

PRESIDENT'S CORNER

LOCAL IS BUSY WITH NEGOCIATIONS CONVENTIONS, TRAININGS, MEETINGS,...

Since our last Union Echo edition in June we have been very busy with negotiations throughout our Local and many of our members have been attending conventions, trainings, meetings, etc...

In August, a delegation of nine (9) have attended the International Convention in Las Vegas, Nevada. Sisters Michelle Thériault, Francoise Lecours, and Brothers Eric Carroll, Jason Lacko, Guy Veilleux, Wesley Ridler, Jean Laurin, André Lachance and myself did attend. The Convention dealt with many resolutions and our delegation listened to several speakers including Joe Biden, USA

President (via video conference) and USA Vice-President Kamala Harris. (See pics)

On September 8th & 9th, the Local held its Women of Steel committee meeting at the Thunder Bay office. Even though the participation was very low (8), I believe the meeting was very successful and that this committee will be going in the right direction moving forward, of course with the support of our Local.

On September 29th & 30th, we held our annual Steward's meeting with over 30 Stewards in attendance. The Stewards received training from Brother

Kai Lai (National office Education department). The Stewards were very pleased with the training and are looking forward to another meeting next year.

October 5th & 6th, the Local sent three (3) delegates to the 3rd National Gathering of Indigenous Steelworkers. Brothers Blair Decorte, Alled Leckner and Wade Baxter attended the Gathering.

Two Brothers have also been sent for an Organizing training in October. Brothers Alled Leckner and Max Fulton did attend.

On October 26th, a delegation

of ten (10) did attend the Wood Council Conference that was held in Langley BC. Sister April Johnson and Brothers Jeff Low, André Lachance, Wesley Ridler, Jason Lacko, Eric Morissette, Daniel Touchette, Eric Carroll, Guy Veilleux, and Jacques Jean were the delegates attending the Conference.

I want to take this opportunity to wish a Merry Christmas and a Happy New Year to you and your loved ones.

In Solidarity;
Jacques Jean

USW International Convention, Las Vegas, Nevada August 8th to 11th, 2022



USA President Joe Biden speaking at the USW International Convention. Delegates attending the USW International Convention, left to right, Eric Carroll, Guy Veilleux, Jean Laurin, Wesley Ridler, Michelle Theriault, Francoise Lecours, André Lachance and Jason Lacko. Missing: Jacques Jean

3rd National Gathering of Indigenous Steelworkers Sault Ste Marie, October 5th & 6th, 2022



Delegates who attended the Gathering: left to right, Wade Baxter (Lecours Lumber Sawmill), Blair Decorte (Dallan Fort William) and Alled Leckner (New Gen Harvesting)



Stewards Meeting, Hearst September 29th & 30th, 2022



USW Wood Council Conference, Langley, British Columbia October 26th, 2022



Delegates, left to right, Jeff Low, Jacques Jean, Wesley Ridler André Lachance, Eric Morissette, April Johnson, Jason Lacko, Eric Carroll, Guy Veilleux and Daniel Touchette.



Moderated panel on Bargaining and the role of First Nations Reconciliation



Brother Jeff Bromley,
Wood Council Chair





WOODLAND NEGOTIATIONS BEGIN

EXPECTATIONS HAVE NEVER BEEN HIGHER

Greetings Brothers and Sisters, I hope this finds you and yours safe and healthy.

Woodland's operations

Your Local Union has begun negotiation proceedings with Resolute. Your local bargaining committee representatives from RFP, Remar Trucking, BTG Contracting, Firesteel, Steve Ward Contracting, Ricci Companies and Shuniah Forest Products met with the company on October 11th, 12th and 13th. We have no new dates scheduled as of today. Your bargaining committee has filed for a conciliation officer to help us and the company reach a settlement. At the moment there has been no substantial movement on behalf of the company. Once we have new dates scheduled with the conciliator, your bargaining rep will let the members know.

Update as to the jurisdiction and the 200,000 cubic metres non union harvesting grievances. Your Union has set an arbitration date for March 9th, 2023. This is an important grievance in the eyes of your Local, for too long the members of our Union have gone the extra mile to get wood into the mills across Northern Ontario. It's time to level the playing field and recognize that an injury to one is an injury to all. Non union workers need to understand the benefits of working within our Collective Agreement.

Pieceworkers who deliver for these non-union outfits do not even realise that they are losing money by working smarter, not harder, and reap the same benefits as our unionized workforce. Strength of your Union depends on its five hundred woodland members.

It is my goal to organize all committees within each operation: Safety, Stewards, Women's if applicable and Grievance committees are extremely important when servicing woodland units. **I am not the Union, you are!** Thank you to the hardworking members already active and mobilized.

Education @ work; Brother Alled Leckner (Steward - New Gen Harvesting) had an opportunity to attend the 3rd National Gathering of Indigenous Steelworkers in Sault Ste Marie, Ontario, on October 4th, and 5th. Be sure to ask all about his experience.

Be sure to also ask your stewards about the education received at this year's Stewards meeting held in Hearst on September 28th and 29th.

Dallan LP (Thunder Bay Pulp mill)

Busy summer holding the feet to the fire for our operation at the pulp mill. Various grievances and ongoing dialogue between Brother

John Hearn (Steward/H&S representative) and the management team has been beneficial to eliminating most concerns. The Union filed and resolved grievances pertaining to postings, non bargaining unit workers doing bargaining unit work, as well as many other issues with the day-to-day operations. Important to note that there is a vacancy within our grievance committee at this site. Give John a hand and get involved.

Dallan FW (Thunder Bay sawmill)

Resolute plans to expand the present log yard and increase the size of the finished yard, with future plans to add another kiln to the repertoire. This expansion will lead to an increase in production and the workforce. (Summer echo). Construction has started and seems to be moving along quite nicely.

Education @ work, Brother Blair DeCorte (Steward/H&S Rep) had an opportunity to attend the 3rd Gathering of Indigenous Steelworkers in Sault Ste Marie, Ontario, on October 4th, and 5th. Be sure to ask all about his experience!

Unitized, Wanson

Busy summers reported both at Wanson and Unitized. Unitized Manufacturing has recruited a few new members over the last 6 months. Their Collective Agreement is strong and has given the company an advantage when recruiting. A

couple of grievances resolved at the Wanson site. The members in the yard are reporting a busy construction season with no end in site, which is great news.

NWOSAC (Northwestern Ontario Steelworker Area Council)

Your Local belongs to the area council. Our council works to shape the labour movement in house and abroad. The local area council has been continually active in its support of community events and membership needs, which include locals from grain, mining, bus drivers, catering, forestry, service sectors and more. As president of the area council, I am looking to advance the labour movement and will look to those of you that would like to give back to your community. Whether you are from Terrace Bay, Nakina, or Dryden, we will need a lot of help next year to facilitate and execute plans that for now are in the infancy stage. Stay tuned!

Siblings, I hope you all have a Merry Christmas and that the New year brings us all the best!

Take care of each other.

WORK SAFE!

In solidarity;
Jason Lacko





NEGOTIATIONS SUCCESSFUL WITH MANY MORE COMING

Hi everyone, I would like to take this opportunity to wish all of you and your family a Merry Christmas and a Happy New Year! May the new year bring

a lot of health and happiness to all of you.

As you probably already know, this past year was busy with all the negotiations and catching up on our training. We were able to give a safety training in Thunder Bay at the beginning of June. We also gave a Steward training in Hearst that was held in September. Plus a women meeting that was held in Thunder Bay in early September. All those trainings and meetings were a success.

GreenFirst Hearst sawmill

We have reached an agreement on a 4-year term with an increase in salaries of 3.5% each year of the Collective Agreement plus a wage adjustment for the maintenance department. We were also able to suspend the progressive rates for the

duration of the Collective Agreement, which we believe will help to hire new employees. We also changed the terms regarding the vacation allowed and we believe that this will help in the future for vacation allowed. Lastly, there were many increases for all the benefits including: pension plans, boots, health and welfare, glasses, etc.

GreenFirst Hearst woods

We were able to reach an agreement of 4 years with an annual salary increase of 3.5%. There were a lot of changes regarding the terms in the Collective Agreement because it was no longer useful. In conclusion, we were also able to eliminate the \$20 per visit for the chiropractor as well as increase all benefits.

Lecours Lumber Sawmill

We were able to reach a 4-year Collective Agreement with a 3.5% annual salary increase as well as a wage adjustment for the maintenance

department. The disciplinary record has now been changed to 12 months. We've also been able to modify the salary progressive programs that we believe will help in getting new employees. Finally, we negotiated increases for the following benefits: pension plan, boots, glasses, etc.

We had Brother Wade Baxter attend the 3rd National Gathering of Indigenous Steelworkers Conference that was held in Sault Ste Marie on the 4th and 5th of October.

Lecours Lumber Woods

We were able to reach a 4-year Collective Agreement with 3.5% annual salary increase as well as an adjustment of salaries for a few classifications in the Collective Agreement. The disciplinary records went down to 12 months, along with an increase in all benefits. We managed to remove the \$20 maximum per visit for the chiropractor plus a lot more.

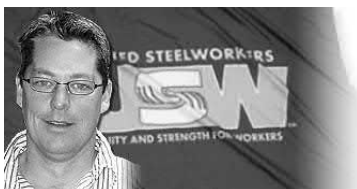
As you can see, we were

successful in negotiations so far but there are many remaining negotiations to come by the end of the year. We're starting negotiations with Hornepayne, White River sawmill, Columbia Forest Wood and Aramark.

Unfortunately, winter is inevitably on its way; please be careful driving on the winter roads, as they can be very slippery and not well maintained. Make sure you have the proper winter tires on and that your vehicle is in proper condition for those rough winter months ahead of us.

My Brothers and Sisters, I want again to take this opportunity to wish you and all and your family a merry Christmas and a Happy New Year.

In solidarity;
Guy Veilleux



MANY NEW AGREEMENTS CHALLENGES IN UPCOMING NEGOTIATION

In the last several months we have been very busy with negotiations, arbitrations, and dealing with grievances.

GreenFirst Cochrane Sawmill

On June 26th, our members from the GreenFirst Cochrane sawmill ratified a new 4-year agreement. This new agreement follows the pattern agreement with some language changes especially

with Health and Safety, training, progressive rates, and forced overtime, just to name a few. The new agreement also brings an increase of \$5.00 in 2023, and another \$5.00 in 2025 on the vacation premium, an increase of \$20.00 during the 4-year agreement on boot allowance, an increase of \$30.00 for tool allowance for the trades, increases in benefits, increase in the pension plan, a wage

adjustment of \$3.00 over the term of the agreement for the trades, and a 3.5% wage increase per year.

GreenFirst Chapleau Sawmill

On August 5th, 2022, the members from the GreenFirst Chapleau sawmill also ratified a new 4-year Collective Agreement. This new agreement also follows the pattern agreement with some language changes on Health

and Safety, floaters, training commitments, temporary positions, and supplementary vacation pay. Same as for the Cochrane sawmill, the new agreement also brings increases on their vacation premium, on the boot allowance, increases in benefits, an increase in the pension plan, and a 3.5% wage increase per year. They also got a wage adjustment of \$2.00 over the term of the

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Eric Carroll... from page 4

agreement for the trades, a \$0.20 per hour wage adjustment for the equipment operator and a \$0.50 per hour wage adjustment for the handyman.

GreenFirst Chapleau Co-Gen

On September 27th, 2022, our membership at the GreenFirst Chapleau Co-Gen ratified a new 4-year agreement. Their new agreement comes with some language change on seniority, training, health and safety and statutory holiday

pay. They got increases in the clothing allowance, the boot allowance, meal premiums, shift premium and their health and welfare benefits. They also got a wage increase of 14% over the term of the agreement, with a general wage adjustment of \$2.00 per hour for all classifications, and an additional \$1.00 wage adjustment for all Class II Engineers. Plus a signing bonus.

3 Nations Logging

Our members working at 3 Nations Logging woodland operations out of Cochrane are facing hard times. We just met with their employer this past September in negotiations and this employer is coming after concessions. He wants to get rid of the language which limits them to contract out. He wants our members to pay for their benefits. He also doesn't want to give any wage increase over the term of the

agreement. He basically wants our members to pay to come in to work. Hopefully next time we meet with them things change on the company's side and we can negotiate a fair deal for our membership there.

Wishing everyone a great winter. And a great Holiday Season with Friends and Family.

In Solidarity;
Eric Carroll



Congratulations to 4 employees from the Interfor Timmins sawmill who were recognized recently with Citizen Awards by the Cochrane District Emergency Crews for outstanding Assistance (for life saving measures back in October 2021 - truck driver/shipping yard).

From left to right, Cody Mattiussi (Loader operator), Mario Duchesne (Loader Operator), paramedic presenting the award, Marc Picard (Planer Supervisor) and Joel Emond (Shipping loader).



LOTS OF TRAINING TAKING PLACE IN THE LOCAL AND A FRESH START FOR SOME UKRAINIAN PEOPLE

Greetings Brothers and Sisters, I hope everyone had a chance to enjoy the summer season and spend time with friends and family. Since our last edition of the Echo, we have been quite busy. In May and June, Level 1 and Level 2 steward trainings were held at the Thunder Bay USW office, with some of our stewards attending for each. We also held our annual steward meeting in Hearst. The stewards took part in training from Kai Lai, (USW Canadian National Office) in conflict resolution and leadership. It was a great meeting, and the training was well received by the stewards. I am very pleased to see our members participating in any of our training; knowledge is power!

Gateway Casino Thunder Bay

Since the last edition of the Echo, I have had some labour management meetings with the company for both units at the casino. I am planning on having membership meetings for both units at the casino, floor/clerical, in the next month or so. The casino has been trying to attain the customer numbers and revenue similar to what they were seeing pre-pandemic. The casino is down about 25% of the normal patron count, compared to before the pandemic. Recruitment is a challenge, as in most workplaces everywhere. If recruitment can improve, certain departments of the casino can extend their offerings, which in turn could improve patron count. I am

hopeful that can happen, as that could improve the ability to add hours for the bargaining unit members.

Nakina Sawmill

There is a new steward at the Nakina Sawmill, Cody Kostelecky. He has taken over from his brother Tim, who has left for a new opportunity. Thank you, Tim, for your service and thank you Cody, for stepping forward to represent your co-workers! Cody was able to attend our annual steward meeting in September where he was able to experience his first Union training workshops. I have had a membership meeting since our last Echo and I plan to have another membership meeting in November. Some sad news to report at the

Nakina Sawmill, our Health & Safety Co- Chair, Holly Mendowegan, tragically passed away in a motor vehicle accident. Sadly, another member, Calvin Hakansson, passed away from natural causes. The entire Local 1-2010 family extends our condolences to the family, friends and co-workers of Holly and Calvin.

Resolute Ignace Sawmill

Things at the Ignace Sawmill are moving forward after the tragic death of a contractor this past spring as well as the untimely fire which destroyed the kilns at the sawmill. The wood is being transported to the Resolute Atikokan Sawmill to be dried using their kiln. They have extra capacity to dry wood so for the time being

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Wesley Ridler... from page 5

that situation has stabilized. I have had some labour management meetings with the company since our last Echo edition and I plan on having a membership meeting in November. Production from all accounts has been good and I feel that a positive vibe will come from some recent changes at the mill.

Dallan Ignace

Dallan operations at the Ignace Sawmill have been humming along. Dallan Ignace are the heavy equipment operators outside of the Ignace Sawmill. They play an integral part of moving the wood in and out of the sawmill. Without Dallan, the sawmill could not operate. There is a new steward for Dallan Ignace, Gary Ray. Thank you for stepping up, Gary, to represent your co-workers! Gary attended the first ever semi-annual H&S meeting with Resolute Ignace management

in September. We were able to bring some concerns from the operators forward at the meeting and we will give the company some time to make the changes. Gary was also able to attend our annual steward meeting in September, where he received training in conflict resolution and leadership. Welcome Gary! I have a membership meeting scheduled in November for the Dallan crew.

Resolute Atikokan Sawmill

Things at the Resolute Atikokan Sawmill have been in a constant eb and flow. The mill continues to face recruitment challenges as does almost every workplace in almost every sector of work. Production has been very good, from all accounts. On a positive note, around 20 Ukrainians have been given a new start in life. They have immigrated into the country with the assistance of the

federal government and have found work at the Atikokan Sawmill. It seems to be a win-win situation so far, as the mill is getting much needed workers as well as the Ukrainians getting a fresh start and the local community growing with new residents. There has been some language challenges, but it seems as though they have been able to work through them. Neil Richard, the steward at the Resolute Sawmill, was able to attend our annual steward meeting in September. He as well received training in conflict resolution and leadership. I have had several labour management meeting with the company since our last Echo edition. I have a membership meeting planned for November.

Dallan Atikokan

The heavy equipment operators at Dallan Atikokan

have been working diligently to support the Resolute Atikokan Sawmill. Just the same as Dallan Ignace, Dallan Atikokan supports the Atikokan Sawmill by moving wood in and out of the mill yard. They as well are a key cog in the wheel of operations at the site. There is as well a new steward at Dallan Atikokan. Cory Peterson has taken the reigns, from his son Nick who has left for a new opportunity. Thank you for stepping up, Cory! I plan to have a membership meeting in November for Dallan Atikokan.

I want to take this opportunity, to wish everyone a safe and happy holiday season. Take care of each other, and please don't drink and drive! Take care Brothers and Sisters.

In Solidarity;
Wesley Ridler



Every year, we give two Scholarships of \$1,000.00 each. Winners are chosen based on an essay titled "The Value of Unions in our Society". Our two winners this year are Arielle Morissette and Sarah Carroll. Congratulations to both! Below are their winning essays.



Arielle Morissette, step-daughter of Bruno Fournier, GreenFirst FP Hearst Sawmill

The Value of Unions in our Society

A union's goal is to defend and represent the interests of workers. Today, members of union organizations represent about 30% of Canadian employees. They benefit, among other things, of a higher remuneration than those that are not unionized. They also have benefits programs and more competitive pension plans as well as a saner and safer environment than their non-unionized counterparts.

The industrial revolution, in the

19th century, brought many changes in the society. It is at that time that the middle class, mainly laborers, made its appearance. In consequence, this had an impact in the three economic sectors, that is the production, the distribution, and the consumption of goods. People who practice similar jobs gather more and more to defend their interests, to negotiate agreements with their employers and have their values known. Thanks to union organizations, bills are drafted and working conditions improve.

In 1872, the Trade Unions Act was created. This gives the right to Canadian workers to join a union association. It is also at that time that the workday is shortened to 9 hours and that the Labor Day annual holiday was introduced. Through the years, union groups in Canada exercised an important influence so that, for example, the law for industrial safety is adopted and that the Canada Labor Code and the Occupational Health and Safety Act are drafted. Some laws ensures that the health and safety in the workplace is the

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

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Scholarship... from page 6

shared responsibility of employers and employees. WHMIS is an example of collaborations that exists between workers, the government, and the employers. Thanks to the union associations employment insurance programs are created, women have the right to a maternity leave, sick days and bereavement leaves exist, we have injury indemnities, coffee

breaks, etc.

Union groups are progressists and their members are very present in our communities and on the political scene. The union's role evolves and changes with the needs of the time. Automation, Technology, environment, recession, pandemic, aging population, workforce shortage, formation, health and safety, pay equity and so on are all at the heart

of the union groups' actions.

In short, the union is at the center of all actions that bring important changes in the workplace. It makes sure that we know our rights and that we are recognized and protected in our workplace. The union helps to develop a collective language and exercises pressure to draft policies that reinforce the rights and ensure the well-

being of workers. For example, it is for that reason that there are more and more policies on wrongful treatment, bullying and harassment at work.

Being a union member is a privilege and it is everyone's responsibility to recognize the efforts of union associations by exercising our right to know, to be informed and to refuse work that is a danger to our well-being.



Sarah Carroll, daughter of Eric Carroll, Local 1-2010 Union representative

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

The Value of Unions in our Society

A union is defined as a socio-political movement established to protect their interests and their rights by bringing changes to working conditions. However, unionism has not always been easy and constant in business management.

To start, unionism in Canada started only in the 1800s. In 1812, during the war, Canadians worked with the British to create their own commission. This had a

snowball effect, and many offices were established throughout Canada. After that, unionism became bigger and bigger, and Canada aligned itself with American committees. In that period, unionism was considered an illegal activity and many members of the organisation were arrested. On the other hand, because the workers went on strike, the dictators were constrained to legalize union activity. In 1883, the association changed its name from "Trades and Labour Congress of Canada" to "Canadian Labour Congress". First, in the first years of the 1900s, the reinforcement of unions had a huge impact on business management. The days shorten, the salaries increase, and workers are initiated to sane policies. In 1975, Pierre E. Trudeau of the liberal government introduced a wage control. With this new law, it is now necessary to give wage increases. All that thanks to the union movement in businesses.

If a business wants to become unionized, the union representative first meets with the business members to

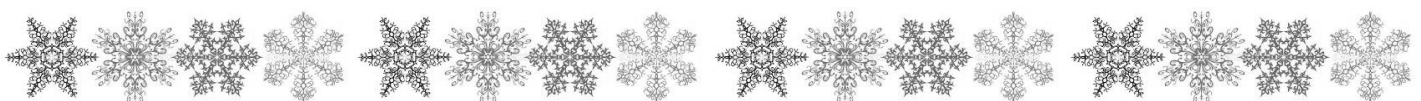
discuss union benefits. Then, if they think that it is a good opportunity for their workers, they will have a vote. If the results are over 50% favorable, the business will become unionized.

The main goal of the union committee is to negotiate just and reasonable conditions for the employees so that they are always protected and strong. Unions fight to eliminate discrimination and ensure the respect of the collective agreement and applicable modalities. Not only do they avoid the exploitation of individual workers, but they also concentrate on young workers because they rarely fight for their rights. Without the union committee, no laws would be enforced, and all decisions would be taken by the employer. That said, the rate of inequality would be inexplicable. Unionism therefore helps employers to remain sane and workers to have a voice.

In our society, the union's role is essential for businesses who want to respect the rights and health and safety of workers with the contract and

seniority. The collective agreements allow a workplace that reduces the loss of limbs or even of life. In addition, since the work hours are shorter, employees are less tired and therefore their work is more efficient and there are less risks of accidents.

To conclude, unions bring many benefits to a business. They fight for the health and safety of their employees by taking care of their health and safety by reducing the number of accidents. In addition, thanks to unions, the employees have better wages and a better quality of life when they work. I agree 100% that it is important to have provisions in place in every business to control abuse and discrimination against young workers, women, people belonging to ethnic groups as well as other groups. In one word, unionism is a revolutionary movement that aims to improve the quality of life of workers, their health and safety as well as equity in all workplaces.



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MÉTALLOS
LOCAL 1-2010

HOME SAFETY TIPS FOR THE HOLIDAYS

Holiday lights:

- Use only lights that are certified by a recognized organization (CSA, ULC or UL) to decorate your home.
- Use indoor lights for inside the home and outdoor lights for outside the home.
- Check all light bulbs before use. Replace broken or burnt out light bulbs with those recommended by the manufacturer.
- Check light strings and extension cords. Discard any that are frayed or have exposed wires, loose connections, or broken light sockets. Never run electrical cords through doorways or under carpets.
- Do not overload electrical outlets. Use more than one outlet if the wattage of your lights is more than the outlet can handle.
- Turn off all holiday lights before you go to bed or leave your home.

If you use a real tree:

- Choose one that is fresh (needles are hard to pull off and do not break when bent).
- Add water daily and keep the tree secured in a sturdy tree stand.
- Place the tree away from traffic areas, doorways, heating vents, radiators, stoves, fireplaces and burning candles
- Choose tinsel, artificial icicles and other trimmings made of plastic or non-leaded metals. Leaded materials are hazardous if ingested by children or pets.
- Avoid trimmings that are sharp and breakable or have small removable parts if small children are around.

Toys and gifts:

- Select only toys suitable for the child's age group, and make sure to read and follow all instructions.
- Toys with small parts are dangerous for children under three years of age. Keep them out of their reach.
- Make sure batteries in toys for young children are properly installed and not accessible to the child. A child should not take battery-operated toys to bed.
- Dispose of packing materials (such as styrofoam pellets and plastic bags) quickly. Children can choke on these items.
- Keep cosmetics (such as perfume, aftershave and nail polish remover), medications, and household cleaners out of children's reach and away from heat sources.
- If using cosmetics for the first time, place a small amount on the back of the hand for a couple of hours. Redness or swelling may indicate an allergy and the product should not be used.

Candles:

- Do not leave burning candles unattended and use sturdy candleholders that won't easily tip over.
- Keep burning candles out of the reach of children, and away from pets, trees, decorations and wrapping paper.
- Trimmings and candles that look or smell like food or candy should be kept away from children. These products are attractive to children and may cause choking if they try to eat them.



*Merry
Christmas
& Happy
New Year!*

*from the Executive
Board and staff
of your Local*