



PRESIDENT'S CORNER

MEETINGS STARTING AGAIN OVER A YEAR AFTER PANDEMIC START

Sisters and Brothers,

2020 and the first half of 2021 has been very different for our Local Union, to say the least, but we have been able to go back to some kind of normal operations since September.

We have been able to schedule both our Sawmills and Woodlands Wage Conferences during the weeks of September 13th and 20th respectively. The sawmill one being held in Hearst on September 16th and 17th, and the Woods one in Thunder Bay on September 23rd and 24th.

During the week of September 27th to October 1st, we have been able to prepare, organize

and do our Triennial Convention held in Hearst on September 30th. During this Convention, reports are given to delegates coming from all of the workplaces we are servicing throughout Northern Ontario, and those reports are addressing all of our dealings and operations like Negotiations, Financial, Safety, just to name a few. Also, we have been very fortunate to have with us many distinguished guests, such as our National Director Brother Ken Neumann, our District 6 Director Brother Marty Warren, the District 6 Assistant Director Brother Myles Sullivan, our USW Wood Council Chair Brother Jeff Bromley, our Legal Counsel Jim Fyshe, Brother Guy Bourgouin MPP

Mushkegowuk-James Bay, and Brother Herbert Daniher District 6 Representative working out of our office in Thunder Bay. I am glad to say that we have been able to ensure that all delegates attending were in an environment safe from COVID-19 as all delegates had to show proof of double vaccination or proof of negative test within the last 48 hours prior to the Convention. We can say that the 2021 Triennial Convention was a successful one.

On October 21st and 22nd, we held our annual Stewards' meeting after canceling the 2020 meeting. The Stewards received training from Brother Wesley Ridler and from

Brother Kai Lai (National Office) on Harassment.

On October 28th and 29th, the Local's Women of Steel Committee met at our office in Kapuskasing. The Sisters were given a presentation addressing the mandate of the Women of Steel. The group has also elected their Executive Committee for the next 3 years. Sister Bianca Van Eyk (Gateway Casino Thunder Bay) was elected as Chairperson, Sister Gisèle Pintar (GreenFirst Chapleau sawmill) as 1st Vice-Chairperson, Sister Stacey Lind (Resolute FP Atikokan sawmill) as 2nd Vice-Chairperson, Sister Anne Lacroix (Eacom Timmins sawmill) as 3rd Vice-Chairperson, and Sister Denyse Korpela (Maison Arc-en-Ciel) as Recording Secretary.

The Holiday season is right around the corner, enjoy your holidays!!!

I am wishing you and your families all the best for 2022. Merry Christmas, Happy New Year!

STAY SAFE!!!!!!!

In Solidarity;
Jacques Jean

We have a new Representative in our Thunder Bay office. Brother Wesley Ridler was hired by the Local and started servicing the membership on September 7th, 2021. Brother Ridler was formerly employed by Gateway Casino in Thunder Bay. I believe that Brother Ridler will be a great addition to our staff as he is a very motivated, organized, and experienced individual. Brother Ridler has attended many trainings, some under the Local, but I have to mention that he went and attended many trainings on his own initiative, which I believe will help him a lot in his dealings with Employers. Welcome Brother.



Local 1-2010's Triennial Convention

September 30 & October 1, 2021



Brother Bruce Frost receiving his plaque in recognition of his years of service with our Local as he takes his retirement.



Brother Roger Beland, President's Award recipient



Left to right: Brother Jacques Jean, Brother Eric Carroll, Brother Jason Lacko, Brother Bruce Frost and Brother Guy Veilleux



Brother Léo Levasseur and Brother Dave Lyght receiving their plaque in recognition of their years of service with our Executive Board.



Brother Robert Mongrain and Sister Julie Larochelle



Brother Ken Neumann, USW National Director



Brother Myles Sullivan, USW District 6 Assistant Director



Brother Herb Daniher, District 6 representative



Brother Jeff Bromley, USW Wood Council Chair



Brother Guy Bourgoïn, MPP Mushkegowuk-James Bay



Jim Fyshe, the Local's legal counsel



Brother Marty Warren, USW District 6 Director

Stewards Meeting October 21 & 22, 2021



REFLECTION, RENEWAL AND COMMITMENT

Hello Brothers and Sisters,

First off, I would like to acknowledge farewell to Brother Bruce Frost who enters retirement as of October. Thank you, Brother Bruce, for your mentorship, education and instilling the tools I may need to follow your lead. I'd also like to take the time to welcome my new colleague Wesley Ridler. He will be servicing the Resolute Atikokan and Ignace sites including the Dallan operations. He will also service Thunder Bay's Gateway Casino, floor, and clerical units and from time to time contribute to the servicing of the Nakina sawmill. Wesley was employed at OLG/Gateway Casino and was pivotal during the organizing drive that unionized the then OLG Casino in 2013. Ever since he's been an active participant within the Local. I trust he will serve you well! Congratulations to him and thank you to the Brothers and Sisters of the above-mentioned units for your leadership and your assistance in making those workplaces better.

I look forward to new challenges ahead, as I will be servicing the 20 or so woodland operations, Dallan FW, Dallan Pulp, Wanson Lumber, Unitized manufacturing, Wajax Industries and Nakina Sawmill operations, as well as the duties of the 2nd Vice president.

Woodland's operations

First, I must report on a jurisdiction grievance filed over a year ago which led to an arbitration hearing concerning the Wabigoon Forest and a Resolute third-party licence which was successfully resolved, giving your Local jurisdiction and recognition, and therefore increasing the membership by 30 members. The new members will be added to the membership via a merger of East End Chipping and New Gen Harvesting.

The Local has signed on a few new additional contractors, two on the Black Spruce Forest also a First Nation company called Mount McKay Heavy Equipment which will concentrate North of Highway 811.

It is my short-term goal to organize all committees within each operation; Safety, Stewards, Women's if applicable and Grievance committees are extremely important when servicing your units. **I am not the union, you are!** And together we could strive to make it safer, more transparent, and more enjoyable to work knowing your voice is heard. Please consider being an active piece of that process. I have begun to post committee vacancies. Ask yourself, how could I make a difference at my workplace by getting active within my union. Thank you to the hardworking members already active and mobilized.

It is with a heavy heart that I report on the loss of Brother Dale Penko as a result of a workplace accident on October 21st, 2021. Our Local offices would like to extend our deepest sympathies to the effected crew and family of Brother Penko. The accident occurred on the Dog River Forest. At this time details are limited. The Union's Emergency Response Team program had been contacted to provide support. Brother

Andy Ladouceur, ERT coordinator, travelled from Sault-Ste-Marie in order to provide support to the Local members.

Message from me to the crew – "I have experienced firsthand the effects of an unexpected loss and I was one who would not accept help. I had been encouraged by my colleagues to seek help in coping. It was the best decision I made in my healing journey. Speaking my thoughts aloud truly helped me through my stages of loss. None of that would have happened if not for the people I work with pushing me to seek help. Keep that in mind over the coming weeks and months and please! keep an eye on each other. Given this terrible loss at your workplace, many of you will need some way to communicate their feelings. Be sure to know that your Local and reps are here for those who want to talk". (Jason Lacko)

Dallan LP (Thunder Bay Pulp mill)

The Management and the Union have agreed to create a labour management meeting schedule in order to seek

Jason Lacko... from page 3

answers to various questions, issues and concerns that are not grievances in order to promote transparency between the Company and you the workers. First meeting is scheduled for November 3rd, 2021

Dallan FW (Thunder Bay sawmill)

The Union had been seeking a new union Steward after the former Steward was retained by management. Brother Brad Hakanen is now the acting steward at the site. Resolute had announced in August that an investment at the Thunder Bay sawmill will expand loading capabilities of railcars and increase log storage once the venture comes to fruition. It

is believed that the groundwork will begin this winter to increase and prepare for the added capacity. This will indeed have a residual effect on the Dallan operations and will increase union membership as more work becomes available.

Resolute Ignace and Atikokan

Members of Resolute Atikokan and Ignace Sawmills have reached and ratified renewal agreements with wage adjustments and wage increases as well as other increases and changes as reported by brother Wesley Ridler.

Nakina Lumber Inc.

The next stage for the members and the Union is to build our presence within the workplace. I will not be able to do this alone, we need members to step up and work with us to make the site the safest and the best it can be for everyone who works there. The Union is you! How strong the membership is will depend on the active engagement of its membership.

Please keep an eye on your Union boards for updates, events and more importantly, nomination postings, as once again I will be posting nominations for your Union representatives. Until we have active reps always remember,

I am a phone call away!

Unitized, Wanson and Wajax Brothers Kari Katola (Unitized), Zack Reid (Wanson Lumber) and Donny Levanen (Wajax) were present and active at the Local's Triennial convention that was held at the end of September. Please reach out to them regarding their experience and be sure to ask questions of the event. Keep up the good work Brothers.

Brothers and Sisters, Merry Christmas to you and your families!

Stay safe, be safe and WORK SAFE!

In solidarity;
Jason Lacko



SOME AGREEMENTS RATIFIED MORE NEGOTIATIONS COMING UP

Since my last report of the Union Echo we have been busy dealing with various negotiations, conferences, arbitrations and Union Management meetings. In many of our Union Management meetings we are dealing with more and more grievances because members are not locking out when they need to do so. Our members are being suspended 5 to 15 days for not locking out. We must keep educating our new membership and keep reminding ourselves between members that we must always lockout. We are paid to do so and we all have the right and obligation to work in a safe environment. All members should go back home to their loved ones after a hard day's work without being injured or killed at work.

EACOM Gogama Sawmill

On August 5th the membership at the EACOM Gogama sawmill ratified a new 5-year Collective Agreement which offers a 12.75% wage increase over the term of the agreement, an additional wage adjustment for all production workers every year of the Collective Agreement of \$0.60 per hour, a \$2.00 per hour wage adjustment for all trades at date of ratification, a \$1.00 per hour wage adjustment on April 1st, 2022, a \$1.50 wage adjustment on April 1st, 2023, and a \$1.85 wage adjustment on April 1st, 2024. It also includes an increase in severance pay allowance from 1 week's pay for every year of employment to 2 weeks, an additional floater, the January 2nd statutory holiday, an increase in shift differential from \$0.65 to \$0.85, an

increase in the pension plan, a new cost sharing benefit plan and some language changes.

GreenFirst Kapuskasing Woodlands Operation and Office Workers

We met with the Company in July for the Woodlands Operation and in August with the Office Workers and we are scheduled to meet again next week (November 8 - 12). Hopefully I will report in the next edition on a new Collective Agreement for these members since this report is being drafted before the November dates.

Maison Arc-En-Ciel

On September 3rd, 2021, our membership at Maison Arc-En-Ciel ratified a new 3-year agreement. This agreement comes with a wage increase of \$0.75 over the term of the

agreement, a wage adjustment for companions with 3 years and over of experience, an increase in the pension plan and an increase in premiums for safety apparel.

Kirkland Lake Forest Products

Meetings are scheduled the week of November 15 to the 19 to negotiate a new Collective Agreement for our members working at the finger joint plant in Kirkland Lake at the Kirkland Lake Forest Products operation. I will report on the outcome of these negotiations in our next edition.

Wishing everyone a Merry Christmas and a Happy New Year.

In Solidarity;
Eric Carroll



NEW BEGINNINGS IN THE LOCAL

Hello Brothers and Sisters!

It has been busy times in the Local. We have been playing catch-up with many things that could not be done because of the pandemic. We are finally able to facilitate membership meetings, contract negotiations, a steward meeting, triennial convention and steward training. It is great to be able to meet with people in person with the lifting of indoor restrictions. All in all, a great start for me; lots to see, do and learn. I look forward to the challenges that lie ahead.

Resolute Atikokan Sawmill

A new 4 year Agreement was ratified by the membership on October 24th, with wage adjustments of eighty cents

along with 9% in wage increases over the four-year term. Other improvements included: life insurance, dental, boot allowance, paid lunch break, callout pay, posting language, pension, LTD, scheduling language, shift premium and vacation language. A labour management meeting is scheduled for November at the sawmill.

Resolute Ignace Sawmill

Members at the Ignace Sawmill ratified a new 4 year Collective Agreement on October 31st. The agreement essentially mirrored the deal ratified in Atikokan. It consisted of wage adjustments of 80 cents along with 9% in wage increases over the 4 year term. Other

improvements attained were life insurance, dental, boot allowance, paid lunch break, callout pay, posting language, pension, LTD, scheduling language, shift premium and vacation language.

Dallan Atikokan & Dallan Ignace

At the time of my submission for the Union Echo we are preparing to meet with both units to discuss the new agreement that was ratified at both the Atikokan and Ignace Sawmills. The new agreement will benefit both Dallan operations. We are looking forward to meeting with the members from both Dallan operations.

Gateway Casino

As of July, most of the

members, aside from the Table Games Department, have returned to work after the mandated closure of the casino in March 2020. This is great news and I am very happy to report on this. There was a lot of uncertainty and anxiety with the members as to when or if they would return to work. With the reopening of the casino, we have been able to have a labour management meeting in September and membership meetings in October for both the floor and clerical units.

Happy Holidays and Happy New Year to all members and their families!

In Solidarity;
Wesley Ridler



A RETURN TO MEETINGS AS RESTRICTIONS ARE BEING LIFTED

Hello Brothers and Sisters,

I hope everyone is doing great. As we saw in the past month, we were able to schedule meetings for demands and votes. We also were able to schedule conventions or trainings through our Local.

The Sawmill Wage Conference was held in Hearst on the 16th and 17th of September. The Woodlands Wage Conference was held in Thunder Bay on the 23rd and 24th of September. Our Triennial Convention was held in Hearst on the 30th of September and the 1st of October. We also held a Stewards Meeting in Thunder Bay on the 21st and 22nd of

October. There was a Women's Committee meeting held in Kapuskasing on the 28th and 29th of October. There was a Level 1 training course for new stewards that was held in Thunder Bay from the 10th to 12th of November. As you can see we have been very busy trying to catch up in our training and conferences, all because of the pandemic set back.

Columbia Forest products shop

At Columbia we had a few arbitrations that were resolved with a settlement and grievances that were resolved. At the time of writing these words we had to schedule 1 or 2 arbitrations regarding a termination. We are at an

early stage in that process.

GreenFirst Hearst Sawmill

We have a lot of issues at GreenFirst. It's very hard to be able to have discussions and to resolve grievances with this Company, even with other arbitration decisions in place. I guess we will need to file arbitrations with all our grievances and see what's going to happen. We also have issues with the Company not respecting past practices and not respecting employees over contractors. The Company seems to take the position that every time an employee calls in sick because of a soreness they will ask the employee to fill out an FAF.

We have tentative dates scheduled to start negotiation with the Company on a new Collective Agreement early in December.

GreenFirst Hearst Woodlands

In the woodlands we have one outstanding grievance. Hopefully we can resolve the issue at our next meeting. There's the issue of the pension plan the we have been trying to resolve in the past year and it seems that we are making good progress and this issue should be resolved in the near future.

Lecours Lumber Woodlands

We had a few grievances in place; one regarding the work permits and one regarding

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Guy Veilleux... from page 5

contractors working more hours than our members. We have scheduled dates with the Company to start negotiation. The first date is on the 29th of November and also the 15th and 16th of December.

Lecours Lumber Sawmill

All the issues we had with the sawmill seem to be resolved. There are no dates in place yet to start the negotiation. We will keep you informed as soon as dates are set in place.

Hearst Community Living

We will be in conciliation with the Company on the 23rd of

November. We'll see how it goes as the Company is taking hard measures.

White River Forest Products

We have a lot of grievances at this mill. We were finally able to schedule a meeting with the Company. Hopefully lots of these grievances can be resolved at that meeting. We also have an arbitration to be held in December regarding an employee termination. We also saw that the Company posted saying that by the 15th of December the employees need to have double vaccination. If the employees

are not double vaccinated, we don't know yet what the Company position will be taking. We'll see after the Company decision what our options are.

Hornepayne Lumber

The biggest issue at Hornepayne Lumber is the concessions that were supposed to be reinstated on September 1st, 2021. We have a grievance and tentative arbitration dates in place. This issue could be resolved by the time of the printing of the Echo. We also saw that the Company posted saying that

by the 15th of December the employees need to have double vaccination. If the employees are not double vaccinated, we don't know yet what position the Company will be taking. We'll see after the Company decision what our options are.

I would like to take this time to wish everyone a Happy and Safe Holiday Season. Hopefully this pandemic will go away in the New Year and we can go back to as normal a life as possible.

In solidarity;
Guy Veilleux



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". Congratulations to our two winners this year: Sarah Carroll and Isabella Downton. Below are their winning essays.



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

Unionism is defined as a workers' social and political movement established in the goal of defending their interests and rights by implementing modifications in working conditions. However, unionism was not always easy

and constant in business management.

To start, unionism in Canada only started in the 1800's. In 1812, during the war, artisans from the maritime implemented an institution similar to unions. That is when Canadian worked with people of Britain to create their own union committee. With the snowball effect many unions established offices everywhere in Canada. After that, unionism became bigger and bigger, and Canada aligned themselves with the American committees. At that time, unionism was considered as an illegal activity and many members of the organization were arrested. But because the workers were on strike, the authorities were obliged to legalize union activity. In 1883, the association changed its name from "Trades and Labor Congress of Canada" to "Canadian Labour Congress". Later, in the early 1900's, the

intensification of the union movement had an enormous impact on business management. Workdays became shorter, salaries higher and workers were introduced to sane work policies. In 1975, Pierre E. Trudeau of the liberal government introduced wage control. Because of this new law, wage increases were now required. All this because of the union movement in businesses.

If a business wants to become unionized, the union representatives must first meet with the business members to discuss the benefits of a union. If they feel that this is a positive opportunity for their workers, they will have a vote. If the results are over 50% in favor, then the business becomes unionized.

The primary objective of the union committee is to negotiate just and reasonable

agreements for the workers so that they are always protected and that there is no abuse of power. Unions fights to eliminate discrimination and ensure respect of the collective agreement and working conditions. Not only do they avoid the exploitation of workers, but they also put their attention on young workers since they rarely fight for their rights. Without a union committee, no law would be enforced, and employers would have the power to make all decisions without consulting employees. That said, the inequality would be inexplicable. Unionism helps employers remain sane and workers have their voices heard.

In our society, the union's role is an essential aspect for businesses who want to keep the rights and health & safety of workers with the contract and seniority. The collective agreements allow the

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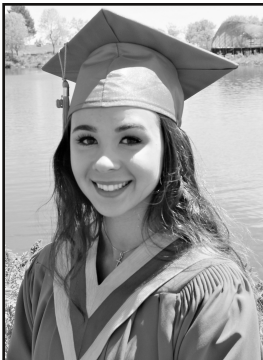
Scholarship... from page 6

procurement of safe workplaces which lowers the loss of limbs or even life. In addition, since the hours of work are shorter, employees are less tired, so their work is more efficient and there is less risk of accidents.

To conclude, unions bring many benefits to a business. They fight for the health and safety of workers by watching over their well-being by lowering risks of accidents. In addition, thanks to unions, employees have better wages

and a better quality of life when they are at work. I agree 100% that it is important to implement a union in all businesses to control the abuse of power and discrimination towards the young, the women, the ethnic

people as well as those with different sexual orientations. In short, unionism is a revolutionary movement that was able to improve the quality of life of the worker, his health and safety as well as the justice in all workplaces.



Isabella Downton,
step-daughter of Calvin
Knorr, member at Jason
Rouillard Logging

The Value of Unions in our Society

Most students and even some adults do not understand what the purpose of unions is, or even what a union is. However, unions are pertinent not only to the working class but to everyone. The word "union" means to join together. Unions are essentially workers joining together to work towards better policies for the workplace, yet the benefits of unions go far beyond just that. Unions are crucial to our society because they can offer a supportive career to people who may not have been able to get a college or university degree, unions boost business, and unions epitomize equality and stand firm against prejudice.

Most parents these days strongly encourage their high school-age children to consider getting a post-secondary education. For the most part, parents have their children's best interest in mind when they influence their children to do this. However, many families do not have this luxury. Twenty years ago, it was not uncommon for people to drop out of high school and still have a successful career. In fact, most people went directly from high school to the workplace, it was the norm. In 2021, things are not the same. For the most part, getting a post-secondary education is what helps secure a successful career and high school students are always being coerced into going to college or university. Many parents did not have the advantage of attending college and this may also be true of their children. This is where unions play a huge part in allowing people to still be successful without a degree or certificate. Unions work to allow blue-collar workers to have an equitable income for the work that they do. Gone are the days where workers slaved every day at work for an income that would barely support their family. Now, people can work at a job that pays enough for them to support themselves and (depending on the job) their

dependents without having to worry about paying off student loans, due to unionization. Thanks to unions, blue-collar jobs are not seen as less important than white-collar jobs and allow people without the means to attend college to be compensated properly for their hard work.

Unions not only help blue-collar workers but also boosts business in general. One of the main reasons businesses encourage unionization is because the company realizes that by allowing workers to have a voice in the workplace, have a fair income, and by improving workplace policies that workers will consequently feel more valued at work and therefore will want to remain employed at their company. One of the most important things to workers in their job is feeling respected and valued. Unions almost always achieve this. When a worker feels valued, they feel like part of the team and not just another brick in the wall. Moreover, if the company works in retail, this will boost sales. Workers will go to their jobs wanting to do a good job for the company that treats them properly. Not only will the workers feel appreciated, but so will the customers of that company. Happy workers plus happy customers will almost always equal a booming business.

The final reason why unions matter is because they are the epitome of equality. Everything that a union provides to a worker is a fundamental argument of equality. For this reason, unions prove they are firmly against all types of discrimination and prejudice. The main purpose of unions is essentially fair treatment for all. Since unions all go by this fundamental rule, this means they stand firmly against discrimination. When workers unionize, no one is left behind to have to fend for themselves, they all get that same equal treatment that unions provide them. No matter their race, religion, gender, or beliefs, they all get equal pay, fair treatment, and good workplace policies if they are in a union. This makes unionization one of the first steps toward a business condemning prejudice and embracing equality.

In conclusion, unions are of value to our society because they can provide a sustainable career for people who did not or could not attend college or university, they improve business and the overall happiness of workers, and because they stand against discrimination and encourage equality.



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USW

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Zone 5:

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**Local 1-2010's women's Committee****Women's Committee Meeting**

October 28 & 29, 2021



Back, Left to right, Stacey Lind (Second Vice-Chairperson), Melissa Audet, Denyse Korpela (Recording Secretary), Elizabeth Dumas, Diane Jolin, Sandy Allard-Fortier, Liliane Rocheleau, Anne Lacroix (Third Vice-Chairperson), Caroline Demers, Tammy-Lynn Constantin, Gisèle Pintar (First Vice-Chairperson), Bianca Van Eyk (Chairperson), Isabelle Colby
Front, left to right: Janet Daigle, Ginette Lachance, Hailee Beedle, Breanna-Jo Lafleur-Morin

The women at GreenFirst Forest Products in Chapleau got together and organized a fundraiser for a local mother of two who has been fighting a long battle with Cancer. They raised \$350.00 in cash and also had home-cooked meals along with gift cards donated to the family. Gisèle Pintar, local representative of the Women of Steel committee, would like to thank everyone for helping out and taking the time to participate in this fundraiser.



The local Chapleau division consists of 18 women in total. However, only 9 were present for the picture. They are looking forward to other local events happening in the near future. Great job ladies!



Sister Michelle Theriault presenting a donation to USW Local 6500 for their striking members in Sudbury

HAPPY
Holidays
from the Executive
Board and staff
of your Local