



# The UNION ECHO

Serving the workers of Northern  
and North-western Ontario



Volume 19 Issue 2

Unity and Strength for workers

Winter 2017



## GOOD START TO NEGOTIATIONS FIVE UNITS HAVE NEW AGREEMENTS

### Tembec Kapuskasing

On October 27th, our members from the Tembec Kapuskasing Woodlands operations and the Office Workers ratified at 83% a new 4 year Collective Agreement. For the **Woodlands operations**, this new agreement brings the members a 2% wage increase per year, a \$1,000 signing bonus, an increase of \$400 on their maximum monthly earnings for their Long Term disability, an increase of \$50 on their boot allowance, an increase from 1 weeks' pay to 1.5 weeks' pay on severance allowance, travel time not paid has been reduced from 30 minutes to 15 minutes, increase of \$100 on the tool allowance over the duration of the collective agreement, and this just to name a few.

As for the **Office Workers**, they are also getting a 2% wage increase per year of the Collective Agreement, a \$1,000 signing bonus, an increase of \$400 on their maximum monthly earnings for their Long Term disability, an increase of \$50 on their boot allowance, an increase

from 1 weeks' pay to 1.5 weeks' pay on severance allowance, plus, they are getting the right to bid on another position after 5 years of being on a model position. Previously, members who had bid on a model position were stuck on that job for the rest of their career.

I must say that the negotiating committee members, Norm, Denis, Jennyfer and Becki-Rae did a great job. They had hard decisions to make that were not always easy, but they made sure that their members' interests were well represented. Job well done committee members.

### Canadian Blood Services

Members from Canadian Blood Services also ratified a new 1 year Collective Agreement at 69%. This new agreement brings increases to weekend premiums, wages, premiums and meal allowance. The committee felt that a 1 year agreement was best at this time as there was a lot of uncertainty as to where the employer was going when it came to the scheduling of shifts. We will be in

negotiations with them once again next year. To our negotiating committee there, Fran and Donna, great job ladies. You made sure your members were well taken care of. It wasn't always easy.

### Centre de Santé du Grand Sudbury

As for our members at the Centre de Santé of Greater Sudbury, they also just ratified a new 3 year Collective Agreement. This new Collective Agreement sees increases of 2% in lieu of benefits for temporary workers, a change to the retirement plan from RRSP to the HOOPP pension plan, and this to name a few. It must be said that this group receives wage increases every year should the RLISS give increases to the Centre's budget. Michelle and Caroline, you both did great work in getting your membership a new Collective Agreement. Merci mes madames.

### Maison Arc-en-Ciel

Members there ratified at 60% a new 3 year Collective Agreement with increases in wages of 2% per year, an

increase in the pension plan, and this to name a few as well. Denise, who represented the membership, did great work for her members in getting a new Collective Agreement.

As for our members at the **Tembec Cochrane Sawmill Operations**, and the **Rockshield Engineered Wood Products** in Cochrane, negotiations have begun. The Local has filed for conciliation. Meetings are scheduled to hopefully get an agreement for our workings members from the Cochrane area.

We are also expected to start negotiations in the New Year for the membership out of the **Tembec Opasatika Woodlands Operations**.

So on that note, I wish everyone a Merry Xmas, and a wonderful New Year. May the New Year bring us all happiness, wealth, and prosperity. Let's make this New Year a great year.

In Solidarity;  
Eric Carroll

## PLEASE BE ADVISED

**The Local will be holding its Triennial Convention on April 19th and 20th, 2018. Should you wish to send a resolution to the Local to amend changes in your Local by-laws, this is the time. Your resolution will have to be received at our Kapuskasing office by April 2nd, 2018.**



# PRESIDENT'S CORNER

## LOBBYING SOFTWOOD LUMBER AGREEMENT

### SUCCESSFUL STEWARDS MEETING

**Lobbying - Softwood Lumber Agreement**

As mentioned to you in our last Local newsletter, your Local participated in a lobbying campaign on the Softwood Lumber dispute in Washington D.C. We were part of a delegation from the USW Wood Council that represented forest workers from across Canada. In Washington, we met with different U.S. representatives from different U.S. departments to give a Canadian forest worker position that was never presented to them. Our position was well received as some of the U.S. states that are close to the Canadian border are also greatly affected by the softwood lumber dispute. The U.S. lumber producers can't supply all the Lumber demands in the U.S. and this dispute makes the Canadian lumber more expensive and increases the housing market in the States. One of the big winner in this lumber dispute is Russia as their lumber is not imposed the U.S. tariff that the Canadian companies face. We were also greeted at the Canadian Embassy in Washington where Canadian representatives discussed the issue between the U.S. and Canadian positions on the Agreement. The delegation did get a sense from the U.S. representatives we met that they wanted a deal done sooner than later. The USW National Wood Council is also



lobbying the Canadian Government to make sure our agenda is also included in the next softwood lumber agreement. I want to thank our National Wood Council chair Bob Matters who did an excellent job in presenting our position to the U.S. representatives and pushing back on the U.S. representatives' positions. Let's hope our Canadian Government will prevail in this new softwood lumber agreement and not concede to this protectionist U.S. Government.

**Stewards Meeting**

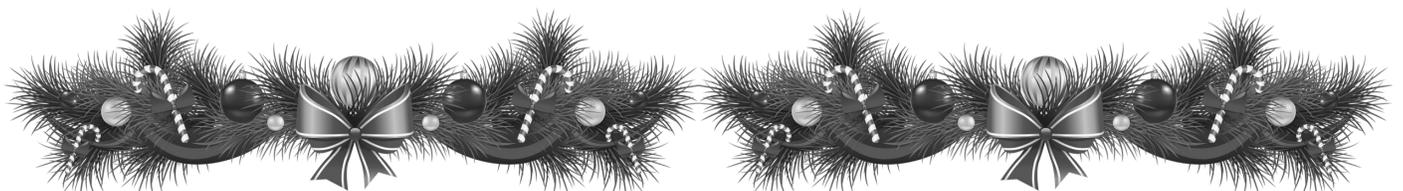
35 stewards from different units met for a two day annual

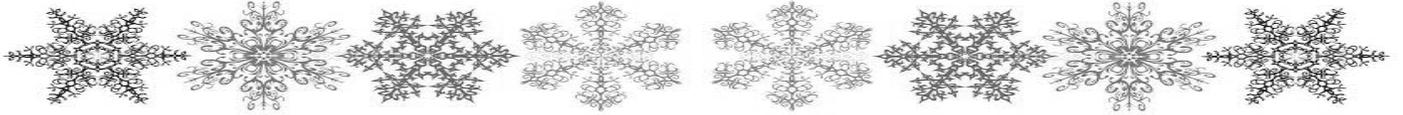
Local 1-2010 stewards meeting held in Hearst. These annual stewards meetings are to give your stewards training to better educate them and give them tools on how to deal with management and members. On the first day, Brother Joe Dacosta from Sault-Ste-Marie gave the stewards training on multiple scenarios and how to address them. Some of the scenarios were from dealing with management, grievances, discrimination, sexual harassment, First Nation issues and disgruntled members to name a few. On the second day stewards had a chance to tell us what they would like the Local to do

better and improve services to the membership. For us, your representatives, it gives us a chance to get real feedback, good or bad, and refocus our services to you the membership.

During the Holiday Season, more than ever, our thoughts turn gratefully to those who made our progress possible. And in this spirit we say simply but sincerely Thank you and best wishes to you and your family for the Holiday Season and a Happy New Year.

In Solidarity;  
Guy Bourguoin





## NEGOTIATIONS HAVE BEGUN FOR MOST UNITS

### White River:

The Local has applied for conciliation for both the sawmill and woodlands operations negotiations since the Company is not responding to our requests to schedule dates to start negotiations. Awaiting correspondence from the Ministry on this matter. More details in the next Union Echo.

### Hornepayne:

As per the last round of negotiations with the Company, the Hornepayne operations are connected directly with the outcome of the White River negotiations since it was agreed that all Articles and increases negotiated in the memorandum of agreement between WRFP and the Steelworkers Local 1-2010 would apply to the Hornepayne Lumber Collective Agreement.

### Nakina:

Possible reopening of the Nakina sawmill in the new year. The Local had some contacts with the management and was advised by the Company of a possible reopening of the sawmill operations. This is very good news for Nakina since the mill has been shutdown for many years now.

### Maison Renaissance:

There is a new Collective Agreement at Maison Renaissance. This is a 3 years agreement with increases in wages, hours of work for the

cook, shift premium, a new weekend shift premium and a wage adjustment for the Attendants. This new agreement has been ratified by the members at 67%.

### Lecours Lumber:

Negotiations have started with Lecours Lumber in the woodlands division. Parties have met on September 27th, October 10th & 11th, November 29th & 30th. No dates have been scheduled yet to start negotiations with the sawmill operation. More details in the next Union Echo.

### Tembec Entreprises Inc.:

Negotiations have started with the Hearst sawmill. The parties have met on September 28th for documents exchange, but since there was a very big gap between the Union and Company demands the Union has filed for conciliation asking for some help from a third party (Ministry). No dates have been scheduled yet to start negotiations with the woodlands operations. More details in the next Union Echo.

### Columbia Forest Products:

Negotiations have started with Columbia Forest Products. Even if the Collective Agreement only ends in June of 2018, the parties have entered into negotiations. We have met on November 24th to exchange documents. No dates have been scheduled yet to start negotiations with the

woodlands operations. More details in the next Union Echo.

### Tri-Cept Industries:

Because of the struggles the Company is facing and the uncertainty of the continuation of the operations, the parties have agreed to extend the present Collective Agreement until August 31st, 2018.

### HEALTH & SAFETY



Left to right: Brother Eric Carroll (Local Union Representative), Sister Janet Daigle (Centre de Santé de Sudbury) and Donald Loveday (Shuniah FP) at the Health & Safety Conference in Vancouver

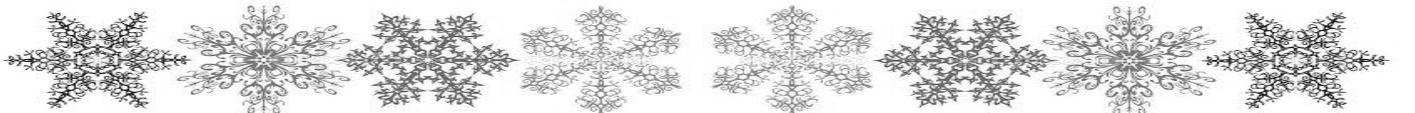
### USW National Health, Safety, Environment and Human Rights Conference:

Two (2) members of our Local Union accompanied by reps have attended the USW National Health, Safety, Environment and Human Rights (Justice 2017) Conference in Vancouver BC., from October 2nd to 5th, 2017. Sister Janet Daigle from Le Centre de Santé

Communautaire de Sudbury and Brother Donald Loveday from Shuniah Forest Products Ltd., accompanied by Brothers and Local reps Eric Carroll and Jacques Jean, did attend the conference and several workshops during that week. They have attended the following workshops during the week: Different kind of Steward, Crossing the Rubicon, Drug, Alcohol, Medical Marijuana Testing at work, Looking for Trouble, Current Forestry Health and Safety Issues, Hazard Identification vs. Risk Assessment, and Promoting Mental Health at Work and in the Union. All delegates have found the Conference to be very informative and interesting, and Sister Daigle and Brother Loveday were very pleased with their experience in attending the Conference. Next scheduled Conference will be the USW International Health, Safety and Environment Conference that will be held in Pittsburgh PA in March of 2018. Sister Sylvie-Valérie Denis from Canadian Blood Services, and Brother Denis Quirion from Tembec Entreprises Inc. Hearst Sawmill, have been elected to attend. More details in the next Union Echo.

Have a safe and joyful Holiday Season.

In Solidarity;  
Jacques Jean





## THREE NEW AGREEMENTS SIGNED SEALED AND DELIVERED

It has been a very busy summer in 2017 for the Thunder Bay office. We have successfully negotiated three new agreements.

**Dallan LP**, for which the Local represents approximately 40 mobile equipment operators and labourers at the Thunder Bay Pulp mill, ratified a new Collective Agreement in June. We successfully negotiated wage increases in each year of a two-year agreement, premium pay for Sundays and incorporated new language regarding shift differential and vacation language changes.

We've also bargained 2 new deals at **Wanson lumber** and **North American lumber**. Both units will receive a 4.75% wage increase over a three-year term, increase in pension payments and changes in bereavement language. North American lumber has been purchased by a company from Southern Ontario, avoiding the permanent closure of the store. The new company is expected to take over operations November 1st, 2017 with no adverse effects to the members. All three units unanimously ratified their deals this past summer.

Since my last report, **Gateway casino** has taken over in place of the OLG. Expectations were very high when they took over to improve the casino. Ultimately there have been a few bumps in the road regarding the transition. The Company seems to be streamlining the operation which isn't uncommon for private sector business. The Company also had corporate issues with their

third-party payroll company regarding specific coding on paystubs and dues calculations, among other pay issues. Most of those issues have been rectified. Since Gateway has taken over, the Union has filed 3 grievances that have been successfully argued. Upper management at the casino continues to work well with the stewards and the Thunder Bay office to process and resolve grievances in a fair manner.

**Ignace sawmill** has seen a lot of turnover in their management, which has been a challenge for the members at this site to continually adapt to new leadership. Operationally, this site and its 55 members have hit the 250,000 hours of production without a recordable injury. Congratulations to all the members at the sawmill for their devotion to safety. Keep up the safe work.

**Atikokan sawmill:** I scheduled a membership meeting in August for the membership and unfortunately didn't receive a great turnout. It is very important to come out to meetings and voice concerns or comment on the good things we are doing or could do better as a group. Check your Union bulletin board for upcoming membership meetings. We will be scheduling a meeting in the near future.

**Softwood lumber and species at risk portfolios**, still have the potential to do significant harm regarding all forestry operations. The softwood lumber dispute is still on the forefront even with the

devastation in the lower US states. On top of that, for profit ENGO's are still accusing and making false claims that the forest sector in Northern Ontario is harming the environment or decimating habitats and unfairly subsidises the Ontario producers.

In July, I was an affiliate to the OFIA Forest coalition, which was tasked with the job to prevent Minister Katherine McGarry from posting new guidelines regarding the species at risk assessment, endangered Species Act and the plan to post a draft Species at Risk Guide to the Environmental Registry. The proposed changes to the guide would have decimated the forest industry in the North at a time where there has been increased activity and growing employment opportunities.

Northern Mayors and coalition members were called to an emergency meeting with Minister Kathryn McGarry, Ministry of Natural Resources and Forestry and Minister Bill Mauro, Ministry of Municipal Affairs. Minister McGarry announced in this meeting that plans to post the Species at Risk Guide to the Environmental Registry will be suspended until meaningful dialogue with First Nations' communities, municipalities and stakeholders were completed. We're still not out of the woods regarding the potential impacts on our Northern communities, but we have managed to stave off new prescriptions and make it known that the government needs to include all

stakeholders in consultation and we will continue to hold the government accountable.

I, along with a member from Highstone logging, toured some of our western woodland operations on Sapawe Rd (**Highstone**), Graham Rd (**Kiezebrink**) Grit Rd, 599 (**Raleigh Falls**), Island lake Rd. (**Steve Ward**). I had planned a visit to operations in the Dog River and Blackspruce forests. Unfortunately those trips were interrupted by the first snowfall at the end of October. I am in the process of re-planning that trip.

Just a reminder that the **Triennial Convention** will take place next spring. As per our Local by-laws we will be posting nominations and conducting votes if necessary for stewards, committee members and delegates to the Triennial Convention. Watch for nomination postings in the new year.

Also, please join the **Local's Facebook page**. It's a terrific way to follow issues that are affecting Brothers and Sisters in all areas of the Local.

Search-----  
@uswlocal12010tbaykap;  
click like and follow.

I would like to thank all the stewards, committee members and activists within our Local for their continued demanding work and dedication.

Have a Merry Christmas and Happy New Year and always work safe!!

In solidarity;  
Jason Lacko

## Local 1-2010's Women's Committee

### Local 1-2010

#### Women Committee Meeting June, 2017

During our annual meeting on June 20th and 21st, we have revised our mission for this committee and what we represent among all committees of the Union. We also had the chance to have a day of training with Erin Harrison of the Canadian Labour Congress. She gave us training on public speaking which, I must tell you, helped a lot of women on the committee. Each year, the committee members are becoming stronger and stronger and more and more united. It's important for women on the workforce of



Back, left to right: Kelly Miller, Susan Morson, Erin Harrison, Erika Brown, Randi Dillon, Gisèle Pintar, Becki-Rae Mikasko, Jen Blake, Christiane Cousineau.  
Front, left to right: Ginette Lachance, Caroline Demers, Denyse Korpela, Amy Lee, Megan Collette.

every sector to be involved from near or far with the women committee. If you are not yet involved and you are interested, talk to your Local union representative and you could join a steel committee with women who are ready to make history.

#### District 6 Women's Conference

I attended a very interesting convention in Toronto last July. District 6 celebrated the 30th anniversary of the Women of Steel Committee with 250 women from across Canada. The theme of the conference was Time for HERstory. We attended 2 days filled with stories by the pioneers and the new generation of women involved in the Union and women's committees, with the challenges, achievements and contributions of our Women of Steel. Today we have close to 45% of District 6 members who are women. It's time to have more leadership and have a voice because there is room for women in our union. For the first time in history there was a daycare on site for the little ones and organized outings for the older ones like a water park and a trampoline center. Women have enjoyed this service as this has allowed them to come and recharge with other women for a few days. Congratulations to the

District 6 team for organizing this.

#### Women's issues

The Steelworkers Union is become more conscious of negative repercussions of domestic violence on its members and workplaces. Domestic violence becomes a potential health & safety risk when violent partners enter the workplace, or when victims and aggressors have an accident at work because they are preoccupied and absentminded. Violence in the workplace reaches both men and women. However, the percentage of women victims of domestic violence is higher.

Our Union is making enormous progress in negotiating authorized leave of absence for members who are victims of domestic violence. We can support them and sensitize other members, delegates, health & safety representatives, and other union leaders with presentations in the workplaces.

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



## Member Orientation Course

We are pleased to announce that your Local has developed a Member Orientation Course during which members from different units will be given education on different functions of the Local. Such as: dues structure, by-laws, political action, collective agreements and other information on what it means to be a Union member. The goal is that with time we will give this course to as many members as possible to empower them and develop a better educated membership on the functions of their Local Union and hopefully develop future leaders of our Local. On June 13th to the 15th, your Local brought six members from different units to the Kapuskasing office and trained them as instructors to be able to deliver this program to the membership. Our goal is to start this program in the New Year with our new Local instructors.



From left to right: Guy Bourgouin (President Local 1-2010), Donald Fry, Dan Douglass, Roger Beland, Wesley Ridler, Guy Veilleux, Francoise Lecours.  
Front: Joe Dacosta (instructor)



## Congratulations to the three winners of our Local's 2017 scholarships!



This year, thanks to an anonymous donation, our Scholarships are of \$1,000.00 each instead of \$500.00. 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 Bert Poulin (COPE union representative). First place winner is Jérémy Bourgoïn. Second place was a tie between Mackenzie Ducharme and Myra Veilleux, who each received \$500.00. Below are their winning essays.



Jérémy Bourgoïn,  
son of Guy Bourgoïn,  
Local 1-2010 President

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

### The Value of Unions in our Society

What does the value of Unions in our Society mean for a young person of my generation? To be honest, it doesn't mean anything. It doesn't mean anything because most of us have never been exposed to Unions.

The only thing we know about Unions is that they strike or protest. For a young person who is finishing his secondary school, it's the last of my worries. The fact that my father is a Union member and that it is now time for me to apply for scholarships, I started to research Unions but my father didn't want to help me. He told me: "Do your research, you will better

understand and maybe learn something that will stay with you for life".

So, here is what I found in my research. I learned that Unions lobby governments, had to strike and that many have lost their lives to improve our society. Let's start with governments. For example, let's take the Westray law. It came from the fact that a mine exploded in Nova-Scotia and killed 26 miners in 1992. After many investigations, it was determined that the employer knew the mine was dangerous and that an explosion was imminent but the employer did nothing to fix the situation.

The Westray law says that if an employer knows of a dangerous situation and that an employee is killed because the employer didn't fix the situation, he can be accused criminally. That law came in effect because of one reason only. It's because the United Steelworkers never stopped lobbying the government to change the law and protect the workers against shameless employers who don't care about the safety and security of their employees because they want a richer month-end. Here, in that case, the Union's values have changed our society.

I also learned that Unions are not always on strike like some

people think. Most of the time when we hear of Unions it's on television and they are mostly on strike. But in reality, Unions settle 90% of their negotiations to prevent strikes. We rarely hear by Medias that settlements have been ratified by Union members. From the point of view of a young person like me, Unions will have to do better there to promote their settlements because we never hear of them. Unions negotiate working conditions and language like work hours, paid vacation, paid holidays, grievance settlements, seniority, health and safety, bereavement pay, pension plans, short and long term sick leaves and wage increases. All those conditions, from what my father explained to me, are employers' rights that Unions have taken away from employers. Unfortunately, many Union members have lost their lives to establish these working conditions so that others could benefit from them. Simply, let's look at the Reesor Siding monument near Opatatika to understand that the region has been harshly touched by a strike where workers have been killed. All these conditions that Unions negotiate improve the values of our society. The better the working conditions of workers, the better the community is doing. Entrepreneurs of the region are also thriving.

Workers of these communities can afford to spend more and the community benefits from that. Furthermore, parents can afford to pay for post-secondary education for their kids. In return, society gains a population that is more educated and productive.

Unions do a lot of protests so that our society reflects their values. Values like increasing the minimum wage so that people working at minimum wage can get out of the threshold of poverty. Unions also protest so that the Canadian government put pressure on other countries where governments don't respect peoples' rights, like the exploitation of children or women's rights. I realize that the Unions' values are the same as mine and of those my parents taught me. Also, I understand more why Unions use the terms "Brothers and Sisters" and "you are your Brother's keeper". I must admit that my father was right. I learned a lot on Unions with my research and it will stay with me for all my life. In the end, they have nothing but good values these Unions!

So let's continue to fight HIGH AND LOUD to have our rights heard and win against social injustice.





Mackenzie Ducharme, daughter of Rory Ducharme, member at Tembec Chapleau Co-Gen Plant

**The Value of Unions in our Society**

Although unions and the labour movement are said to have become irrelevant in recent years, they still hold a great deal of value in today's society. Unionism began in the 1800s to provide a way for workers to fight for proper treatment from their employers. It has progressed substantially since then and has provided the Canadian system with things we now take for granted such as the 40-hour week, paid holidays and pay equality. Despite the fact that unions create a better economy and work environment for non-unionized

and unionized workers alike, the number of unions is constantly dwindling. Due to the popular opinion that unions no longer hold any power in the workplace, workers are far less likely to vote to unionize or to continue contributing to their union.

These unions exist to provide a means to counteract the abuse of power of employers. Unions use collective bargaining to reach decisions on workers' compensation, health benefits, working conditions and job security, amongst other things. Unions fought for benefits such as paid vacation time, pensions and sick leave, which benefited not only those in the unions at that time, but created a long-lived effect that continues today. It is because of the pursuits of unions that we have social security, overtime pay, minimum wage, maternity leave and child labour bans.

Unions have not only given at work benefits to the community. Union-based apprenticeship programs offer the largest career training paths outside of the military. Since the unions are so

closely intertwined with the industry they represent and have access to companies and professional experience, they provide an opportune entrance for education for apprentices. At a time when the global economy is so low and unemployment is skyrocketing nearly everywhere, these programs are essential in creating steady jobs for those in need. The wage increases that unions receive allow for an increase of cash flow in our economy as well. Since unionized workers receive higher wages for their work, that extra money gets redistributed into the national economy, providing benefits once more for all those involved, not simply unionized workers.

Unions fight for the rights of all workers, no matter their gender, race, religious beliefs or sexual orientation. One of the core tenets of unionism is that all work has dignity and deserves respect and all those who perform it deserve respect. They increase the quality of living for the entire middle class when union membership rates are high. Currently, membership rates

are extremely low and as a result, the inequality in wages between the middle class and the "1%" upper class is higher than ever. My own father is a union representative at his job and I personally have seen the benefits that standing up for the rights of workers has. Those who take a stand for the collective benefit of others play and have played an important role in society for many years past and many more to come.

Overall, I believe the benefit of unions in our society can still be seen, be it in increases to minimum wage or a consistency in health benefits within industries. Every worker in Canada benefits from the work of union members in changing workplace policies. Through talking to my parents, who are both members of union, and researching unions themselves, I have learned a great deal on the importance of the work that unions do and have done in the past and how they continue to have a large impact on society today.



Myra Veilleux, daughter of Guy Veilleux, member at Columbia Forest Products in Hearst

**The Value of Unions in our Society**

Unions are important members of our community for multiple reasons. They insure that all salaried employee work reasonable hours, that the workplace is safe and that there is wage equity. To help you to understand the value of Unions in our society, in the following text I will talk about my father who has been a member of the Union for the last 28 years and who is now a Union representative since 2004. Additionally, he has been an officer of the

executive board of Local 1-2010 for about 3 years.

My father is a man who is very attentive, understanding and always ready to help his multiple colleagues. More precisely, there are currently 150 employees who work at the Columbia Forest Products mill in Hearst. Since I was very little I saw many of his colleagues phoning or even come to my house after the work hours for advice on a given subject and I never saw my father refuse to help a Brother, even when he had to stop working for medical reasons. It is with pride that I

have myself integrated these qualities in my everyday life and I am presently a psychology student à the Université de Hearst with a dream to, one day, become a mental health worker to help people in need.

From what I have learned from my father throughout the years, being a Union member is an immense responsibility. Their primary role is to defend workers, be it individually or collectively. One of their most important responsibilities is to communicate to workers the information received in meetings and to inform them

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

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**Scholarships... from page 7**

of their rights. Furthermore, they insure the communication between the state, employer and employees. They can also sign Collective Agreements with the state to settle some workplace conditions for employees. "A collective agreement is an agreement between an employer and a union organization representing salaried employees. It completes the work legislation with its own provisions for a given field. (CCI Parie Île-de-France, 2015).

In the same order of ideas, they must also defend workers against employers when needed and therefore can undertake certain protest actions such as a strike, petitions and even manifestations. For individual conflicts, Unions must defend and support the worker in different ways. For example, for judiciary process the Union will insure that they represent well the employee.

But, where does the importance

of Unions for a company come from? This importance must surely be granted to people who stood together to insure that all employees be given the right to a fair wage, reasonable work hours and a safe workplace. Working for a company that includes Unions will give you the chance to have a fairer wage and without a doubt many benefits. "The benefits represent all form of payments, pension plan, medical and dental insurance which are remitted to an employee registered to a benefit plan or his beneficiary, after an eligibility period" (Jobintree, 2008).

Did you know that each year, to honour Labour day, "the Canadian Labour Congress publishes a study showing the economic advantages of having Unions in the workplace - for the workers and the communities in which they live?" (Jobintree, 2008). This same research says that "unionized workers earn in average \$5.28 per hour more than those who are not Union

members" (Jobintree, 2008). This wage difference is an economic advantage in a community since it allows the economy to roll for that community since it is where the workers will spend their pay. Plus, "benefits granted to unionized workers attract dentists, opticians, chiropractors, therapists, health specialists and family law lawyers and ensure them an income" (Jobintree, 2008)

To conclude, being a Union member means that you accept many responsibilities, but without determined people at their workplace like my father, we couldn't benefit of all those advantages. Now, when you encounter a Union member, take a few minutes to thank them for their work and the time they spend to ensure your well-being at work.



*Merry  
Christmas  
& Happy  
New Year!*

*from the Executive  
Board and staff  
of your Local*