



## PRESIDENT'S CORNER

### USW INTERNATIONAL CONVENTION

### GETTING READY FOR UPCOMING NEGOTIATIONS

Since the last Union Echo, the Local has been dealing with some negotiations, grievances, arbitrations, meetings, the women's committee meeting, the USW International Convention, and both the Woods and Sawmills Wage Conferences. Take the time to read our Local's representatives reports.

On May 22nd, the Local's Women of Steel committee met at our Kapuskasing office. 20 Local 1-2010 Sisters attended the meeting, where they were given training on "Elevating Action Against Gender based Violence", training provided by District 6. All were very pleased with the

presentation given, as they found it to be very informative.

From April 6th to 11th, the Local sent 8 delegates, namely Siblings April Johnson (Gateway Casino Thunder Bay), Roger Beland (Interfor Gogama sawmill), Michelle Thériault (Greater Sudbury Community Health Centre), Eric Morissette (GreenFirst Forest Products Hearst sawmill), Jean-Noël Jacques (Columbia Forest Products Hearst), and Local representatives Wesley Ridler, Eric Carroll, and Jacques Jean, to the USW International Convention held in Las Vegas, Nevada US. All delegates enjoyed the Convention, as

they found it to be very well organized, structured, and very instructive.

On April 24th, 15 delegates from Woodlands operations throughout our Local gathered at our Local Union's office and had discussions in putting together a pattern proposals document in reference to the upcoming next round of negotiation involving all of our units this year and the next one. This was what we call the Local's Woods Wage Conference. The same procedure was observed with all of the sawmills delegates who gathered in Hearst for the Sawmills Wage Conference on June 12th, where 34 delegates

attended. We were very fortunate to have Brother Charlie Scibetta (District 6 Assistant Director) attending our Woods Wage Conference and our Sawmills Wage Conference and also having Brother Kevon Stewart (District 6 Director) being able to attend our Sawmill Wage Conference. They were two very interesting Conferences.

STAY SAFE and have a beautiful summer!

In Solidarity;  
Jacques Jean

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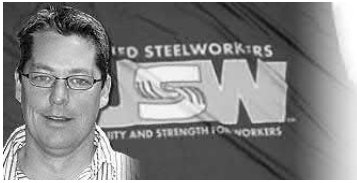
## USW International Convention, April 6th to 11th 2025

### Las Vegas, Nevada



Delegates at the USW International Convention: Eric Morissette, Jean-Noel Jacques, April Johnson, Jacques Jean, Michelle Theriault, Eric Carroll, Wesley Ridler and Roger Beland





## A NEW UNIT JOINS OUR LOCAL!

### HARD TIMES FOR ROCKSHIELD EMPLOYEES

Brothers and Sisters. Summer is finally here. Hopefully this past winter hasn't been too rough for you and your loved ones. Since our last Union Echo, we have been busy in arbitration, dealing with grievances, and holding membership meetings.

#### Moonbeam Municipal Workers

On March 7th, 2025, we were successful in negotiating a first Collective Agreement for our members working for the Municipality of Moonbeam. This first Collective Agreement is a 3-year agreement which offers stability and protection to our members. With this agreement the members will be entitled to 7 floating holidays per year, \$275 per year for safety boots, a monthly allocation for cellular

telephones, a wage adjustment of \$1.50 for the mechanic/operator, a wage adjustment of \$0.50 for operators, a 9.5% wage increase over the term of the agreement, benefits, a pension plan, and language on health and safety. Congratulations to the negotiating committee and the members on their new Collective Agreement.

#### Rockshield EWP in Cochrane

As I mentioned in our last edition, just this past August the Rockshield EWP plywood plant in Cochrane had a major fire at the mill which destroyed pretty much the whole green-end area of the plant. Luckily no one was injured, and we are being informed by the company that they still have intentions of rebuilding the mill.

But until then, some 150 members are out of a job.

#### North Cochrane Addiction Services

On March 11th to the 14th and May 13th to 15th, 2025, the Local met with the employer at North Cochrane Addiction Services to negotiate a new Collective Agreement which was expiring on March 31st, 2025. Unfortunately, we were not able to come to an agreement as this employer is looking at concessions. If we can't come to an agreement, we will be applying for conciliation.

#### Woodlands and Sawmills Negotiations

With many of our woodlands and sawmills Collective Agreements up for renewal, these next coming months will

be a very busy period for the Local. In preparation for these negotiations, the Local held the Woodlands Wage Conference on April 24th & 25th, 2025, and Sawmills Wage Conference on June 12th & 13th, 2025, where elected negotiating committees from each worksite brought forward their demands that we took from membership meetings at each worksite in my region. Hopefully in our next Union Echo edition we will be able to report positive results on these negotiations.

Wishing everyone a great summer. Stay safe.

In Solidarity;  
Eric Carroll

## Health & Safety

I'm happy to report that since our last edition of the Union Echo, none of our members lost their lives on the job. Yet we still have too many members who get injured at work. Just this past February

we had a member lose 3 fingers at work. The member working in a sawmill did not lockout properly and tried to remove a piece of wood inside a planer and lost 3 fingers. **Folks lockout!** It's your right and it's your obligation. And if your unsure on how or what

needs to be locked out, ask the question. It's your right.

The Health and Safety Co-Chairs can expect in the next coming weeks to receive their invitation to our next Local Health and Safety Co-Chair meeting. The meeting will take

place in Hearst Ontario on September 11th & 12th, 2025.

Make Health and Safety your priority. Stay Safe!!!

In Solidarity.  
Eric Carroll  
Health & Safety Director



**Scholarships offered by our Local:**

**2 x \$1,000.00**

**Eligible:**

**Children of our members enrolling in post secondary education**

**Deadline: July 1st, 2025**

**Application form:**

**[www.uswlocal1-2010.ca](http://www.uswlocal1-2010.ca) or contact us**

*Have a Safe and Happy Summer!*

*Take care and work safe!*





## NEW CONTRACT FOR GATEWAY CASINO MEMBERS

### POSSIBLE CHALLENGES IN THE FORESTRY SECTOR

Hello Brothers and Sisters!

Busy times in the Local at the time of me writing this report. I have been holding membership meetings as well as taking nominations for the Local's upcoming Sawmills Wage Conference which takes place in June in Hearst. In April I attended the Local's Woodlands Wage Conference in Thunder Bay. Also, in April I was a part of the Local's delegation that attended the USW International Convention in Las Vegas, Nevada. The USW has members in both Canada and the US, so a big message of the conference was that we need to support each other in regard to the members in both countries. We have also bargained for a few days in April for the clerical unit at the Gateway Casino in Thunder Bay. We have not reached a deal at this point, but I will update the status of those negotiations in my next report. Tariffs from the current American administration are currently a concern; in all likelihood the extra costs will be absorbed by the end user. If and when that happens is anyone's guess.

Countervailing duties are more of a concern in my opinion as the Canadian producers have to pay those duties before lumber crosses the border. The duties are completely unfair and the softwood lumber dispute between the US and Canada has been going on for years. In August those duties are set to rise, unless a deal can be worked out before then.

#### **Domtar Atikokan Sawmill**

Production has been humming along at the Domtar Atikokan sawmill. I will be holding a

membership meeting in May at the time of this report and taking nominations for the upcoming Sawmill Wage Conference that the Local will be holding in June. We have had several labour management meetings and resolved all but a few grievances, one of which may go to arbitration. The membership at the mill has been increasing little by little in the past 4 years. The membership now comprises 113 members as of June 2025. The mill has come a long way since its reopening in 2015 in regard to the size of the membership which was around 80 or so members then. I would like to say a very big thanks to Brother Keith Caldwell who will be retiring from the Executive Board for the Local as well as a member of the sawmill. Keith has been a great voice for the workers at the mill and was always willing to help anyone that needed it and also brought forward concerns that needed to be addressed. Congrats on your retirement, you will be missed Brother!

#### **Domtar Ignace Sawmill**

The Ignace sawmill has fallen under tough times. In December, the mill had a planned shutdown for one month. In January when the mill reopened it was with only one shift, down from two. Essentially half the workforce has been laid off. Along with that, the Dallan operations outside of the mill have also been affected as a result. Half of the workforce have been laid off at Dallan as well. The hope is that all of those people at both units return to work. With that being said it is

unknown if and when that will take place. In the meantime, the workers that are there have been improving production levels and working together to make the best of the situation. I recently held a membership meeting for the sawmill. At the meeting Dave Sheppard, the steward, was nominated to attend the upcoming Sawmills Wage Conference the Local will be holding in June.

#### **Dallan Atikokan & Dallan Ignace**

The Dallan operators outside the Ignace Sawmill have been affected as a result of the loss of one shift inside of the sawmill. As I mentioned in the above report, half of the workforce at Dallan Ignace sadly have been laid off indefinitely. The remaining operators are continuing their work assisting the sawmill operations. I recently held a membership meeting for the Dallan Ignace unit. At that meeting Gary Lindal, the steward of that unit, was nominated to attend the Local's Sawmills Wage Conference in June. At Dallan Atikokan, the busy operations continue. Some new steps are slated to be installed in May onto the trailer. The trailer is what is used by all staff as an office, lunchroom etc. The steps have been a long time coming and will replace steps that are in rough shape. Recently there have been several issues with the bathroom facilities at the Dallan Atikokan operations. Whether it was an issue with the heat in the bathroom or something else, it was not a good situation. After bringing these concerns forward on a

consistent basis, a new bathroom unit was brought in. That situation has now seemed to be improved as a result. I will be holding a membership meeting soon at the time of this writing to listen to the concerns of the members as well as to take nominations for the upcoming Sawmills Wage Conference.

#### **Nakina Lumber Inc**

Nakina Lumber is planning on a big expansion of production. According to management the plan is to hire an additional 40-60 members. The new members would signal a major investment in the mill and additional production. Those are positive things for surrounding communities where the current workforce lives. I have an upcoming membership meeting planned for the Nakina Lumber members where I will also take nominations for the upcoming Sawmills Wage Conference. On another note, Christian Megan has been nominated and has joined the grievance committee. Thank you Christian for stepping up! I am also planning a site visit in May.

#### **Gateway Casino**

Members of the Thunder Bay Gateway Casino recently ratified a new 3-year agreement in February. The new agreement saw a 5% wage adjustment with retro pay, as well as a 13% increase over the term. There were also other improvements with the ability to carry over two paid sick days. Other improvements include vision care, eye exams, paramedical services. The new agreement was ratified overwhelmingly by

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Wesley Ridler... from page 3

the members. The members were just getting out of a 5 year agreement and a lot has happened since that agreement was ratified, mainly the level of inflation, so it was important to get some decent increases for them.

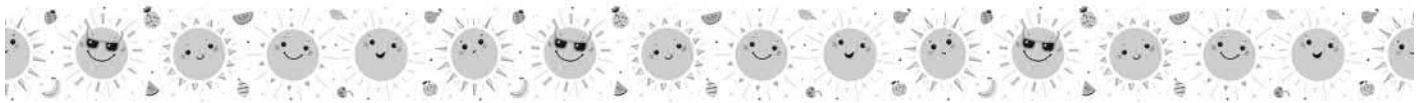
We are in the midst of bargaining with Gateway on behalf of the clerical workers, which is a separate unit from the workers on the gaming floor. The clerical workers are also getting out of a 5-year deal and are also seeking some fair increases. I will

update the results of those negotiations in the next issue of the Echo.

With summer approaching please enjoy the summer and sunshine, as well think about maybe travelling within Canada instead of the US.

Maybe go somewhere you have never been in our great country! Please remember not to drink and drive, Take care everyone!

In Solidarity;  
Wesley Ridler



## UNION JURISDICTION AND THE NIPIGON FOREST

Dear Brothers and Sisters,

We're excited to share some fantastic news, the Woodland jurisdiction grievance has been successfully resolved, and it's already making a big impact! Over the past four months, this hard-fought victory has brought renewed stability to our operations, restored vital work to the union members, and ensured a more reliable fibre flow to the Domtar sawmills in Ignace, Atikokan, and Thunder Bay.

As part of the agreement, Domtar and the Union have welcomed new members under a remote contractor agreement, covering areas in the northern part of Graham Road and north of Savant Lake. Please join me in giving a warm welcome to our new Siblings from "The Wood" and harvesting operation RPMG—we're proud to have you as part of the Local!

At the heart of this success was the Union's effort to remove 200,000 cubic metres of non-union allowable cut from a 2012 Memorandum of Agreement, that agreement of settlement aided in some

former protected employees having the ability to work closer to their homes in the Ignace area and supported log supply with the new mills at the time.

In exchange for the removal of the 200,000 cubes, we stepped back from our jurisdictional claim on the Nipigon Forest. The resulting agreement is in place for a minimum of five years.

This resolution is more than just a win, it strengthens our presence across the region, stabilizes woodland operations and sawmill supply lines, and creates new opportunities for our members. It's a proud moment for our Local, and one that will continue to benefit Northern communities for years to come.

### Woodland Operations

On the Domtar Woodlands, membership has been growing steadily over the winter with the addition of The Wood, RPMG and Reznick Diesel Crew. Please welcome our new Siblings as you pass by each other.

We have been actively

promoting the use of biomass in our Northern communities. Having biomass facilities throughout the North would benefit the industry, mining sectors, and rights holders alike. The Forest Biomass Action Plan is expected to bring real, long-term benefits to companies like Domtar and the workers who support their operations. By creating new markets for sawmill and pulp by-products such as bark, chips, and sawdust etc. The plan helps reduce waste, improve fibre flow, and open up new revenue streams. This means greater operational stability for both woodland and sawmill operations, especially during market downturns. With more consistent work and increased fibre demand, jobs are better protected, curtailments become less likely, and the entire supply chain from harvest to mill becomes more resilient. The plan also promotes Indigenous partnerships, helping ensure a

stronger, more secure future for Ontario's forest sector and the communities that depend on it.

### "Duties" What are they and how do they impact our members

On April 4th, 2025, the U.S. Department of Commerce announced the preliminary results of its sixth administrative review of the countervailing duty order on imports of certain Canadian softwood lumber products. These preliminary rates do not take effect but may be indicative of the final countervailing duty rates, which are expected to be issued no later than October 2025.

The preliminary results of the sixth administrative review of the anti-dumping duty order on softwood lumber were previously announced on March 3rd, 2025. Final anti-dumping duty rates are expected to be announced in August 2025.

### Preliminary Results-Sixth Administrative Reviews (Do Not Take Effect)

Company	Anti-Dumping Duty Rate	Countervailing Duty Rate	Combined Duty Rate
Domtar	20.07%	14.38%	34.45%

...cont'd on page 5

Jason Lacko... from page 4

### 1. Countervailing Duties (CVD) – April 4th, 2025, Announcement

- What it is: Countervailing duties are tariffs imposed to offset government subsidies provided to exporters in another country (in this case, Canada).
- What happened: The U.S. Department of Commerce released preliminary results of its sixth review of these duties on April 4th, 2025.
- What it means: The preliminary rates are not yet in effect; they are essentially a draft that indicates what the final tariffs could look like.
- Final decision timeline: Expected no later than

October 2025.

### 2. Anti-Dumping Duties (ADD) – March 3rd, 2025, Announcement

- What it is: Anti-dumping duties are tariffs imposed when a country exports goods at a price lower than their fair market value, often to undercut domestic producers.
- What happened: Preliminary results of the sixth anti-dumping review were released earlier, on March 3rd, 2025.
- Final decision timeline: Expected by August 2025.

"I'm hopeful that by the time of my next report, we will see meaningful progress, if not a

resolution to the ongoing softwood lumber dispute. Your Local, along with the USW Wood Council, continues to be actively engaged in doing our part to bring this long-standing issue to an end."

### Thunder Bay's Dallan Operations

Members from the Thunder Bay Pulp Mill attended the Woodlands Wage Conference held on April 24th and 25th. The Sawmills Wage Conference is scheduled for the week of June 9th, 2025, in Hearst. In April, discussions focused on key bargaining issues, wage trends, and strategic planning as we

continue preparing for upcoming negotiations.

Wanson Lumber and Unitized Manufacturing are gearing up for a busy summer ahead as the country seems poised to build a million homes. "Let's hope this happens".

Enjoy your summer ahead and remember, Take care of each other.

**WORK SAFE! PLAY SAFE!**

In Solidarity;  
Jason Lacko



## UNDERSTANDING THE RIGHT TO REFUSE UNSAFE WORK

### TRAINING

THE RIGHT THING. THE RIGHT WAY.

Want to learn more about WHSC information and training resources? Visit our website or call us toll-free and ask to speak to a training service representative.



[www.whsc.on.ca](http://www.whsc.on.ca)

1.888.869.7950

### Knowing Your Rights and Responsibilities — An Important Step Towards

## SAFER, HEALTHIER WORKPLACES

According to Section 43 of Ontario's *Occupational Health and Safety Act (the Act)*, workers can refuse work they have reason to believe is likely to endanger their immediate or long-term health or that of another worker. In this initial phase of a work refusal, reason to believe is an honest, personal feeling by the refusing worker. Some workers, including police officers, firefighters, teachers and health care workers have restrictions on their right to refuse.

#### Reporting a refusal

The refusing worker immediately notifies their supervisor they are refusing unsafe work according to Section 43 of *the Act*.

#### Investigating a refusal

The supervisor must investigate the situation immediately in the presence of the worker and a worker representative. During the investigation, the refusing worker cannot be reassigned other work. If resolved, the worker returns to work.

#### Reasonable grounds for continued refusal

If the worker feels she/he has reasonable grounds to refuse, a Ministry of Labour inspector must be notified.

#### Ministry of Labour inspector involvement

The inspector investigates in consultation with the worker, supervisor and worker representative. The inspector provides a written

decision to the worker, employer and worker representative. This decision will either order remedial action or deem the work to be safe. Pending investigation and decision, the worker can be assigned reasonable alternative work. No other worker can be assigned the work unless, in the presence of a worker representative, they are informed of the refusal and the specific reasons.

#### Appealing MOL inspector orders

The worker, worker representative or the employer can appeal the inspector's order(s) or decision not to issue an order to the Ontario Labour Relations Board within 30 days (*the Act*, Section 61).

#### No reprisals

It is against the law for a worker to be punished for refusing work they believe to be unsafe (*the Act*, Section 50).

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published by:

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## THE TOP TEN WAYS TO BE POSITIVE IN THE WORKPLACE AND LIFE

### ATTITUDE IS A MAJOR FACTOR IN WORKPLACE SAFETY



There is a growing volume of research that shows staying positive is better for your health; you can cope better with stress. It's better for relationships; you keep from judging people and getting the bad habit of gossiping. It takes much more energy to be negative, always worrying, thinking of the "what ifs", the "shoulds". Being positive, living in the present will lighten your life and the mood of others around you.

**1. Attitude is everything.** It is the lens that you look through to experience your reality. Take a look at your attitude. Are you negative? Do you color everything with fear or need? How will your life change if you change your attitude?

**2. Treat people with kindness and respect.** Everyone that you encounter should be valued, treated with courtesy. Acknowledge that they have feelings and their own perspective on life, they may be different than yours, but they are also valid.

**3. Avoid comparison** - whether you are looking down at the people who have not mastered special strengths or up at people who may be more experienced or accomplished. Constantly comparing yourself keeps the focus on the other person instead of what you can do, want to do,

and are good at doing. Look inside and improve from there.

**4. Take responsibility for your work, actions, and life...** Don't pass the puck. Don't make excuses. Take responsibility; acknowledge a mistake, fix it and learn from it. Don't beat yourself up about the mistake or hang onto past mistakes. Resolve them, own them and move forward – Today.

**5. That doesn't work for me.** Keep this in mind when someone offers a put down, when they cross your boundaries. Your worth comes from you, your being, your true self. They cannot change your intrinsic value unless you let them. Make it clear that what they are doing doesn't work for you, keep your boundaries and move forward.

**6. Respect other people's time and boundaries.** If you are having a bad day, feeling stuck, or you are just enjoying procrastination. Make sure you don't use that as an excuse to waste other people's time or cross their boundaries. Time is the most valuable thing we have. If you feel like wasting your time that's your decision but don't waste other people's time.

**7. Make a "what I accomplished" list.** Too often people make huge to-do lists and then beat themselves up when they have only accomplished a few things on the list. Keep your master list of what you want to accomplish so you don't forget things that are important to you but keep a second list you update daily. Each day, keep a specific list of all the things you did and how much time you spent on each thing. You'll know where the day went, feel good about what

you did accomplish and see where you need to focus, to get what's most important to you, done.

**8. Take notice of the people around you;** co-workers, customers, clients, vendors, and other people you encounter each day. Acknowledge what they are contributing and don't take them for granted. Thank them for buying from you, for their help, their value to the relationship, and for a job well done.

**9. Enjoy the little things that happen in your day.** The compliment someone gave you on the insight you shared at the staff meeting. The big smile the customer gave you when they picked up their order. By recognizing your accomplishments even if they seem small or routine, you are acknowledging a job well done.

**10. Coming from a positive attitude and perspective you will feel more in control.** Consider each job and interaction as your best performance, rather than just running them together as part of your day. You will see the impact you have and the value you offer. People will be attracted to this. They will notice how well you do things and they will truly value you.

