

NEW UNITS JOIN OUR LOCAL: WELCOME ALL NEW MEMBERS!

Greetings from the Thunder Bay Office. It has been a busy year so far; things are changing and it's not all negative. We face challenges for sure, but there are signs of renewal and growth. Membership is up and all of our operations are currently operating at normal levels and above.

Resolute Woodlands

The arbitration involving the termination of a truck driver last January, an employee of over 30 years, was completed August 19th. The arbitrator substituted a two month suspension for the termination when he rendered his decision on September 10th, 2014. The Grievor was paid the difference in wages lost and what he had earned with another employer during the period beginning two months after the incident. He has returned to work. Another related arbitration with another contractor/employer was settled without a hearing based on the decision above. A third grievance with that employer was settled at the 4th stage, again based largely on the decision by arbitrator Weatherhill as described above.

The Collective Agreement with

Resolute Thunder Bay Woodlands expired on October 31st. On October 20th we began negotiations for the renewal of the contract which cover about 400 members employed by the Company and its contractors. As usual we face a number of demands from this employer. We have a long list of demands ourselves; it's our list we will put into the renewed agreement, not theirs. In the last agreement we did not make many gains; we gave concessions as the industry went through some difficult times. We did what we had to do to maintain the operation. It is pay back time.

OLG Casino Thunder Bay Gaming Operations

This was a first collective agreement and we were negotiating with an employer that had a mandate from the provincial government of zero wage increases, and a management team that follows their mandate in lock step. Not the best of conditions. We persevered however and under threat of a lock-out by the employer and with a strike mandate from the members we achieved an offer which was ratified on July 10th, one day before the planned lock out.

The agreement maintained what the employees had been provided and contained a \$800.00 signing bonus, a 1.75 % wage increase in the second year, job security in the event that privatization is enhanced as well as seniority and posting procedures. They now have some input as management makes decisions that affect both work and family time. We have a platform from which we will build on in the future. That building opportunity will happen when this agreement expires on October 31, 2016. We have trained the first group of stewards and are establishing a working relationship with this employer. Amidst the growing pains are small steps towards a better more equitable workplace employing proud Steelworkers.

OLG Casino Thunder Bay Clerical Operations ratified their first agreement on October 29th, 2014 after mediated talks on the same day brought a slightly improved offer averting a strike which could have begun October 30th. The agreement is similar to the one negotiated by the Gaming operations. It also expires October 31st, 2016. We have elected a steward, an alternate and a

JHSC committee member to represent these 7 sisters and brothers. We plan to build on what we have begun.

Lumberyards

We were successful in renewing the agreements at Wanson Lumber and North American Lumber in July. These are 3 year agreements with wage increases of 1.5% in year 1, 1.5% in year 2 and 1.75% in the 3rd year. Improved boot allowance & vision Care were also included. In the Thunder Bay area, buy your building products from these businesses and have it professionally delivered by fellow Steelworkers.

KZEDC

The members ratified their first agreement in July as well. This operation is an entity of Gull Bay First Nation, working mainly from Gull Bay harvesting and delivering wood fibre to Resolute F.P. in Thunder Bay and operating under a third party agreement on the Black Spruce Forest. The agreement allows for use of a Contractor, in this case Madgada Inc., which is also based in Gull Bay. If all goes as planned, this should be a viable long term operation,

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Bruce Frost... from page 1

benefiting the employees/members and the community, with needed stable economic opportunities.

Resolute Ignace Sawmill

Operations are set to resume at the revitalized mill December 1st. We have negotiated the terms of settlement there and will be ratifying the renewed

agreement shortly as employees are hired.

I take this time to wish all a happy holiday season, Merry Christmas and best wishes for

a healthy and prosperous new year!



In Solidarity,
Bruce Frost



GREAT NEWS FOR TRUE NORTH HARDWOOD PLYWOOD PLANT

Finally some great news for our members at the True North Hardwood Plywood plant in Cochrane after the closure of the plant back in December 2012 because the Company had filed for bankruptcy. Here we are in November 2014, with a group of new investors who plan on starting the plant on a 2 shift operation as soon as early 2015. This is great news!! For several months now, our steward there, Mr. Girard Lamothe, has worked hard with Mr. Stephen Depow, plant

manager, to try and find some investors who would believe in the success of the plant and get it running again. After speaking with many government officials and investors and not having any success, we thought that the future of the plant was done. But at the very last minute a group of investors stepped up to the plate and purchased the equipment and the building. At the time of this report we are being told that the plant at start up should employ approximately 80 people. This

is great news for the members who worked there, the Local and the Cochrane community. We look forward on working with these new investors.

Our members at the Centre de Santé of Greater Sudbury are getting ready for upcoming negotiations. Their Collective Agreement expires on March 21, 2015, and we will be having membership meetings in the New Year to elect a negotiating committee and take their demands.

As for our members working in the woodlands operations in Iroquois Falls for Resolute Forest Products, their Collective Agreement is up for renewal. We met with the members to take demands last September and we should be in negotiations with the Company in the near future.

I would like to wish everyone a great winter and Merry Xmas and Happy New Year.



In Solidarity,
Eric Carroll



PRESIDENT'S CORNER OLG THUNDER BAY AGREEMENTS RATIFIED; TRIENNIAL CONVENTION COMING UP

As mentioned in the previous newsletter, the OLG Thunder Bay Casino and OLG Clerical members were in the process of negotiations with our Local. Both have now ratified their first Collective Agreement. Members were up against a tough employer who would not deviate from its government mandate of no wage increase for the next two years. This left the members, who had not received a wage increase in 7 years, very bitter towards their employer. Despite the challenges in wages, the committees negotiated good language and benefits that can be built on in the future

and that are comparable to those of other Casinos that have been unionized for a longer period of time. We must remember that the workers at the Casino came to us to unionize as their employer OLG wanted to get a provider that would have jeopardized all of their working conditions, which we have now secured in their first Collective Agreement. You will find more information on the OLG negotiations in the representative's report.

We have also started negotiations with Resolute Forest Product Woodlands in

Thunder Bay and getting ready to align negotiations with Resolute Forest Product Woodlands in Iroquois Falls as both units are very similar in operations. Members at both these units have taken their share of concessions in past Collective Agreements to help the company in the recent downturn and we believe it is now our members' turn to benefit from these concessions. Both these units are in conciliation stage and dates have been set for December 8th & 9th 2014 for the Resolute Thunder Bay group and we are awaiting dates for Iroquois Falls.

We are also gearing up for a full year in 2015 as we will be holding our local Triennial Convention next April. Delegates from every unit will be dealing with all the functions of the local and upcoming changes.

In closing for the Christmas holidays, giving and receiving love is the only guarantee of having a truly Merry Christmas. May God bless you and your family on this very special day. Merry Christmas and Happy New Year.



In Solidarity,
Guy Bourgouin



NEW COLLECTIVE AGREEMENTS FOR NON-TRADITIONAL UNITS

New Collective Agreements for Hearst Farmers Coop and Maison Renaissance members

After the tentative agreement was rejected by the members of Hearst Farmers Coop (Hardware store in Hearst) on May 27, 2014, the parties met again in conciliation on September 4, 2014 and a tentative agreement was reached at that time. The members ratified it on September 17, 2014 at 71%. This 5 year agreement contains increases in the wages, in the profit sharing for the employees and a new clause for the volunteer firefighters to be paid when leaving for a fire.

A tentative agreement was reached at Maison Renaissance (Rehab Centre in Hearst) on May 29, 2014 and was ratified by the members on June 17, 2014 at 70%. This is a 3 year agreement with increases in wages, pension plan, shift premium, and gains for part-time employees such as pay in lieu of benefits and bereavement leave.

Besides the above-mentioned Negotiations, all the sawmills including White River Forest Products, Olav Haavaldsrud Timber, Lecours Lumber and Tembec Inc. (Hearst sawmill)

are in operation in the central region of our local. As for the woodlands operations, members are laid off right now but we expect that the operations will resume in early December.

Columbia invests in its Hearst facility

Some very good news for the members at Columbia Forest Products, as the Company announced on September 8, 2014 the installation of a new Meinan Lathe in the Hearst Plywood mill over the next 18 months. Mr. Gilles Levesque, General Manager, Canadian Operations, and Manager at the Hearst Plant, said that the improving safety culture and relationship with the union membership has benefited from an open dialogue and aligned goals. He also said that the Company recognizes the commitment of everyone who works at the facility and that the investment speaks to the confidence the Company is feeling about the future of the Hearst Plant as a crucial location for Columbia Forest Products to make its market-leading hardwood plywood.



In Solidarity
Jacques Jean

HEALTH & SAFETY

From October 6 to 8, 2014, Sister Sylvie-Valerie Denis (Canadian Blood Services), and Brother Rock Nadeau (Columbia Forest Products, Woodlands) attended the National Health and Safety and Environment Conference held in Toronto. Both of them said

that they have enjoyed their experience there and have learned a lot in the different workshops they attended.

On October 23 and 24, 2014, the Local's Health and Safety Council met at the Local's office. Seventeen safety Co-Chairs/safety committee members from different units within the Local Union gathered to receive training

from Brother Ron Boucher from the Workers Health and Safety Centre (WHSC). On the first day, two workshops were given to the participants which were "Worker Representative and Accident/Incident Investigations". On the second day, Co-chairs gave a safety report of their unit and Safety Council officers were elected for the next three years.



Back: Gilbert Kahara, Gilles Secord, Mario Germain, Christopher Blais, Michel Charron, Donald Loveday
Middle: Robert Casson, Jacques Jean, Rock Nadeau, Réjean Laurin, Janet Daigle, Diane Jolin, Crais Harris
Front: Sylvie-Valérie Denis, Gaetan Carrier, Denyse Korpela, Guy Veilleux
Missing: Jean Laurin



*From the Executive Board
and Staff of your Local*

Scholarships 2014: The two winning essays

Both essays were submitted in french.

These are translations of the original essays.



Kayla Laurin, daughter of Aurel Laurin, Lecours Lumber Woodlands

The value of unions in our society

Unionism in Canada started in the early 1800's. During the 1812 war, the Maritimes artisans created a union-type organisation. Canadian unionism then established links with Great Britain. Many unions established offices in Canada. In the end, canadian unionism fell into line with the one in the United States. In those days, union activity was illegal therefore many union heads were arrested. Strikes

forced the authorities to legalise union activity. A national convention in 1873 resulted in the creation of the first union organisation. Later, in 1883, the association changed its name to Trades and Labour Congress of Canada, which later became Canadian Labour Congress. In the early 1900's, there is an increase in the union movement: a work day is now 8 hours, there is recognition of the union movement, better salaries and the establishment of labor policies. When the work hours were reduced, the worker now had more time with his family since he was at home more than before. In 1975, the liberal government of Pierre E. Trudeau introduced a control of prices and salaries. Because of this new law, wage increases are now required.

To unionize a company, the union representatives must meet with employees of the company to talk to them. Then, if they see a

positive opportunity, they will ask for a vote. The vote is made with all employees who decide to go vote. If the result is at least 51% in favor of the movement, at that moment the employees become unionized.

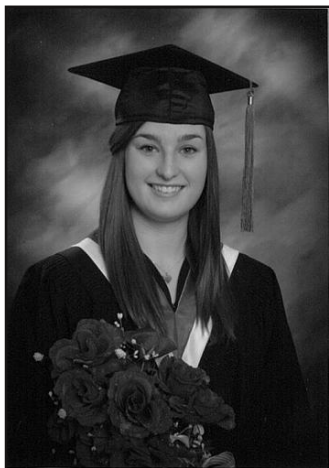
The goal of the union is to negotiate fair rules for the employees to protect them and avoid abuse towards them. Unions make sure that the collective agreement and the current working conditions are respected and they make sure that there is no discrimination. Also, this avoids the exploitation of employees, particularly to younger employees because often the younger employees do not fight for their rights. Also, since the agreement was negotiated between the company and the employees, everyone finds their part in it. If there were no unions, there would be no laws and companies would have the right to decide on everything. Therefore, there would probably be many inequalities.

Unionism therefore helps the companies to remain human.

In our society, the union's role is an essential service for the preservation of rights and of health and safety with the contract and with seniority. Collective agreements insured more secure work sites, which brought less life or limb loss. Plus, since the work hours are shorter, employees are less tired and can concentrate more and there are fewer accidents.

In closure, unions bring big changes in a company. They help with health and safety of employees by looking after their well-being. It is also what makes employees earn better salaries and a better quality of life at work. It is my opinion that it is important to have unions in a big company to control abuse and discrimination towards women, younger employees and people of different ethnicities or sexual orientation.





Anabel Bourgouin, daughter of
Guy Bourgouin, Local 1-2010

The value of unions in our society

Most kids my age do not recognize the value of unions in our society in the current economy as well as their benefits. Often we hear that unions are only good to defend those who do not conform to the employer's rules. I now understand that unions do so much more than defend those people. I was like those kids before talking to my dad, a long-time member of the United Steelworkers Local 1-2010.

One thing my father made me understand is that unions are constantly attacked by employers or anti-union governments who reduce or simply take away their right to strike by imposing collective agreements on them. We must understand that removing the right to strike from a union is rendering it ineffective. The strike is the last option for a union to convince the employer of improving the working conditions.

With time, we tend to forget that

it is the unions that contributed to the creation of the 40 hour week; a week that every worker can benefit of today. Before, workers were working twelve, fourteen or even sixteen hours a day, 7 days a week. Unions are constantly attacked to reduce this benefit; we see more and more 44 hour weeks, and what to say about weekends. They exist less and less because employers require weekend shifts to remain competitive on the global market. Unions also contributed to paid holidays such as Good Friday, Christmas Day and New Year's Day, to name just a few. Today, it's our society that benefits from that. Pay equity is another good example. Before, women had a salary that was inferior to men's. My father told me that this still exists in Canada and the United States in certain work sectors but that it is not the norm. Again another value that is really important and that unions helped contribute to our society and of which everyone benefits. And what about medical, dental and vision care benefits. All those are included in collective agreements to improve workers' benefits. In return, society benefits with an extremely strong work force who keeps the economy rolling all through Canada.

It is thanks to unions that the norms for Canadian workers on health and safety are so progressive. Unions constantly battle with governments to improve norms and regulations to protect workers. It is unions who defended common interests and who lobbied governments to declare April 28 as National Day of Mourning. It is also the unions who lobbied governments for the Westray Bill

where miners lost their lives due to their employer's negligence. This Bill shows that there is voluntary criminal negligence from the employer, he can be sued and can go to jail for having killed a worker, unionized or not.

A United Steelworkers Local 1-2010 representative came to my school to talk to us about workers' rights. We, the workers, have the right to refuse unsafe work and there are laws that exist to protect us. Often, employers don't tell us what is dangerous or not. We are just cheap labour. Kids of my generation need to be informed on our rights and on what to expect when we enter the workforce.

But before all, unions are the voice for those who don't have the power to express themselves. For those in society who, without unions, would be exploited by governments and employers. We just have to watch television to see the union presence during manifestations. Unions are in the forefront with respect to discrimination towards First Nations, women, law projects, regression of workers' rights or international situations that do not conform to our Canadian values.

We have to look overseas, like in Bangladesh, and in other underdeveloped countries to see those companies without conscience who exploits workers where unions are prohibited. They are the same employers who deal with Canada, or even Canadian companies who go in those countries to exploit women, men and kids to make more profit.

After watching short films on "You Tube" on the exploitation of

workers in Bangladesh, and seeing and understanding that the 10 or 20 more developed countries like the G8 and/or G20 do nothing to stop what, in my eyes, is modern slavery. Those same governments are not afraid to sanction countries that don't conform to their requirements regarding petrol or other ideologies. But when it is time to abolish exploitation of women, men and children or modern slavery, governments do nothing and no sanctions or efforts are given. It is obvious to me that the manifestations against G8 and/or G20 are necessary to stop exploitation and the non-action towards the less fortunate. In my opinion, my generation needs to react and do everything in our power to stop this.

I now understand why my father encourages me to get involved in manifestations that reflect my values and ideologies. Also to continue pursuing the socialist values of unions so that in return the society can benefit from it.

As a future young taxpayer, the union values are primordial. Without unions, what other organisation will fight for workers who have no defense against unscrupulous employers? Who will support and make our values and rights go forward? What other organisations than the unions will face these employers or governments who exploit everyone like the more vulnerable and the poor in underdeveloped countries?

In my opinion, there is no question. It is essential in our society to have the values of our unions in our present economy.

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USW 1-2010 **UNION ADVANTAGE**
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COPING WITH SHIFT WORK

Make the environment favourable for sleeping

Sleep loss and fatigue are some of the most significant problems for shift workers. It is important to try and maintain your normal level of sleep and rest. Daytime sleep is usually lighter, shorter and of poorer quality than night time sleep. It is more frequently disturbed because of warmer temperatures and daytime noise. To avoid fatigue, shift workers need to get as close to 7-8 hours of sleep as possible, which is the average amount of sleep for most adults. Losing two hours sleep a day for four days or nights can make you almost as sleep-deprived as missing a whole night of sleep.

Tips for better sleep: You can save yourself some of the problems by following the steps below.

Create darkness in the bedroom:

Use curtains with block-out backing or blinds or cover the windows with black plastic garbage bags to reduce the light level in your bedroom during the day. Most importantly, set up your bedroom so it is dark during the day. Not just mostly dark, but very dark. A very little bit of sunlight can cause you to wake up while you are sleeping. The darker the room, the easier it

is to sleep deeply. You can start with blinds/shades that black out the sunlight, but most likely sun will creep in the sides. A common fix is to drape a heavy blanket over the window. Another is to cover the window in aluminium foil (use masking tape). Either way will help you get it darker so you can sleep better.

Make sure the temperature in the bedroom isn't too warm: cool conditions help you get to sleep and stay asleep.

Try to limit noise as best you can and try to make your bedroom as soundproof as possible. An air conditioner or fan can help mask external noise. Heavy curtains and sound insulation on doors and windows may reduce noise levels. Earplugs may help too. This can be hard, since the rest of the world is awake and working, but do what you can to limit noise. Set your cell phone on silent, etc. **If possible, unplug the phone** and put a notice on your bedroom door to let people know you're sleeping. **Let friends, family and neighbors know your work schedule** so that your sleep is undisturbed.

Avoid smoking. Research suggests that smokers have less restful sleep compared to

non-smokers. This may be because nicotine is a stimulant.

Think about what you eat and drink before you go to sleep. Drinks containing caffeine, such as coffee, tea, cocoa and green tea, can keep you awake. Alcohol can make you sleepy at first but its effects can wake you up later on and can reduce your amount of deeper restorative sleep. Eating a heavy meal late in the night can also keep you awake.

You may need time to unwind between work and bedtime. Some shift workers prefer to go straight to bed, while others find it's better to read or watch television to wind down first. **Try to avoid exposure to early-morning daylight** on the way home. Wearing sunglasses can be very helpful.

Eat three regular meals a day including lunch during your night shift. **Don't go to bed feeling hungry:** have a light meal or snack before sleeping but avoid fatty, spicy and/or heavy. **Get plenty of exposure to daylight** (sunlight) on your days off as this will help adjust your body clock to a daytime setting.

