



PANDEMIC NO MATCH FOR OUR LOCAL'S ESSENTIAL WORKERS

Resolute Atikokan Sawmill, Ignace Sawmill and Woodland operations

Forestry operations throughout the western half of the Local had been deemed essential and have continued producing. I am immensely proud of our forestry operations and how they have handled this pandemic. The dedication of the Health and Safety committees and the members' diligence in regard to individual space, cleaning and genuine respect for one another, truly have been the determining factors as to why these workplaces and others within our Local have not had any sort of outbreaks or cases. Therefore, have been continuing to provide stable economies for the towns and communities that our members live and work in.

The Local's forestry operations, from Sudbury to the Manitoba border should take the time to reflect on what has been asked of them during the pandemic and congratulate themselves and each other. Without the due diligence of our Local members, essential production of forestry-based goods would not have continued!

Atikokan sawmill operations have continued throughout the pandemic and company reports are that the mill is doing well. 2 shifts in the sawmill and steady supply of

logs has been beneficial for our members. Resolution of grievance regarding benefits for those over 65 that was scheduled for arbitration has been resolved. Those over 65 and still working will be entitled to STD provided the individual pays the premiums as per present practice.

Resolute Ignace Sawmill The union was hopeful!

There was some hope that Resolute Ignace Sawmill would restart operations after the spring breakup. Unfortunately, along came the pandemic. At the time I write this report, it remains uncertain whether controlling the Covid-19 virus will encourage Resolute to restart the mill.

In an ordinary situation we would have sent out bargaining surveys, taken demands, elected our negotiating committee from within the membership and would be preparing proposals to alter the collective agreement. Unfortunately, the mill has not restarted production. Once the mill is operating, covid-19 virus runs its course and markets have stabilized, we will be able to change the agreement to the betterment of the members. When operations begin, we will organize a membership meeting to take demands, explain the bargaining process, confirm bargaining

committee members, and distribute bargaining surveys. Please stay in contact with your Union and feel free to call with any questions that may arise. Keep in mind that situations can change quickly.

The shutdown of the Ignace sawmill also affects 12 mobile equipment operators who work for Dallan Forestry. According to management there is 1 Dallan mobile equipment operator working at the site, offloading and loading logs that are being stockpiled for Atikokan and Thunder Bay mills.

Gateway Casino

The Corona virus has devastated many business and workers' livelihoods over the last three months.

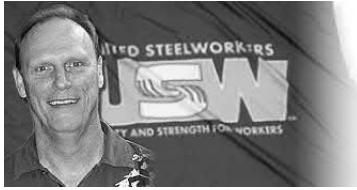
Brighter days may be on the horizon for our entertainment operations. Gateway casino had seen a total shutdown of its entire Canadian operations. On March 15th, the Local was made aware of a decision to completely shutdown all casino operations in Ontario, putting approximately 140 of our members out of work.

This news came swift and really without warning to the members although prior to the announcement fear was growing within the workplace. The company had offered to provide benefits to the members for only 4 weeks

which started a storm as in this time of need the company was taking the position that benefits for our members would be terminated, as well as potentially holding up payments of employment insurance payments. Through talks and negotiations, we were able to come to an agreement that benefitted the members as we began the uncertain and unchartered territory of the government declaration of the emergency measures act and the adoption of bill 186 to protect workers' jobs.

It is expected that the 2 casino operations will resume operations when the province moves forward to phase 3 of reopening Ontario. Given the scale and nature of the casino business this is ultimately the right pathway for those who work in those two operations. It remains to be seen how the patrons of the casino will respond to its reopening. We expect that the company itself will take into consideration the health and safety of all who enter and work within the operation. Fear and anxiety will likely be present, but with a strong safety committee and members' rights to a safe workplace, we will persevere.

In December of 2019, the two casino bargaining committees agreed to 5-year deals and were both ratified by the members. Wage increases of



PRESIDENT'S CORNER

UNCERTAIN TIMES

Sisters and Brothers,

We are currently living in uncertain times with the global Covid-19 pandemic. I don't have to describe every facet of this pandemic; you have heard about it enough already. But little by little we are witness to improvements and a better control of the situation: decrease of new cases, more recovered people,... But this

does not mean we can lower our guards. We must continue to follow instructions of the Public health and follow directives that are imposed in our workplaces, even if they may seem a bit excessive.

Therefore, let's follow directives, protect ourselves, our families, work Sisters/Brothers and our communities.

Everything will be alright!

Humanity Fund

For more than two decades, the Steelworkers Humanity Fund's Global Forestry Program has been connecting USW Wood Council locals with forestry workers around the world, with the main objective of strengthening the

capacities local unions.

In late February, a delegation visited two union partners in India to get a firsthand impression of the projects made possible through their contributions.

In Solidarity,
Jacques Jean



**STEELWORKERS
HUMANITY FUND**
**FONDS HUMANITAIRE
DES MÉTALLOS**



Jeff Bromley (Wood Council Chair) and Jacques Jean (Local 1-2010 President) being welcomed to a meeting with sal leaf workers



The delegation with members of local union OKKS in front of a phadi house, used to collect the kendhu leaves from workers of the region



Jacques Jean (Local 1-2010 President) talks to members of a forest protection committee associated with local union OKKS



The delegation discussing with members of a local forest protection committee



Local union activist explaining delegation members Dusty Palmer and Jacques Jean what has been done to ensure the sustainability of a forested area.

President's Corner... from page 2



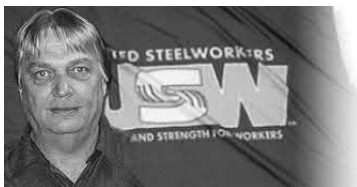
Meeting with sal leaf workers



Group of women sal leaf workers



Rhonda Armstrong (Local 1-2017) talking to kendhu leaf workers members of local union partner OKKS



WORKPLACE ISSUES AND NEW AGREEMENT DURING THESE UNUSUAL TIMES

To state the obvious, it has been an unusual past few months. Working from home has been a major adjustment, my kitchen table has been my desk the past couple months. I look forward to returning to the office and some sense of normalcy. It remains to be seen what the new normal will look like, but clearly changes have occurred to the way we work, live and travel, and some may well be permanent.

The health and safety concerns due to the Covid- 19 virus are real and are unique to each workplace. We continue discussing with management methods and best practices for dealing with the pandemic in the workplace.

Thus far our members and employers have successfully taken on this challenge with no virus having spread among the workforce. With proper diligence and cooperation of all this will continue.

Regardless of the virus or perhaps because of it, workplace issues still occur and need to be dealt with. The inability for normal face to face

meetings with both management and members has created several new challenges. We are continuing to adapt the way we conduct the work of the Union.

The stress and uncertainty caused by the virus has had an effect on all of us, in the workplace and the community. Unfortunately, there have been some conflicts between members at a few workplaces as some members take the new practices less seriously than others do. It is management's responsibility to maintain a safe and healthy work environment, it is up to us to cooperate to make it so. Opinions may differ, but with mutual respect between all parties these incidents will be avoided.

Resolute F.P. Woodlands Operations

It was reported in the last issue of the Echo that we had an arbitration scheduled regarding a long-term Resolute employee who had been refused a return to work after a lengthy absence for medical reasons. This matter was settled prior to arbitration. There was an agreement

reached that resolved the member's concerns.

We also mentioned a second case involving 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 date for this matter was in April, now postponed until August of 2020 due to the pandemic. Hopefully, it will proceed without further delay.

In spite of the challenges in meeting and communicating with the employers, we have been successful in concluding most grievances we have had with the Resolute woodlands' contractors. These include issues with Rigato-Ward water-crossings, Nextus Trucking, Remar Transport, Renewable FP and BTG contracting as well as the operations of both Dallan FW and Dallan LP. The issues dealt with included unjust

discipline, scheduling and hours of work, unjust termination, seniority, rates of pay, union membership and allegations of harassment.

There is one grievance not settled with Renewable FP involving the insurability of a truck driver returning to work after a lengthy medical leave. We will find a resolution to this matter shortly or we will need to proceed to an arbitration hearing.

Wanson Lumber

The collective agreement expired on February 28th. We had met with the membership to take proposals for negotiations prior to the onset of the pandemic. However, with the ongoing situation we have agreed with management with the agreement of the members that we are postponing negotiations until restrictions are lessened.

Kiashke Zaaging Economic Development Corporation (KZEDC)

We have made little or no progress with this Company. We continue to have difficulty creating a working relationship with this First Nation

Jason Lacko... from page 1

13.5 percent over the term, various language changes such as work life balance and scheduling, minor change in shift preference, a one-year trial period of 48 to 72-hour schedule revisions. Strengthening for our members, supervisors doing bargaining unit work language. Removal of Easter Monday

and Remembrance Day holidays along with the introduction of a new classification, Guest Services Representative. We look forward to life returning to the "new normal" as soon as possible and having the members back to work.

Nakina Sawmill

Talks were scheduled with the company to finalize a collective agreement in March of this year. The expectation is that your Union and the company will meet very shortly once the pandemic is considered behind us to reach a firm, solid agreement. I look forward to organizing all the committees

in the coming months and being their voice at the site.

To all my Brothers and Sisters, I wish you all a safe, fun-filled summer. Until next time! Take care and WORK SAFE!

In Solidarity;
Jason Lacko

Bruce Frost... from page 3

Corporation.

They have failed to honour the arbitration award. It appears we have to continue in the courts to conclude this matter.

It seems that they are having operational issues as well. They have been downsized to a much smaller logging operation at this time. This is unfortunate for our members and the members of the Gull Bay First Nation where jobs are in short supply.

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. 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 met the Company in conciliation on January 14th, 2020 and reached a tentative

agreement. On January 21st, the membership ratified the agreement by a wide margin. The agreement includes adjustments to vacation with pay, clarification regarding the use of floaters, night shift differential pay increase to 75 cents, a meal allowance after extensive overtime, temporary posting language, improvements to the safety boots and outer wear subsidy, bereavement pay, life insurance, improvements to the pension plan, the

introduction of the Steelworkers Humanity Fund with Company contributions and a wage increase of \$2.25 over the 4 year term.

Summer is upon us. It will not be summer as usual; no fairs, no concerts, few sporting events, restrictions on travel, lots of unknowns.

Make the best of it. Stay safe.

In solidarity;
Bruce Frost



PANDEMIC BRINGS LAY OFFS AND OTHER ISSUES

Hi Sisters and Brothers,

I hope you and your family are doing well during this pandemic all over the world. We are facing a hard time during this covid-19 at work and at home. I would like to take this moment to thank you all for your commitment to staying safe at work, following the guidelines put in place by our government and by our companies. We all need to keep working safely in this time of crisis by social distancing, washing our hands, wearing masks or face shields when needed and keeping our work place clean and disinfected, etc.

Columbia Forest products

Columbia took some downtime

as they received fewer orders. We have issues regarding how the lay-off was done and we filed some grievances regarding that matter. The issues included not meeting the required dates and not respecting the seniority. Hopefully, the orders will be back up and there will be no more lay-off. We reached a settlement regarding an employee before going to arbitration and we also have an arbitration coming soon in June.

White River Forest Products

White River took some downtime. They were on lay-off from March 30th, 2020 to April 27th, 2020. Now all the employees are back to work full-time. As for the

maintenance department, there was no lay-off. Since the opening we face a few challenges and we had to file some grievances. We also have an arbitration coming in early June. Lets all hope the worse is behind us and we can keep working towards a better future.

Hornepayne Lumber

Hornepayne employees were on lay-off from March 30th, 2020 to April 27th, 2020. Same here the maintenance department was not laid off and maybe a few other jobs were still open, but now they're fully operational. We face a few grievances in this facility regarding the termination of employment of some employees. Also, before the

lay-off we had in place a letter of understanding regarding chips removal for a period of 4 months.

Maison Renaissance

Maison Renaissance was turned from a substance use/abuse treatment center to a senior living care facility for a short period of time. They are now back to their regular functions. We also reached the end of our Collective Agreement at this unit. Hopefully, we can find a way to start the negotiations soon.

Hearst Community Living

We also reached the end of the Collective Agreement with Hearst community living. We also hope to be able to start negotiations as soon as

...cont'd on page 5

Guy Veilleux... from page 4

possible. We will need to find a way to start the negotiations while taking special measures since we're still in the middle of a pandemic.

Hearst Co-op

Hearst Co-op took a hard hit during this pandemic. They had to close the store and operate with an order only service. That meant only a few employees were working as the others were laid off. Since the construction sector has reopened in Ontario, Hearst Co-op was able to re-open their doors.

Ryam Sawmill Hearst

Ryam sawmill was shut down from March 30th, 2020 until May 4th, 2020 but during that time we had the Kiln working and the loading operations. On April 20th, 2020 the planer open on 1 shift until May 4th, 2020 when the mill has returned to its usual capacities. We had a successful arbitration case decision regarding an employee's severance pay. We still have a few outstanding grievances and one case going to arbitration.

Lecours Lumber Sawmill

Lecours Lumber Sawmill had

to take downtime. This downtime was related to the shutdown of the Constance Lake reserve. Since then they have reopened operations on 1 shift and hopefully soon they will be fully operational.

Aramark

We reached a deal on a new 3 year Collective Agreement with Aramark on January 21st, 2020. It includes 4.5% increase in wages during the agreement. This 4.5% increase consists of 1% for the first year, 1.5 % for the second year and a 2% for the last year of the agreement. This new agreement also includes

increases in all benefits and other language.

I would like to take this moment to wish everyone a safe and happy summer. Please be careful in this time of pandemic. With the nice temperature coming around we still need to be social distancing. But it's also important to enjoy the warm weather. Once again happy summer vacations Sisters and Brothers. Stay safe.

In Solidarity;
Guy Veilleux



NEW AGREEMENTS DESPITE PANDEMIC OTHER NEGOTIATIONS ON HOLD

Since my last report in the Winter 2019 edition, it has been challenging times for the Local and our membership. Many of the companies that we service have taken us on, forcing us to file grievances and making sure that the membership's working conditions are respected. To add to these challenging times, we were all hit by the COVID-19 pandemic. This pandemic impacted the lumber market which took a hit and lumber demands went down. This change in the market caused several mill curtailments. In our Eastern part of the Local the Ryam Chapeau sawmill, the Ryam Cochrane sawmill, and the Kapuskasing papermill all took downtime.

Membership from Canadian Blood Services, Centre de Santé du Grand Sudbury, North Cochrane Addiction Services, and La Maison Arc-en-Ciel were able to work from home.

These are challenging times for everyone.

Here are some highlights from negotiations since our last report.

Canadian Blood Services

On January 27th, our members working for Canadian Blood Services in Sudbury ratified a new 4-year Collective Agreement. This new agreement brought new language to reflect the change in operations. Job description changed from Phlebotomist to Plasma Associate, and lots of the language in the Collective Agreement was modified to reflect the change. The wage rate was also increased to reflect the new positions. A one-time severance package was also offered to the membership to encourage early retirement.

Centre de Santé du Grand Sudbury

On March 10th, the membership from Centre de

Santé du Grand Sudbury ratified a new 3-year Collective Agreement. This new agreement brings a new statutory holiday (December 31st), an increase of 5 cents per kilometer for traveling expenses, coverage of 100% for costs of licensing, and a \$750 per year for each employee for Health Spending.

EACOM Sawmill

On February 21st, our members from the EACOM Timmins sawmill ratified a new 6-year Collective Agreement. This new agreement comes with an increase of \$10.00 for vacation premium, Family Day as a new Statutory Holiday, Tool allowance of \$600.00 with an additional \$400.00 for employees starting in the apprenticeship program, a \$50.00 increase for boot allowances for the term of the agreement, an increase of \$30.00 over the term of the agreement for the pension plan, an increase of \$9.00

towards the bridging supplement for the term of the agreement, upon early retirement and up to age 65, employees shall receive the benefits of the drug plan and life insurance, paid in full by the Company, various wage adjustments for several positions in the mill, and a general wage increase of 14.75% over the term of the agreement.

As for the folks working at Maison Arc-En-Ciel in Opasatika, and 3 Nations Logging in Cochrane, they are all waiting patiently for us to negotiate for them a new Collective Agreement. But unfortunately, because of the COVID-19 pandemic, negotiations are on hold.

At this time, I would like to take this opportunity to wish everyone a great summer. Let's all be safe during these difficult times.

In Solidarity;
Eric Carroll

This newsletter is published by:

**USW
Local 1-2010**

20 Riverside Drive
Kapusking, 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:

Jacques Jean

1st Vice-President

Bruce Frost

Financial Secr.:

Eric Carroll

Recording Secr.:

Jason Lacko

Conductor:

Jennyfer Dinnissen

Warden:

Dominic Anctil

Executive at large:

Zone 1:

Jeff Low

Keith Caldwell

Zone 2:

Wesley Ridler

Andre Lachance

Zone 3:

Terry Kisch

Darrel Gaudreau

Zone 4:

Daniel Touchette

Denis Quirion

Zone 5:

Roger Beland

Jean Laurin

Trustees:

Dave Ayotte

Michelle Theriault

How to deal with the global pandemic

No question, the uncertainties that come with the global pandemic are a lot to deal with. We all need to tap our resiliency and develop plans not only to keep our families safe, but to promote calmness.

→When you start to have anxious thoughts, take a few long, deep belly breaths, letting your shoulders relax as you exhale. Even just a few minutes of this is calming. Encourage your children to do the same.

→Reassure your children that you are looking out for their health and taking precautions to keep the family healthy. Talk to them about the brave medical and emergency response workers, and how leaders are taking steps to protect people.

→Answer their questions about the virus, providing age-appropriate explanations.

→Set a daily routine for each child and the family as a whole. In addition to schoolwork requirements and chores, incorporate creative time, exercise, healthy meals and relaxation into the plan.

→Reward yourselves with a game night and movie night. (Take turns choosing!)

→School-age children will require varying amounts of help with distance learning, so encourage independence but monitor their progress.

→Get outside when possible. Take a walk around the block or go for a hike in the woods (but stay at least six feet away from other people) or play

together in your yard, if that's an option.

→Check social media pages for parents and your library's website for links to lots of cool virtual experiences, like virtual tours of museums and zoos.

→The whole family should keep a regular sleep schedule.

→Children look up to their parents on how to respond to situations. If parents remain calm and the family sticks to a healthy routine, this time will be much easier to get through. If you are in crisis, call for support.

Together, we will get through this!

