



PRESIDENT'S CORNER

LOBBYING FOR THE SOFTWOOD LUMBER AGREEMENT

As most of you know by now the U.S. has imposed a 20% tariff on Canadian softwood. Even if their allegations are unfounded and that Canada has been successful in winning every allegation in the past, they are still imposing the 20% tariff on the Canadian softwood. This is not to mention the anti-dumping charges that U.S. will impose over the 20% on June 23rd.

The U.S. investigated five companies to come up with the 20%. The companies were West Fraser who was at 24%, Canfor was at 20.56%, Tolko was at 19.5%, Resolute was at 12.82 % and Irving was at 3.02%. All the other companies in Canada are subject to 20 % tariffs with 3 months retro pay. The five other companies that were investigated are not subject to retro pay because they weren't found guilty of increasing their exports. The U.S. is alleging that the other Canadian companies have increased their exports and therefore imposing a 3 months retro. For the U.S. the higher the taxation the better negotiating power they'll have

in finding a resolution in their favour in resolving this dispute.

The last softwood lumber agreement left the workers and communities out. We want to make sure our voices are heard this time around and believe the new agreement should have these points to address workers and communities' concerns.

- 1- That this negotiated deal puts workers and communities first.
- 2- The agreement needs to ensure that local and manufacturing jobs are protected.
- 3- Federal loans guarantees.
- 4- Canadian industries need fair access to U.S. markets, equal to third country producers.
- 5- Targeted industrial development plans must be developed and implemented with workers in mind.
- 6- Forest health must be part of the plan – replanting and

ensuring forest sustainability for future generations.

7- All duties collected should be returned to the industry in the interim, and long term should be used for community restoration funds.

The Steelworkers Wood Council, which your Local is a member of, has put a strategy together to address our members' concerns and push our agenda forward. In the upcoming weeks and months your Local will be part of lobbying some decision making people in Washington D.C. to let them know of our position and to educate them on the truth on the forest industry in Canada and also the impact this has on the American markets.

We will also lobby the Canadian Committee, the Seven Ministers appointed by Trudeau to negotiate the new agreement, to also let them know of our position and the needs and concerns of our membership.

We intend to meet with the MPs and MPPs in our ridings

to help and for their support on our position.

We will also seek municipal help in the form of a resolution to be passed at the municipal council to support our position.

A letter will be formulated for the Local Union to be sent to Premier Trudeau to make him aware of our position.

And last but not least, we will build alliances with other partners who will be affected by this new softwood lumber agreement.

As you can see your Local will be very busy in the upcoming weeks and months and we may be calling upon some of you to assist us in your local area. Hopefully together we will succeed in getting a better deal.

I want to take this opportunity to wish you and your family a safe vacation. Enjoy as you surely deserve them.

In Solidarity;
Guy Bourgouin



Scholarships offered by our Local: 2 x \$1,000.00
Eligible: Children of our members enrolling in post secondary education
Deadline: July 1st, 2017
Application form: www.uswlocal1-2010.ca or contact us

Emotional USW International Convention

Nine delegates from your Local attended the USW International Convention in Las Vegas Nevada. Your delegates dealt with resolutions to move our Union forward and listened to numerous speakers and guests from different countries speaking on struggles the Union movement is facing.

Unfortunately for our delegates, this convention was an emotional roller coaster ride as one of the Local's representative, Brother Bruce Frost, had a heart attack the night before the convention started. Brother Frost was at the food court in the hotel when the incident happened. Luckily for him there were people around to reanimate him and he was rushed by ambulance to the Spring Valley hospital where they placed a temporary pacemaker. That night Bruce was stabilized and was doing fine. The next

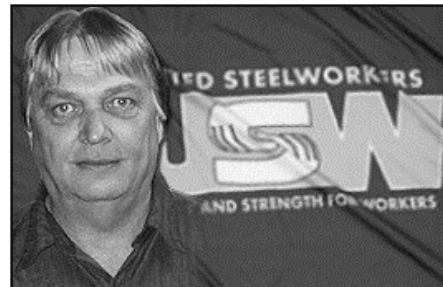
morning, when we went to visit him to see how he was doing, his condition had taken a turn for the worse. He was put in an induced coma and now the problem was his lungs. The hospital staff figured food or liquid had lodged in his lungs and at that moment Bruce was a very sick man and was in a very critical situation. We were then told that the family should be contacted to be by his side. The family flew that same day to be by Bruce's side. Fortunately Bruce showed positive signs once his family had arrived but he was not out of danger.

At the convention delegates were coming to me and our delegates, giving money to help the family. Help came as a good friend of Bruce's and the Local, Brother Don Guest, President of Local 1-500, approached me and proposed to put an online Go Fund Me Bruce Frost campaign. The

response was immediate. The Steelworkers Brothers and Sisters from the convention donated over eight thousand dollars to support Bruce's family in their time of need. On behalf of Bruce's family and the Local, I want to thank Brother Don Guest in establishing this fund for Bruce and also all the Brothers and Sisters and others who donated to the fund.

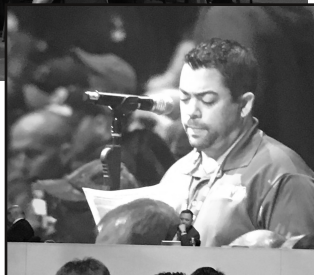
Brother Frost was released from the Spring Valley Hospital

two weeks later and flown back to Canada at the Thunder Bay Hospital. He was then flown to the London hospital and got a permanent pacemaker installed. His condition improved immediately and he was sent back to the Thunder Bay hospital where he was released home on May 11th. Brother Frost is now at home recovering and knowing Brother Frost we will surely see him bounce back and servicing the membership he loves.



Brother Bruce Frost, Local 1-2010's 2nd Vice President and Union Representative

USW International Convention Las Vegas, Nevada April 10th to 13th, 2017



Brother Guy Bourgouin, President of Local 1-2010, and Brother Wesley Ridler, member from OLG, speaking at the International USW Convention



CHALLENGING UPCOMING YEARS FOR WOODLANDS AND SAWMILL NEGOTIATIONS

Most of the workplaces in the Hearst, Hornepayne and White River regions are in operation, except for the woodlands operations that are down right now but are scheduled to restart in June or July.

Hornepayne:

The sawmill has been running since January. There has been issues with log supplies, but the company has managed to be in operation despite all the pitfalls related to the reopening/restarting of a sawmill and woodlands operation.

Aramark:

We have reached an agreement with Aramark Canada Ltd. on March 8, 2017 and the members have ratified

this agreement on March 19, 2017. This 3 year agreement has increases in wages at 1.5% per year, increase in the shoe allowance, in the Pension Plan, in the Pay in Lieu for part time employees and some changes in the language that the members are happy with.

Maison Renaissance:

The Collective Agreement at Maison Renaissance has ended on March 31st, 2017. Negotiations are scheduled to start June 19th & 20th, 2017. More details in the next bulletin.

Next round of negotiation for the Sawmill and Woodlands operations:

Most of the Sawmill and Woodlands Collective

Agreements are going to be ending in/or around September, 2017. We have gathered the demands at each workplaces. We have also held a Wage Conference for each of the sawmills and woodlands operations in March and May. We are now ready to start negotiations with the companies. More in the next bulletin.

Local 1-2010 Health and Safety Council meeting:

Our Local's Health and Safety meeting was held on May 25th and 26th. 22 Co-Chairs/Safety committee members have attended the meeting. They received training on Fire and explosion, and also on Critical incident and traumatic stress given by Brother Ron Boucher from the Workers health and

Safety Centre. Elections were held for delegates to be sent to the International Health and Safety conference that is going to be held in March, 2018 in Pittsburgh. Also, two delegates, namely Sister Janet Daigle (Centre de Santé communautaire de Sudbury) and Brother Donald Loveday (Shuniah Forest Products), are going to attend the next National Health and Safety conference to be held in Vancouver BC during the first week of October. More details in the next bulletin.

I take this opportunity to wish everyone a good summer. Stay safe.

In solidarity;
Jacques Jean

HEAT STRESS

What Is Heat Stress?

Heat stress occurs when a combination of hot, humid conditions and physical activity strains and overcomes the body's natural cooling system. It can cause symptoms ranging from cramps and fainting to serious heat exhaustion or even heat stroke. Heat stroke is a form of heat stress that can kill quickly.

Environmental factors that affect heat stress include air temperature, humidity, air movement and sources of radiant heat such as working in the sun or near large, hot objects. Work task factors that affect heat stress are the physical demands of the job and the frequency and length of breaks.

Heat stress can happen in many workplaces. Furnaces, bakeries,

smelters, foundries and heat-generating equipment inside workplaces are significant sources of heat. For outdoor workers, direct sunlight is the main source of heat. In mines, heat from surrounding rock and nearby equipment contribute to heat exposure. Humidity in workplaces also contributes to heat stress.

Symptoms of heat stress can include: excessive sweating, headache, rashes, cramping, dizziness and fainting.



What Can Workers Do To Protect Themselves?

Some things workers can do to protect themselves from heat stress include:

- Drink lots of fluids to replace perspiration. Try to drink a cup of water about every 20 minutes

- Avoid working in direct sunlight (to reduce heat gain and risk of sunburn)
- Reduce the pace of work
- Increase the number of breaks and take breaks in cool or shaded areas
- Schedule heavy work for cooler periods
- Wear light-coloured and/or light-weight clothing
- Reduce the physical demands of work by using aides, e.g. hoists, etc.

What Can Employers Do To Protect Workers?

Employers have a duty under the Occupational Health and Safety Act (OHSA) to take every precaution reasonable in the circumstances to protect workers. This includes developing hot environment policies and procedures to protect workers in hot environments due to hot processes or hot weather.

Some things employers can do to protect workers from heat stress include:

- Reduce the temperature and humidity through air cooling
- Provide air-conditioned rest areas
- Increase the frequency and length of rest breaks
- Schedule strenuous jobs for cooler times of the day
- Provide cool drinking water near workers and remind them to drink a cup of water about every 20 minutes
- Assign additional workers or slow down the pace of work
- Train workers to recognize the signs and symptoms of heat stress and start a "buddy system" since people are not likely to notice their own symptoms.





2017 IS A BUSY YEAR FOR NEGOTIATIONS

Canadian Blood Services

Canadian Blood Services members met last February to take demands for upcoming negotiations since their Collective Agreement expired on March 31st, 2017. We started negotiations in June and we are hoping to be able to report back to you on a new agreement with this unit in our next Union Echo edition.

Centre de Santé of Greater Sudbury

The same is happening with our members at the Centre de Santé of Greater Sudbury.

Their Collective Agreement has also expired on March 31st, and on February 27th we met with the members to take their demands. Negotiations started on May 23rd and hopefully we will be able to report in our next Union Echo edition with a new collective agreement.

Tembec Opasatika Truckers

As mentioned in the last Union Echo edition, the Local and the members from the Tembec Opasatika truckers division were in negotiations with the company. The members there ratified a new 3 year

agreement which includes increases in their base truck rate, an increase in the reimbursement for their tree length permits and starting December 2018, the truckers from this operations will be the first to start hauling for the company (Tembec). This should create more work for these truckers in the future.

As for the Tembec Cochrane Sawmill Operations, the Rockshield Engineered Wood Products in Cochrane, the Maison Arc En Ciel in Opasatika, the Tembec Spruce Falls Woodlands Operation and Office Workers and the

Tembec Opasatika Woodlands Operations; all these units are up for negotiations. We have met the membership to take their demands and we have dates scheduled to start these negotiations. As you can see this will be a very busy year for negotiations.

On that I would like to wish everyone a safe and happy summer!! Enjoy your time off with family and friends!!! Have a great summer.

In Solidarity;
Eric Carroll

Local 1-2010's Women's Committee

Local 1-2010

Women Committee Meeting November, 2016

Our second Women of Steel meeting counted thirteen women around the table at the Kapuskasing office. During the two days we saw new faces joining us, we discussed problems that these women have in their respective workplaces and we had a workshop given by two Sisters from Sudbury and Toronto. As

Chair, I feel a strong union between the women on this committee.

As women, please take the time to look at a Sister and realize that you are on the same level on the workforce and that you should show solidarity.

I would like to thank Kelly Miller of Thunder Bay for her devotion all year, from bake sales to collecting non-

perishables for the food bank. We are all proud of you Kelly.

Women's issues

Even now in 2017, women encounter problems on the workforce. After 40 years of fighting to get affordable, accessible and quality daycare services in Canada, this fight is still going on even if the federal budget recently unveiled is providing for long term funding. Presently, daycare service is not a public service. What we are looking for is to get an agreement. The funding should be used for establishing a public,

accessible, flexible and affordable daycare service in all provinces. On March 30th, Ken Neumann mentioned that our Union is committed towards progressive actions in terms of pay equity and daycare services. As a woman who is part of the Women of Steel committee, I will continue fighting for these issues for all women in Canada and everywhere.

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



Back, Left to right: Susan Morson, Janet Moffat, Carole Proulx, Randi Dillon, Gisele Pintar, Christiane Baillargeon, Jennyfer Dinnissen
Front, Left to right: Lori Sanders, Ginette Lachance, Chantal Boissonneault, Caroline Demers, Christiane Cousineau, Kelly Miller, Ashley Malherbe, Terri Rita



Our facebook group is growing. You can join us and be aware of all actions taken by the committee during the year.

USW 1-2010 Women of Steel

<https://www.facebook.com/groups/485222258322748/>



You can also contact us by e-mail
womenofsteel12010@gmail.com



OLG Casino

Negotiations began November 28th, 2016 for the floor and clerical workers of the OLG casino. Their first Collective Agreements expired on October 31st, 2016. Many issues and demands were brought forward and the bargaining committee, made up of 1 member from each respective department, waded through each proposal and counter proposal from the OLG's representatives. The groups collectively and successfully negotiated two new 3 year agreements ending on October 31st, 2019, winning new language changes to scheduling, working conditions, wage increases and a signing bonus for moving away from the Ontario pension plan. Both units, consisting of a total of 200 workers, overwhelmingly ratified their memorandums of agreements on December 7th, 2016.

A month after ratification, the OLG has announced the name of the new service provider who will be taking over day to day operations of the casino beginning May 30th, 2017. That company is called Gateway Casino. The new

owners will take full responsibility for the Collective Agreements and the bargaining unit employees. Others within the site such as supervisors, security and surveillance who are not protected under a collective agreement have been given offers of employment which will secure their present working conditions for one year.

Wanson and North American lumber

These two agreements expired on February 28th, 2017. Demands have been taken and bargaining will begin by the end of May.

Dallan L.P. Thunder Bay Pulp Mill

Demands from the unit have been received. Proposals have been assembled and have been presented to the company on May 8th, 2017. Dallan employs approximately 40 members at this site. Dallan L.P. also has Collective Agreements at the Resolute Thunder Bay sawmill and contracts to provide heavy equipment services at Resolute Ignace and Resolute Atikokan sawmills.

Resolute Atikokan sawmill

Atikokan Saw has continued their steady pace towards reaching targets. We have had two membership meetings since my winter echo. Unfortunately the Royal Canadian Legion, which is our usual spot for meetings, was undergoing renovations and I was unable to secure a site with the potential to hold all the membership at once. We have since been able to resume use of the Legion and with the help of your steward we have found another venue in case we need to move meetings. Watch the bulletin board for future meetings, other union related documents and education flyers.

Grievance regarding classification interpretation has been resolved with the proper rates now being paid for level (1) debarker operator, retroactive to January 1st, 2017. After extensive conversations between the Union and management, Resolute began growing from within and began to utilize the Collective Agreement regarding apprentice training. We hope that this is the start of good things to come for

younger and older members looking to advance their skills.

Resolute Ignace sawmill

We began the year off with many grievances regarding the day to day operations such as hours of work, proper notification of lay-off, classifications and termination. Most have since been resolved for the betterment of the membership. On May 2nd, the Local was informed of a one week shutdown due to low level log supplies. Inventories have since been adjusted and production continues. A 3rd shift has been added as of the last week of March. Expectations for uninterrupted production is expected for the summer and fall seasons.

McKenzie lumber in Hudson remains shutdown

I would like to wish all my Brothers, Sisters and comrades a great summer. Have fun and enjoy your families.

Most importantly: "Work Safe".

In solidarity;
Jason Lacko



HAPPY SUMMER TO ALL!
HAVE A HAPPY AND
SAFE VACATION!



This newsletter is published by:

**USW
Local 1-2010**

20 Riverside Drive
Kapuskasing, Ont.
P5N 1A3
Tel: (705) 335-2289
Fax: (705) 335-5428
E-Mail:
usw12010@outlook.com
Web Site:
www.uswlocal1-2010.ca

Executive Board

President:

Guy Bourgouin

1st Vice-President:

Jacques Jean

2nd Vice-President

Bruce Frost

3rd Vice-President:

Rémi St-Martin

Financial Secr.:

Eric Carroll

Recording Secr.:

Jason Lacko

Conductor:

Guy Veilleux

Warden:

Léo Levasseur

Executive at large:

Zone1:

John Krahn
Matthew Turner

Zone 2:

Wesley Ridler
Dave Lyght

Zone 3:

Gary Pearson
Darrel Gaudreau

Zone 4:

Daniel Touchette
Marcel Rodrigue

Zone 5:

Roger Beland
Jean Laurin

Trustees:

Christiane Cousineau
Claude Carriere
Jennyfer Dinnissen

UNITED STEELWORKERS
USW
MÉTALLOS
LOCAL 1-2010

Woodlands Wage Conference

March 30th & 31st, 2017

Twenty delegates from different woodlands operations of the Local came to the Thunder Bay office to participate at the woods operations wage conference. During the two day meeting, the delegates established a document for the next round of negotiations so that a pattern could be established with the employers. The targeted employers to set the pattern are Lecours and Tembec Hearst. These two negotiating committees have their work cut out for them as setting a pattern is not an easy task to

accomplish. But knowing these two groups I know they are more than capable and open to the challenge. Negotiations should start in early September as most collective agreements end in August. Let's hope that by the next bulletin we will have the results of the negotiations to report to you.

Sawmill Wage Conference

April 4th & 5th, 2017

The Local's sawmill wage conference was held at the Queens Hotel in Hearst where twenty five delegates from different sawmill operations met to establish a negotiating document. In preparation of this

document, the committees had to debate and make sure their local demands were addressed. In the two day meeting a document was established, and like the woodlands operations, the delegates had to decide which sawmill operations would set the pattern. It was decided that the Tembec group, namely Hearst and Cochrane, would set the pattern, same as the last round of negotiations. Like their Brothers in the forest industry these two committees have their hands full but they have the experience and the knowledge to get the job done. We hope we can report back to you in the next bulletin the results of those negotiations.

THE WSIB AND YOU HEALTH EXAMINATIONS

What are an injured worker's responsibilities when it comes to health examinations?

Generally, workers who receive workplace safety and insurance benefits must co-operate in their health care and return to work. This may require health examinations for a number of reasons such as determining appropriate health care, assessing permanent impairment for non-economic loss benefits or assessing a worker's abilities and limitations given the injury.

When are health examinations needed?

The Workplace Safety and Insurance Board or the worker's employer may request a health examination for workers who are receiving workplace insurance benefits if it will help:

- the worker's early and safe return to work
- clarify differences in opinions

between health professionals or - clarify the nature of the injury, the diagnosis, if it was work-related, level of impairment, or the worker's physical precautions.

The WSIB may also request a health examination if it will help the worker:

- re-enter the labour market in a suitable employment or business
- get the most timely access to treatment that is possible.

The employer may also request a health examination if it will help:

- provide significant new information not already available to the employer through claim file access.

What if the worker refuses an examination requested by the employer?

If a worker objects to having a health examination that is requested by the employer the

worker must notify the employer of the objection. If the employer wants the WSIB to give direction to the worker to have the examination, the employer has 14 days to give the WSIB a written request. The WSIB will review the situation to see if the examination is needed and that it relates to the injuries, diseases, or conditions for which the worker is claiming benefits.

What if the worker simply refuses to go, even after the WSIB has determined it appropriate?

The WSIB decides if the worker has reasonable cause or excuse, such as severe weather conditions, a death in the immediate family or serious illness. If there is no reasonable cause or excuse, the adjudicator may reduce or stop the worker's benefits for as long as the worker fails to co-operate.