

PRESIDENT'S CORNER

LOCAL NATIONAL POLICY CONFERENCE

ALREADY 1 YEAR AS PRESIDENT

On June 7th, 2019, it has been 1 year since I was named President of your Local 1-2010.

Since June 2018, we have accomplished many things, such as negotiations with many employers which are reported in each and every representative's report throughout this bulletin. Also we are in the works of establishing a good and long relationship with First Nation in White River, with Pic

and Pic River First Nation Communities in view of a renewal of the Woodlands Collective Agreement with White River Forest Products.

During the first week of April earlier this year, a delegation of 7 members from our Local has attended the USW National Policy Conference in Vancouver BC.

From April 2nd to 5th, the delegates have listened to KeyNote speakers and panels



Local 1-2010 President, Jacques Jean, with Napoleon Gomez Urritia, President and General Secretary of Los Mineros and now Senator of the Mexican Republic

Economy, Power of Members-Educators, Advancing Indigenous Rights, Building Solidarity around the World, Protecting our members retirement, Building a safer future, organizing Challenges & Opportunities,

Members who have attended said that it was a great experience and are very thankful for the opportunity to attend the Conference.

In closing, I am inviting you to read all the reports given by our representatives in regards to the ongoing negotiations in the Local.



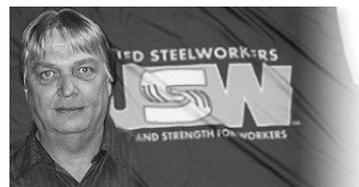
Delegates attending the National Policy Conference in Vancouver: Jason Lacko, Terry Kisch, André Lachance, Wesley Ridler, Guy Veilleux, Daniel Touchette and Jacques Jean

and participated in debates on resolutions brought to the floor.

Panels and Resolutions in reference to Trade and

Have a great summer, enjoy your holidays with your family and friends, and be safe at all times.

In Solidarity;
Jacques Jean



NEW AGREEMENT, ONGOING NEGOTIATIONS AND ARBITRATIONS

Dallan L.P. Negotiations
The membership at this Dallan operation employs approximately 40 members at the Resolute Thunder Pulp and Paper Mill. They employ labourers, truck drivers, mobile equipment operators and mechanics. Their agreement was to expire April 15th. We

met ahead of the expiry date, exchanging proposals on March 22nd, and continuing with negotiations March 25th, 26th and 27th. We were successful in reaching a tentative agreement after the 4 days of bargaining.

The 4-year agreement was

ratified by 78% of the membership on March 29th. There were gains in statutory holidays, beneficial changes to hours of work, improvements to the H&S committee language, bereavement pay, safety/ outerwear subsidy increased from \$275.00 to \$350.00, increasing to

\$350.00 in 2022, life insurance increased to \$40,000.00, increases to the pension plan, the establishment of contributions by employees and the Company to the USW Humanity fund, an improved apprenticeship program and a number of improved language throughout the agreement as

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Bruce Frost... from page 1

well as a wage increase of \$0.75 in year one and \$0.50 each year of the agreement for a total of \$2.25 over the term.

The Thunder Bay representatives, Bruce Frost and Jason Lacko, as well as the membership involved thank the elected negotiating committee, Todd Childs and John Hearn, for their diligence and determination in achieving the settlement.

Dallan L.P. also has yard operations under a separate Collective Agreement at the Resolute Thunder Bay sawmill, which expires on September 30th. They also contract the Sawmill yards in Ignace and Atikokan and operate there under the terms of the Sawmill agreements.

Resolute Negotiations

The Collective Agreement with Resolute expired November 1st, 2018. Although there are no remaining active Resolute employees, the agreement covers the thirteen woodlands contractor operations which

have the potential to expand. There are approximately 400 members employed by these contractors. The size of the operating crews ranges from 7 or 8 members to 50 or more.

Bargaining with Resolute Woodlands has been slow and thus far without success.

On December 17th to 20th, we met with Resolute to begin negotiations. After those days there were many issues still outstanding. We met again on February 5th and 6th. The 7th was scheduled also but we broke off as we were not making any headway. We applied for conciliation. Those meetings were to take place May 7th and 8th but have been postponed until June 17th and 18th as a result of unforeseen circumstances among the employers' committee.

Resolute Arbitration

We have an arbitration underway with Resolute involving a non-union contractor being on the limits and supplying the company

sawmills. We believe this to be a violation of the agreement. The newer Company management (who were not involved in the discussions) appear to believe that an agreement we made to settle several grievances in 2012 on a without prejudice basis somehow allows them to use a non-union contractor. This contractor, his equipment and employees all come from Quebec and the crews travel back and forth on two weeks in and two weeks out basis. This is causing hardship not only on the members but also the long-term contractors who clean up behind them. The hearing began in Thunder Bay on April 9th and 10th. The final arguments are to be made in Toronto on May 14th. There should be a conclusion to report in the next Echo.

Wanson Lumber and Unitized Manufacturing

They are preparing for what we hope will be a busy summer as they continue to serve the local construction industry with quality building materials and

prebuilt roof trusses. Both of these bargaining units are a fixture in the community and depended upon for both residential and commercial construction.

Firesteel Contractors Arbitration

Firesteel has been a long-term contractor with Resolute and its predecessor companies. They have had a Collective Agreement with the Union since the 1960's. This past January we had our second arbitration with them. The first was in the early 1970s. The issue this time was an unjust termination. We had two hearing days scheduled. However, on the first day of the hearing we reached a settlement by which the member severed his employment for an agreed amount of money which is confidential but that was acceptable to the grievor.

Have a safe summer,

In Solidarity;
Bruce Frost

**Resolute Atikokan sawmill**

Atikokan Saw has continued its steady pace towards reaching targets. Atikokan Saw has seen no layoffs as a result of volatile winter and spring conditions in the woodlands operations. Conditions are improving. There will be and or have been new wood harvesters added in the area which will help with log supplies. This unit was approached by management regarding altering the members' schedules to work a 4 on 4 off schedule. The Union and the Company met and produced a document which the membership

overwhelmingly rejected. Members once again showed that the voice of the workers is unified.

The Union is presently engaged in arbitration regarding the use of contractors on site. Resolution may be a few months down the road. This unit has been very active regarding their rights under the collective agreement which I applaud. Many grievances and other issues have been resolved with success because of the dedication from various committees. The ongoing support of the members will

only mean good things going forward.

Members please watch the bulletin board for future meetings, other Union related documents and education flyers. I would also like to mention that Mr. Keith Caldwell, Sawfiler from Atikokan, has been recently added to the Executive Board in zone 1 of the Local.

Resolute Ignace sawmill

Ignace saw is once again down. Unfortunately, log supplies, road conditions and a lack of chips at Resolute pulp mill have had an impact on the

community and the members at the mill. Your Local is presently in negotiations with Resolute Woodlands to secure a new codified agreement. Next round of bargaining is slated for June 18th and 19th.

Most recent news is that the shutdown will continue into the middle of June. Once the membership returns to the site the Union will facilitate the vote regarding whether to stay on a 40-hour workweek.

The Mill, when operating, is hitting their output targets and utilizing a 2 shift, 4 ten schedule. This mill supplies

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AFTER A LONG SNOWY WINTER

Jason Lacko... from page 2

Kiln dried wood to the Atikokan sawmill where it is planed and shipped. Outside Local members with Dallan Forestry, which provide all the mobile equipment operations such as forklifts, log loaders and loaders, have also been affected by the shutdown with 10-12 operators also laid off.

The members of Ignace sawmill will be gearing up for long awaited negotiations next spring.

Nakina Sawmill

We have yet to solidify a Collective Agreement at the site. Your local is working hard to ensure that the members have a mutually beneficial agreement in place. The membership voted on a final company pass in November. The group rejected the company's offer by nearly 100 percent. The Local filed for conciliation and met once again March 12th with no results and in fact, the company refused to bargain

further. We filed unfair bargaining charges and have a mediation meeting scheduled in late May with the Ontario Labour Relations Board to continue the process. Approximately 70 future members are employed at the mill, which is situated on Aroland First Nations.

Gateway Casino

Big year for this unit as we head to the table. Collective Agreement will expire on October 31st, 2019. This will be the third round of bargaining for our 150 brothers and sisters at the Casino site. Bargaining surveys will be distributed in July and we will begin taking demands in late August, early September. Various patterns have been set by other Unions as well as other USW Locals regarding compensation packages. The most significant one that jumps out from past ratifications is the removal of two stat days, Remembrance Day and Easter Monday, which we presently

enjoy. Members please watch the bulletin board for future meetings, other Union related documents and education flyers.

Dallan Forestry Atikokan Saw

Some concerns over spring yard conditions. The spring thaw usually produces deep ruts, slushy conditions and for the operators it can be very frustrating to work. Constant traffic in the yards, increase of production and movement of chips and hog have the members working hard to complete jobs safely. It is important to remember that there is no job that cannot be done safely. Placing stress on oneself to complete a task could have the opposite effect.

Policy Conference Vancouver 2019

I had the opportunity to once again attend the National policy conference. The conference is held once every three years and is an

opportunity for Locals to submit resolutions to add, change or alter the National by-laws and language regarding other Union campaigns. Our Union is involved in many initiatives from aboriginal issues, such as the National Inquiry into Missing and Murdered Indigenous Women and Girls, truth and reconciliation, as well as industrial issues like steel tariffs and softwood lumber lobby campaigns to name only a few. The theme for our conference was "Solidarity Builds" it starts with you!

I would like to wish all my Brothers, Sisters and comrades a great summer; have fun and enjoy your families.

Most importantly "Work Safe"

In solidarity;
Jason Lacko

Mental Illnesses in the Workplace

Work is important to our well-being. In addition to the income it brings, it can be a big part of our identity, how we understand our skills, and a way to contribute to something bigger. However, a mental illness can have a big impact on the way we work.

What are mental illnesses?

Mental illnesses are health problems that affect the way we think about ourselves, relate to others, and interact with the world around us. They affect our thoughts, feelings, abilities and behaviours. Depression and anxiety disorders are the most common mental illnesses.

Mental illnesses are more likely to come up during times of stress or uncertainty, which can be part of many people's jobs. However, life stress

outside of work can also affect mental health, which may then affect a person at work.

It's important to understand that mental illnesses are real illnesses. Like other illnesses, such as diabetes or asthma, most mental illnesses are episodic. That means people have periods when they are well and productive, as well as periods when they are unwell and overall functioning is low.

How do mental illnesses impact workers and workplaces?

People who experience a mental illness may doubt their abilities or appear less confident. A person may have a hard time concentrating, learning, and making decisions. Symptoms of a mental illness may feed much bigger thoughts. For example,

someone who can't concentrate may then also think that they can't do their job well or worry about losing their job. It's easy to see how these changes affect work performance.

Mental illnesses can also have a big effect on relationships. People who experience a mental illness may withdraw from others, act in unexpected ways, take a lot of time off, or appear less productive than usual. This can strain relationships with supervisors and co-workers.

Mental illnesses cost Canadian employers billions of dollars in absenteeism or sick days, "presenteeism" (coming to work, even when the employee can't work well), disability and other benefits, and lost productivity.

What can I do about it?

The good news is that mental illnesses are treatable. Early recognition of mental health problems, referrals to the right resources (such as Employee and Family Assistance Plans), and adequate treatment can help people get on the path to recovery and go back to their usual work quickly. Employees can and do reach their full potential when they have the right supports in their life, including those at their workplace. Some mental health problems in the workplace can also be prevented when organizations take steps to create mentally healthy workplaces for all employees.

Telling a supervisor or member of your workplace's human resources team about a diagnosis of any health

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mental illnesses... from page 3

problem is called disclosure. In Canada, the law says that you don't have to tell your employers what is causing a disability. You do need to say that you're experiencing health challenges and you have to describe what you need to work well. Your employer may need information from your health care provider around your abilities and difficulties, but they don't need your diagnosis.

There are risks and benefits to disclosing your experience of a mental illness. If you do disclose, you and your supervisor may figure out strategies that help you stay at work. For example, you may

change the way you complete tasks or change the tasks you do. These strategies are also called accommodations. By law, workplaces have to try to look at reasonable accommodations for anyone who experiences a disability, including a mental illness. Disclosing may help other people in your workplace understand any changes or difficulties that they've noticed.

On the other hand, disclosing can lead to stigma or discrimination. Unfortunately, being open about a mental illness can impact a person's position at a workplace or their ability to find a new job. There are laws to prevent this kind of

discrimination, but it can still happen. Workplaces have different attitudes and cultures, so everyone will have different experiences. However, it's best to think through all the options before you make a decision.

Decisions around staying at work or taking time off are influenced by many different factors, including the nature and severity of the illness and how the illness affects your abilities to work. Ultimately, the choice should be between you, your care team, and your employer. Some people benefit from time off with a gradual return to work. Others may decide to work fewer hours. Some may stay at their current

working hours. Staying connected to work can be helpful during recovery. It can be a place to contribute your skills, build social connections, contribute to something bigger, and earn a paycheque. A job can be part of how you see yourself. Talk with your care team for ideas and strategies that support your work goals.

Remember to take advantage of services through your employee benefits. Employee and Family Assistance Plans and your health plan can help you find and access services in your community.



3 NEW AGREEMENTS! UPCOMING CONCILIATIONS

Since our last edition, we've been very busy negotiating new Collective Agreements.

Ryam Chapleau Sawmill

On March 24th, the membership of approximately 145 workers at the Ryam sawmill in Chapleau ratified at 87% a new Collective Agreement. This new 4 year agreement comes with some changes in the language and increases in shift differential, in vacation premiums, in the work boot subsidy, in chainsaw pant subsidy, in tool allowance, in benefits, in the Pension Plan, and a general wage increase of 2% per year for every year of the Collective Agreement. The membership there should be proud of the work done by their negotiating committee.

Ryam Opasatika Woodlands Operation

As for our members from the Ryam Opasatika woodlands operation, they also ratified last November a new Collective Agreement. This new 4 year agreement also comes with changes in the language and increases in vacation premiums, in boot allowance, in benefits, in the Pension Plan, in the Bridging Supplement, and a general wage increase of 2% per year with a signing bonus of \$1,000.00.

NCAS

As for our members who work for North Cochrane Addiction Services, they ratified on February 21st a new 3 year agreement which comes with some changes in the language, specifically to Leave

of Absences. The agreement also brings increases in the Pension Plan, in the business expenses, and a \$1,200.00 signing bonus with general wage increases of 6 % for the term of the agreement.

Ryam Chapleau Co-Gen

On March 19th, our 14 members from the Chapleau Co-generation plant rejected at 79% the last proposal for the renewal of their Collective Agreement. We are scheduled to meet in conciliation in late May. Hopefully we will address the membership's concerns and demands. We'll be reporting on the outcome of these negotiations in the next Union Echo.

As for negotiations with **Rockshield EWP** in

Cochrane, negotiations are still ongoing. We met several times with the employer there to try to come to an agreement but unfortunately we have come at an impasse. On April 16th we applied for conciliation and as we speak we are waiting for the conciliation officer to setup dates for us to meet once again. Hopefully this process will facilitate the parties to come to an agreement that will be good and fair for both parties.

I want to take this opportunity to wish everyone a beautiful summer. God knows we need the nice weather. Let's all be safe.

In Solidarity;
Eric Carroll



VERY BUSY, PRODUCTIVE AND REWARDING FIRST 6 MONTHS

As you probably know since our last edition, I was hired as the new representative for the central region. It's been an amazing learning experience that I enjoy being part of. I would like to thank Jacques and Eric for their guidance in my new role as a representative. I would also like to say thanks to Bruce and Jason from our Thunder Bay office for letting me pick their brain every chance I get when we meet.

Hornepayne and White river

As for Hornepayne and White river, they have a new president since the step down of Frank Dottori and both

plants have a new general manager whose mission is to make these plants cost efficient. That means there will be closing and combining of jobs, but we currently see hiring at both plants. Let's hope that means better days ahead for these plants.

Columbia Forest Products

At the beginning of the year there were lay-offs posted every week but no lay-off ever happened. Now things look better and some of the new investments are in place with some more coming down in the future. Columbia is currently hiring new members and things look bright for their

future.

Ryam Lumber Mill

Ryam, as everywhere else, looks to be getting more cost efficient. They're currently looking into a new plan to be even more cost efficient. Ryam is also hiring new members, showing that things are looking good going forward.

What we can see from our units is that a maintenance department is currently in demand everywhere and they're hard to find. The companies are more into hiring apprentice from their current members so that's a good thing for them as it can be an

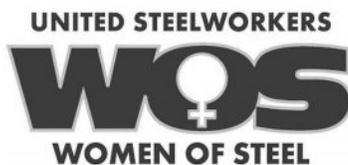
amazing opportunity.

As for our woods units, they should all be back to work by the end of June. Hearst forests areas have a new 10 year plan in place for the distribution of cuts limits. We need to see what the plan is and look into what's good for our members.

I want to take this opportunity and wish everyone a good summer vacation and enjoy your time with your family.

Please everyone be safe.

In Solidarity;
Guy Veilleux



A Brief History of "Women of Steel"

Since the early days of our union in 1936, there have been women Steelworkers. But the work world wasn't a friendly place for women. Many jobs, usually the better-paid ones, were closed to us. When women did make it into "non-traditional" jobs, we faced sexual harassment and bullying.

There were barriers inside the union, too. Plants with mostly female workforces had only men on the local executives. Bargaining and job-evaluation systems left women at the bottom end of the pay scale. And not all fellow union members were "open-minded". Some refused to mentor women apprentices, or harassed women co-workers.

But women stuck with it. On our own, or with the support of other sisters, progressive staff reps and local leaders, women kept demanding decent work and a place in the union. The first USW local women's committee was created in

1981 in USW 2900 in Toronto. Its objectives included encouraging women to take an active role in the union by attending meetings and running for union office, mobilizing to get women to schools and conferences, and providing a secure place where women could come with complaints of harassment.

Origins of Women of Steel

By the 1980s, the world was changing. Women were fighting back. Feminists campaigned for women's legal rights; for abortion access; for protection from violence and

harassment; for workplace rights, including maternity leave and equal pay. The Canadian Charter of Rights and Freedoms became law in 1982, giving a powerful tool to change discriminatory legislation.

Inside the union, women in USW 1005 at Stelco in Hamilton fought for (and won) better paying production jobs in a campaign called "Women Back into Stelco". Out of a workforce of over 12,000, only twenty-eight women worked at Stelco in 1981, and not a single woman had been hired since 1961.

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Scholarships offered by our Local: 2 x \$1,000.00

Eligible: Children of our members enrolling in post secondary education

Deadline: July 1st, 2019

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

This newsletter is published by:
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By this time, Steelworkers were attending a course, "Changing Faces of Unionism", developed by USW national representative Deirdre Gallagher. Its objective was to break down workplace barriers to women, encouraging them not only to participate in union activities, but to become leaders.

And in 1982, Gallagher, Staff Representative Leo Gerard, and others helped form a Women's Action Committee of the Steelworkers' Toronto Area Council which began offering women's-only courses, on harassment and pay equity, as a way of developing leadership and pushing to embed them in the formal USW education program.

In this context and with more women entering the workforce and the union, District 6 Director Leo Gerard was caught by the feminist wave. Strikes at female-dominated USW locals at Radio Shack and Fotomat brought women's leadership to the forefront. In 1985, a high-profile sexual harassment complaint at the steel mill in Hamilton led the district, and then the national union, to develop a policy

against harassment. And in 1986, Gerard hired Michael Lewis to take on a new portfolio, including human rights and women's programs.

Lewis set up a District 6 women's committee in 1987 and secured government funding for a skilled course designer to work with the committee and create the first Women of Steel leadership development course. It was designed by women, facilitated by women, for only women participants. The goal: "Women will leave this course with a better understanding of the union and the situations women face."

It was piloted in Toronto, Sudbury, and Winnipeg in 1990-91. Over the years, it has been responsible for linking hundreds of individual Women of Steel with leadership roles inside the union and beyond.

Change spreads

The Women of Steel leadership development course spread to the U.S. in 1992, with powerful results. Resources were devoted to create the union's own gender-neutral job

evaluation system, to help end wage discrimination.

By 2005, the USW Constitution was changed to require that women's committees be set up in all Steelworker locals.

And at the 2008 International Convention, the International Executive Board was enlarged to include its first woman member, Carol Landry, a former local president, staff representative, and then assistant to the director of District 3.

The Women of Steel program has helped change the face of leadership and activism within our union. Women are local presidents, unit chairs, stewards, and health and safety activists. We chair committees, sit at the bargaining table, lobby for gender justice, and help elect labour-friendly politicians.

Let's keep adding to this proud history! We know that women make USW strong, so let's continue working hard to make sure that women get opportunities to grow within our Union.

