local and its membership. Rest in peace Brother. I am sure that wherever he is now, he will be looking over us all as he always did.



Wilfred Murdock McIntyre

In Solidarity;
Guy Bourguin

Wilf's untimely passing evoked memories and emotions from union members and union leaders:

Former President of Local 1-2995 and of IWA Canada Norm Rivard:

When I heard of Wilf's passing, I couldn't help but to bring back fond memories of the years we worked together during the Northern Ontario District Council (NODC) years. I can remember some of the debates we had and even though we didn't always agree on some issues, one thing that I can say: Wilf always had the

membership at heart.

He was the type of individual that would fight to the end when it came to the livelihood and working conditions of the membership at large. At the National level, when Wilf was assigned a task you could rest assured that it was done quickly and efficiently.

The labour movement lost a great man and advocate for the working women and men.

44 year Member of Local 1-2010 Claude Carriere:

As a former member of local 2693, I met Wilf many years ago and the first thing you saw was his ever present smile. In a very short time you felt welcomed and comfortable around him. He was respected by many who met him.

One such worker made a picture for Wilf of the Lumber

and Saw Union with a Mickey Mouse theme.

"Wilf", I asked him, "are you sure you should be hanging that in your office?" "Why?", Wilf asked. My response: "People may think you are running a Mickey Mouse outfit."

I was the recipient of a long narrow stare followed by a resounding good laugh and a hearty handshake.

USW Wood Council Chair Bob Matters:

Wilf had a history of being a tireless (literally) advocate for anything he believed in and once his mind was made up,

change involved incontrovertible proof that he was wrong somewhere along the line. He served the IWA Membership well in anything that he did while he was in the National IWA office, and later

after the merger with the USW he continued in just the same way.

Wilf was dedicated to working people and to the principle that they were treated with

respect and dignity, and again, he was tireless in defense of their rights and particularly their right to be treated with respect and dignity. He hated companies that didn't treat their workers the way he felt

Wilf McIntyre... from page 2
 they should be treated, and that made him a dedicated organizer for the union.

Wilf could find the best in people, of making everyone who knew him feel the respect that he had for every one of us. His talent for using anybody where they were the

most effective was unmatched.

He was an inspiration to most of the guys who knew him in the union...he never wavered, and he showed commitment to working people that a lot of those who knew him are inspired to emulate.

Executive Board Member of Local 1-2010 John Krahn:

As a long-time member of the executive board of local 2693, I grew to develop a deep appreciation and respect for Wilf McIntyre. The Man couldn't tell a joke to save his life but give him an issue that he believed in and he was like

a pit-bull. Once he sunk his teeth into an issue his dedication and focus would carry him through a resolution.

A true unionist and labour activist, he was a man that you wanted on your side in a conflict. Tough and passionate, he was a man that will be missed.



PRESIDENT'S CORNER GRAND OPENING OF OUR NEW THUNDER BAY OFFICE

Our Local sent 8 delegates to the USW Wood Council Conference and the USW National Policy conference in Montreal where they participated in establishing new policies and resolutions in moving our union movement forward. Delegates dealt with resolutions on Forest Policies, Trade and Economy, Health, Safety and Environment, Political Action, Human Rights and Equity, Union's next Generation, Humanity Fund, International Solidarity, Growing new USW Membership, Precarious Employment, and Retirement and Pension. They also heard numerous reports and international speakers on

equity, pride, justice, and solidarity in the labour movement.

On May 18th and the morning of the 19th, the Local held its annual Stewards training for over 40 Stewards from different units of the local. On the 18th, trainings delivered were "Bargaining to win and the Continuous Bargaining Cycle" and "Confidence with Conflict In the Real World". On the 19th, training was given on Workplace Violence and Harassment. These annual meetings are made to deliver ongoing training and also build working relations between our local Stewards. The Local wants to thank Herbert

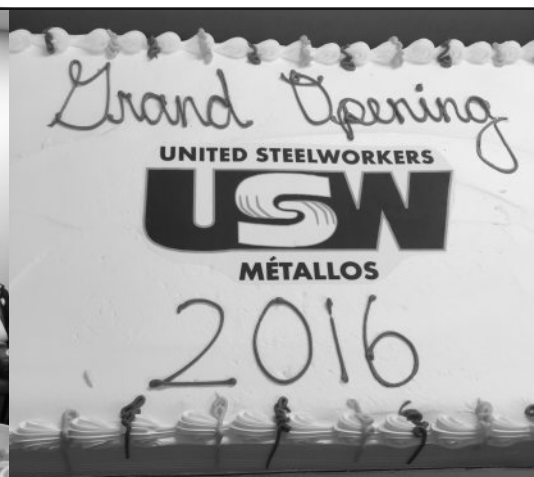
Daniher, USW staff representative, and Ron Boucher, the Workers Health & Safety Center in Thunder Bay, on the excellent delivery of the courses.

On the afternoon of May 19th, the Local held its grand opening of our new office on 331 May Street North in Thunder Bay. Members were invited to come and visit their new home. In attendance were Marty Warren - our District 6 Director, Bob Matters - USW Wood Council Chair, and Marc Ayotte - the new USW Co-ordinator for the Thunder Bay Area. This new office is a commitment made from the merger of former

2693 and 2995 that the members in the Thunder Bay area would always have an office that they could call home and now they have a new and beautiful one. This new building is self-sustained; we rent an office space to District 6 and we have a beautiful training room to rent that can hold 40 to 45 people for training.

In closing I want to wish you a safe and beautiful summer Holidays. Enjoy it as you have surely deserved it!

In Solidarity;
 Guy Bourgouin



Local 1-2010 staff at the Grand Opening of our new Thunder Bay office on May 19th
 Left to right: Jason Lacko, Bruce Frost, Guy Bourgouin, Eric Carroll and Jacques Jean



From left to right: Bruce Frost-3rd Vice President Local 1-2010, Guy Bourgoquin-President Local 1-2010, Marty Warren-District 6 Director and Jason Lacko-Recording Secretary Local 1-2010



Training was given to our Stewards at our new Thunder Bay office on May 18th and 19th



USW National Policy conference in Montreal



Jacques Jean, 1st Vice President of Local 1-2010, speaking at the USW National Policy conference in April



A NEW PLACE TO CALL HOME

We have finally settled into our new office on 331 N. May St. There was a lot of work to be done since we officially moved in November 2015. After 6 months we have completed all the tasks that needed to be completed and we now have a meeting hall that is functioning and can comfortably hold up to 45 members, 75 if we remove the tables. If you were unable to make it to the grand

opening on May 19th please be sure to drop in and have a look around.

Atikokan, Ignace sawmills and Dallan Forestry have endured and persevered this spring as fiber supplies were limited throughout all operations of Resolute Forest Products. Resolute management teams have had their hands full with spring conditions in the

woodlands and we credit all woodland operation members for getting as much fiber out of the bush as possible. With the favourable dollar right now we expect the sawmills to run at full production throughout the summer and into the fall and winter. Weather forecasters are anticipating a warm and drier summer which could elevate the risks of forest fires and create more woodland

downtime. We need to be strong advocates for safe use of open fires.

Atikokan managed to maintain for the most part all shifts in the sawmill with the exception of 2-3 weeks in March and has returned to regular shifts. The planner was unaffected and continues to hit and exceed production targets. Ignace sawmill, however, eliminated

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Jason Lacko... from page 3

weekend production for approximately 4-6 weeks in order to restock log inventories.

Ignace has been raising their production week by week while maintaining 500 days' injury free, "great job". With that said, I would like to take a moment to remind all employees who work in dangerous environments to utilize and maintain lock out procedures: we have a lot of young workers in these sawmills, we need to lead by example and have each other's backs!

Indefinite shutdown of the Hudson sawmill (McKenzie lumber) continues

On Monday July 6th, 2015 McKenzie lumber announced an indefinite shutdown of the mill in Hudson Ontario. At the time of my last report we had 1 outstanding grievance. This has since been resolved. The company realized they had misinterpreted the collective agreement. No news as of yet when the mill will restart.

The OLG Floor and clerical members will begin bargaining sometime later in the year. The collective agreements are set

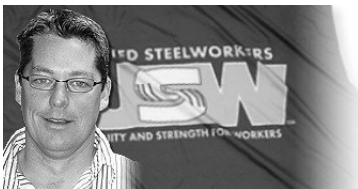
to expire on October 31st. During the month of June, we will begin assembling the bargaining committees. We will also be sending out hard copies of the bargaining surveys. It is vital to the collective group to fill these surveys out and return them back to your steward or directly to the office.

There have been a few grievances filed at the casino, none with much concern. Most grievances filled have led to reductions in discipline, a couple however involving patrons have not been reduced. The company has

stayed consistent with this type of discipline. Management continues to work within the confines of the collective agreement and have implemented a more common sense approach when delivering discipline for minor infractions. The continued pressure from the union and its members to create equality in the workplace has made an impact and strengthened the relationship.

Have a great summer, stay safe and work safe.

In solidarity;
Jason Lacko



EACOM Gogama

The members at the EACOM sawmill in Gogama just ratified at 51% a new 5 year collective agreement which includes wage increases of 13% over the period of the agreement, increases in their shift differential, vacation bonus, and tool allowance, a new benefit plan which includes a short term disability, a new statutory holiday (Family Day), new language on severance pay as well as an increase in vacation % for members with 25 years and over worked for the company. This is just to name a few changes in their agreement. The committee faced great challenges but all in all they did a great job.

North Cochrane Addiction Services

The membership at the North Cochrane Addiction services have just ratified a new 3 year agreement which includes increases in their travelling expenses, a signing bonus and wage increases of 3% over the term of the agreement.

Canadian Blood Services

The members from Canadian Blood Services out of Sudbury are still in negotiations and negotiations there are not going well. The negotiating committee is facing huge challenges as the employer is looking at reducing their guaranteed hours of work which affects every member's working condition and livelihood. Hopefully by the next Union Echo edition we will have something positive to

report.

Rockshield Plywood Plant

The membership number at the Rockshield plywood plant out of Cochrane keeps on growing and production numbers and sells are steadily on a rise which is great news for the plant which has faced many closures over the last couple of years. The employer keeps making many upgrades to the plant and plans on hiring more employees in the future.

Tembec Woodlands and Sawmill Operations

It's that time again where most of our Tembec woodlands and sawmill operations' collective agreements will be up for renewal in April of 2017. We

will be meeting with the members to start taking their demands in the next coming months.

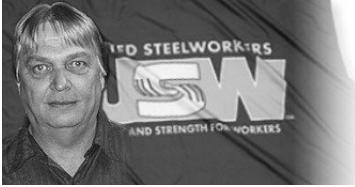
Kirkland Lake Forest Products

On April 15, we met with the 15 new members at the Kirkland Lake Forest Products plant in Kirkland Lake to ratify their new 5 year collective agreement. The new collective agreement was ratified at 80%. We welcome the new members there and look forward on working with them.

On that I would like to wish everyone a safe and happy summer!!

In Solidarity;
Eric Carroll

NEW AGREEMENT WITH EACOM GOGAMA PLANT REOPENS IN KIRKLAND LAKE



STEADY EMPLOYMENT THROUGH THE WINTER FOR MOST OPERATIONS

Through the winter most of our woodlands and sawmill memberships maintained steady employment with some growth at a few operations, the exception being McKenzie Lumber at Hudson which remains shutdown.

Our office renovations took longer and involved more frustrations than could have been predicted but they are finally concluding. With the renovations complete we are confident our new building will serve us well into the future.

Dallan L.P. Fort William recently announced that they have renewed their contract with Resolute F.P. Thunder Bay Sawmill for a 5 year period. Company President Dale Levesque says that with the renewed contract and a more certain future the company plans to make investments in new mobile equipment along with a new shop and lunchroom. The expansion will include at least 2 new full time positions.

Mr. Levesque wholeheartedly thanked the members for their hard work and dedication through the rather lengthy

period of uncertainty. We congratulate the Company for their efforts and commitment in achieving this mutually beneficial milestone.

We salute the membership for remaining calm and thoughtful through some trying times, displaying some of the best traits of a union worker earning not only their wages but genuine respect from their employer.

We successfully concluded negotiations with Integrated Distribution Limited Partnerships (Wajax Industries), an equipment dealership in Thunder Bay in November 2015. There were some major alterations made to the hours of work, benefits and pension plan, some of which were controversial.

Also included in the memorandum were increases in safety subsidy by \$50 per year, meal allowance by \$10 per day, tool allowance by \$100 per year, mileage to \$.50 per km, allowance for banked time up to 40 hours per year, improvements to bereavement leave, the addition of a "mobility allowance" of \$3.00

per hour for field work, an increase in all base rates of \$1.50 per hour and annual increases of 2% in each year of the 3 year agreement. The somewhat contentious agreement was ratified by 66% of the membership and expires October 21st, 2018.

Resolute F.P. Woodlands contractor operations continue to expand although not without some issues. A number of grievances have been filed with most resolved at this point. Employers often seek savings on the back of the crew. We continue reaching out to the new members employed by the various contractors to assist them in understanding their collective agreement. We encourage new members to attend any meetings or stop by the office or give us a call to discuss any concerns.

My report would not be complete without mentioning the feeling of loss that follows the passing of Brother Wilf McIntyre: my friend, mentor and leader. Part of his legacy is in the agreements we work with daily. Our new office paid for, in part due to his foresight.

The lessons learned under his tutelage are a constant guide. His wisdom and dedication to workers and his humour will be missed.

I attended his funeral service on behalf of our local. This gave me the opportunity to express condolences on behalf of myself and the local, to his wife Aline along with their children, their spouses and children. Although shocked and saddened by their loss, they were coping as well as could be expected. The service was well attended by Wilfred's family and friends, former 1-2693 president Joe Hanlon, past and present leadership of the IWA and USW as well as local politicians and community activists. It is not surprising that even in retirement Wilf was fighting to improve the lives of those around him. He leaves a legacy of which his family can be proud and the rest of us can only hope to emulate.

Life is short; enjoy it. Have a safe and happy summer.

In Solidarity;
Bruce Frost

Preventing Gossip in the Workplace

Many people have friendships in the workplace, but when we are unwell we may lose our judgment about boundaries around appropriate conversations. If you wish to prevent gossip and rumors in the future, here are some ideas you may consider:

1. Sharing only information 2. Engaging in "positive

that you are comfortable having others talk about. We never know when someone may pass on private information that we have shared. In an effort to connect with co-workers, we may share private details of our lives. Consider instead connecting without sharing private details and keeping workplace relationships friendly, warm and professional.

gossip". Decide that all of your "gossip" will be about what people have done right.

3. Creating your own circle of support. Having friends at work often means being a friend at work. Consider reaching out to those who need a friend.

4. Pre-empting gossip about the unknown. If you have been away or unwell, think about how you want to give

information rather than allow people to come up with their own story.



This newsletter is published by:

USW

Local 1-2010

20 Riverside Drive
KapusKasing, Ont.
P5N 1A3
Tel: (705) 335-2289
Fax: (705) 335-5428
E-Mail:
usw12010@outlook.com
Web Site:
www.uswlocal1-2010.ca

Executive Board

President:

Guy Bourgouin

1st Vice-President:

Jacques Jean

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Bruce Frost

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Rémi St-Martin

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Local 1-2010's Women's Committee



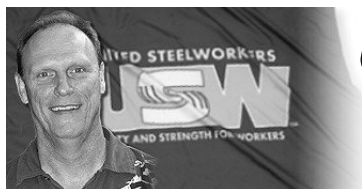
Erika Brown and Caroline Demers, Local 1-2010's delegates who attended USW's International Women's Conference in Pittsburgh

What a good experience and learning opportunity! Seminars, workshops, conference and a gathering of almost 1,000 women from all around the world walking in the streets of Pittsburgh.

The 2016 USW International Women's Conference Women of Steel – «Stepping Up» was held in early March, over a period of three days. The women had a chance to participate in 3 workshops among 22 workshops offered during the conference about various subjects that are important for the workforce today. For example: LGBT – Inclusive equality of right in a union for all, Social media, taking practical action to end violence against women, why

we don't have family-friendly workplaces and many more. The workshops were all informative one after the other. The speakers, with their stories, were a great inspiration. The delegates of our Local came back with new ideas, resources and contacts.

In Solidarity;
Caroline Demers
Chair of Local 1-2010's
Women's Committee



OLAV HAAVALDSRUD TIMBER PUT UNDER RECEIVERSHIP

Most of the workplaces in the Hearst and White River regions are in operation, except for the woodlands operations that are stopped right now but scheduled to restart in early July.

Hornepayne:

Members at Olav Haavaldsrud Timber have been on lay-off since the end of November, 2015. At the time the employees were told by the Employer that the lay-off would be temporary and that they would be recalled as soon as the Anmar Company, who owns a Co-Gen Plant adjacent to the sawmill, would secure an agreement with the government on the rate for KW per hour delivered on the grid. After a few months of negotiations, no agreement was reached and The Anmar Company did put the Co-Gen

Plant under CCAA. On April 11th, 2016, Olav Haavaldsrud timber Co. Ltd. was put under Receivership and PWC (PricewaterhouseCoopers Inc.) was appointed receiver and manager without security, of all assets, undertakings and properties of Olav Haavaldsrud Timber Company Limited. Since that date this receiver's plan is to sell both Companies (Co-Gen and Olav Haavaldsrud sawmill and woodlands operations). Since April 11th, 2016, we did not hear of any new development in this matter. We hope that both Companies will be sold to a new owner and that our members will be able to resume work in a near future.

Negotiations Hearst & Area Community Living:

An agreement was reached on December 7th, 2015 and ratified

by the members on December 15th, 2015. It's a 2 years and 10 months agreement, with a \$0.60 cents increase in wages for the first year and if the ministry makes new monies available to the agency for wages, the additional money will be allocated towards wages.

Health & Safety

Our Local's Health and Safety Council is scheduled to meet on June 2nd and 3rd, 2016 at our new office in Thunder Bay. The participants will be given trainings on Stress in the workplace, Dust & fibre, and on Mold. More details in the next Union Echo.

In Solidarity;
Jacques Jean



Scholarships offered by our Local: 2 x \$500.00

Eligible: Children of our members enrolling in post secondary education

Deadline: July 1st, 2016

Application form: www.uswlocal1-2010.ca or contact us