



## PRESIDENT'S CORNER

### OUR OPERATIONS STILL AFFECTED BY PANDEMIC IN FIRST HALF OF 2021

Sisters and Brothers,

Again, as I have reported in our last edition of the Union Echo, the pandemic is affecting our operations. As you can see, the representatives can't schedule any in person membership meetings because of the restrictions imposed in relation with the pandemic. This is very frustrating for them as 2021 is an election year where they have to meet with all the members in each and every workplace to elect your stewards and grievance committee members and elect members on the Local's women's committee. This year is also the year of our Triennial Convention where delegates have to be elected to attend the above-mentioned convention. On top of the elections mentioned already, our sawmills and woods wage conferences have to be scheduled in 2021. Finally, we are very disappointed in not being able to schedule face to face membership meetings to

discuss matters, issues and grievances. We are very frustrated about this and we can see and feel the frustration from our membership too. But be assured that as soon as we are going to be permitted to hold in person meetings, we will do so. Thank you all for your understanding and patience in this matter, and let's hope we will be in a more favorable position shortly.

As mentioned, meetings, conferences, convention have been put on hold, postponed and rescheduled for later this year. It is the case for our Triennial Convention that was supposed to be held in April as it always has been but had to be postponed because of the pandemic. It had to be postponed for the reason that our members wanted to have this Conference to be held in person as it's an event where they can all meet, discuss and debate many matters pertaining to the Local's affairs. Therefore the Convention was rescheduled

to be held on June 17 and 18, but again had to be postponed. For the Convention to be held, lots of organizing, like hall rental, preparing convention booklets and reports, invitation ..., has to be done, but again with the restrictions and the uncertainty in being able to hold a Convention where almost 100 delegates and guests attend in person, it was decided that the Convention be postponed and rescheduled to be held on September 30 and October 1. This is uncommon, as we have always held our Convention in April every 3 years, but it has been a very uncommon past 2 years with this pandemic. Should we face the same situation in September, we will have no alternative but to hold the Convention virtually as we really have to hold this convention in 2021 and we will be preparing for this scenario.

The sawmills and woods wage conferences are facing the same situation. The sawmill conference was scheduled to

be held during the last week of May and the woods conference during the first week of June. Both of them have been postponed and rescheduled to be held during the second and third weeks of September.

Some negotiations had to be postponed too, but I will leave this to the Reps to report on.

As you can see, this Covid-19 pandemic has been affecting our dealings quite a bit since March of 2020. Let's hope that with the vaccination campaign it's going to get better, that we are going to go back to a semblance of normalcy and that we will be in a position where we are going to be able to resume some kind of normal dealings.

Please keep following the recommendations of the Health authorities, mask up, wash your hands and STAY SAFE!

In Solidarity,  
Jacques Jean



*Wishing everyone  
a Great Summer!  
Have a happy and safe vacation!*



## MOST NEGOTIATIONS ON HOLD DUE TO THE PANDEMIC

Since my last report of the Union Echo Winter 2020 edition nothing much has changed. We have had to work from home and all meetings have been taking place via telephone conference or via video conference. Arbitration hearings have all taken place via Zoom and membership meetings were at a stand still. It has been frustrating for everyone and especially the membership who we have not been able to meet with us in person.

### **Ryam Kapuskasing Woodlands Operation and Office Workers**

The Collective Agreement for both the Woodlands and the Office Workers from the Rayonier Kapuskasing operation was up for renewal

on April 21, 2021. Seeing that it was impossible for us to meet with the membership, demands had to be taken from the membership via surveys. As we speak, we are looking at dates to start the negotiations. The Company has recently been sold to a group called GreenFirst and we intend to negotiate with whoever is sitting at the table in front of us during these said negotiations so that we can get a fair deal for our members.

### **EACOM Gogama Sawmill**

The EACOM Gogama sawmill Collective Agreement was up for renewal on March 31, 2021. We elected our negotiating committee there and demands were handed in via survey. If everything goes as planned, we are scheduled

to meet with the Company to start negotiations during the week of June 7 to the 11. Hopefully in our next edition of the Echo we will be able to report on a new deal for our members there working in Gogama.

### **Maison Arc-En-Ciel**

As for the folks working at Maison Arc-En-Ciel in Opasatika, they are all still waiting patiently for us to negotiate for them a new Collective Agreement. But unfortunately, because of the COVID 19 pandemic, we have been unable to meet with the employer to start the negotiations.

### **Kirkland Lake Forest Products**

The membership at the Kirkland Lake Forest Products

are also eager for us to negotiate them a new Collective Agreement. Their Agreement has been up for renewal on March 31st, 2021, but we have been unable to meet and elect a committee there and take their demands. We had dates scheduled earlier in April to do so but we had to cancel because of the Pandemic. We plan on meeting the membership there as soon as we are permitted to do so.

Wishing everyone a great summer. Hopefully, we get back to the new normal sooner than later.

In Solidarity;  
Eric Carroll



## FAREWELL AND THANK YOU! THIS WILL BE MY LAST REPORT AS I PREPARE FOR RETIREMENT

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

### **Resolute F.P. Woodlands**

The long-delayed jurisdiction arbitration reported in the past issues of the Echo is set to continue via Zoom in August, a very lengthy wait due to the pandemic.

The woodlands operations have continued operating at full capacity, harvesting the full allotment of fibre from their sustainable forest licenses and some other areas (the reason for the arbitration mentioned above). It is good to see the market for forest products be

so strong and profitable. We will need to convince the employers to share the wealth in the next round of bargaining.

There is a real shortage of workers in the forest industry. In the woodlands, truck drivers, equipment operators and mechanics are all in short supply. This is a challenge now and will likely only increase in the future. We will need to collaborate with governments and the industry to make these community supporting, sustainable employment opportunities more attractive to a new generation. Improvements to

wages and working conditions are an obvious place to start and a challenge for us all.

There have been 5 smaller contractors begin operations in the past few months, employing up to 40 new members. This as the larger stump to dump contractors are working to capacity and indeed most have expanded their operations.

There have of course been issues and grievances with the contractors to be dealt with. Grievances that have been filed with the Contractors recently have been satisfactorily settled. No

arbitrations are planned with them at this time.

### **Wanson Lumber**

The lumber and building products market have been booming. This has had a positive effect at this operation which reports steady employment throughout the winter. All indicators expect this to continue through the year.

### **Dallan Forestry**

The Dallan operations contracted to both the Thunder Bay Resolute sawmill and the pulp and paper mill have seen steady employment with some recent increases to the

...cont'd on page 3

**Bruce Frost... from page 2**

workforce at the Pulp Mill due in part to a new classification of on-highway truck drivers.

### **Kiashke Zaaging Economic Development Corporation (KZEDC)**

This First Nation operation in Gull bay has ceased operations. The contractor (Madgada) that had been working under the Collective Agreement with the KZEDC has apparently closed permanently. We have previously reported on the struggles we had with this employer.

Resolute has a new contractor to replace the operations of KZEDC - Madgada. The new Contractor will follow the Resolute agreement as an additional contractor. The new operator, Brizard Logging, began operations on April 1 and also employs primarily First Nation workers.

### **Farewell with Thanks**

To some this will come as no surprise, it is time for me to stand aside. I will not be seeking re-election as 1st vice president. I plan to officially retire after the Triennial Convention scheduled for the

end of September.

To all the members, staff, and executive board of USW 1-2010, for the camaraderie, support, and friendship you have shown me over the years. Thank You.

The union movement has been a huge part of my adult life. It has provided me with knowledge and experiences that I could never have found anywhere else. Thank You.

It certainly never entered the mind of the young man who started to work for Great Lakes Paper, Woodlands in 1973. Lucky as he was, it was a Union job. Bush work was a decent job, honest work, honest pay. To the Company for giving an inexperienced young man a chance. Thank You.

Like all workplaces, there were conflicts and disagreements. To the management who created the conflicts that led to my union involvement. Thank You.

As my interest in the union grew, opportunities to get involved came along and I

took some on. To the members for giving me their support that allowed me to pursue those opportunities. Thank You.

To the leadership and members of our Locals, past and present, to the former IWA Canada, of course the USW, Thank You.

To all those dedicated individuals in the broader labour movement that I met and learned from. Thank You.

I have enjoyed my 22 years as a business representative, and the previous years as a steward and executive board member. The time has flown by, it does not feel like work when you enjoy what you do. I have had the extraordinary privilege of serving, to the best of my ability, the hard-working membership of our great union. Thank You.

I know that as I leave the Local, it is in good hands. There remains very capable and knowledgeable business representatives, an experienced executive board and President to provide solid leadership. With the ongoing

support of the membership, future success is certain. Thank You.

To my successors as Business representative and 1st V.P., embrace the opportunity to serve the members, organize the unorganized and savour the privilege and the opportunity to do the hardest work that you will ever enjoy. Good luck. Thank You.

To my family for standing by me and tolerating me through thick and thin. Thank You.

To my second family, our great USW members, leadership and activists who tirelessly support their fellow workers, to all those that stand in support of fairness for workers and justice. Thank You

Comrades, if I can be of any assistance in the future know, if I am able, I will be there to answer the call.

Have a great summer, stay safe.

Solidarity forever,  
Bruce Frost



### **Resolute Ignace Sawmill**

After a hiatus of 20 months, Resolute's Ignace sawmill has restarted which is great news for the community and surrounding area. The sawmill began operationS in early February and has since added a second shift which commenced production in April. The company expects to move to RDO schedules once the newest employees gather their footing. The recent surge in wood prices is not the only reason for the start up. It was

planned for restart this spring but came back online earlier than expected, which is always welcomed news.

The kilns are being revamped and the renovation is well under way with the company expecting to fire it back up in late June. The start up of the sawmill has also had a residual effect for Dallan Forestry. As most of you know they are the mobile equipment providers at this sawmill, as well as the Atikokan site,

Thunder Bay sawmill and the Pulp mill here in Thunder Bay. With the return to operations in Ignace, there may be no better time than now if you're looking for work both inside and outside the mills.

### **Resolute Atikokan Sawmill**

The bargaining committee has been prepared for negotiations for quite sometime but unfortunately Covid has pushed back negotiations three times. The union and the company have confirmed the

dates of June 28,29, and July 1st. If Mr. Ford could be trusted these dates may finally come to fruition.

Solidarity at the site is high right now as we look to make substantial gains and bring the sawmill more inline with the Local's other operations. Dallan Forestry will also be on the minds of the bargaining team as the changes to the Collective Agreement will benefit them as well. Operationally, the mill is

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## **GOOD NEWS FOR LUMBER**

### **Continued leave for our service industry members**



Jason Lacko... from page 3

producing with no disruptions or curtailments. Usually, spring leads to some log shortages but as of now the site has not seen any issues with log supply.

There have been a few grievances that have been resolved and one present arbitration scheduled for October involving the termination of one of its members.

#### **Nakina Lumber Inc.**

The Local membership at the site and the Local have reached an agreement. These patient members voted in favour December 9th, 2020 to ratify their first agreement with the mill. 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 here.

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 Manufacturing**

Negotiations with Unitized manufacturing have concluded. The bargaining committee negotiated a three-year deal with some changes to working conditions, increase to the boot allowance, 5% wage increase over the term, increase from \$250 to \$275 for vision care and increased the pension plan per unit. Its important to note that the Local negotiated pandemic premium pay with an employer acknowledgement to

employees for their dedication and commitment during covid-19. A one-time lump sum payment of \$650 recognizes that commitment to the workplace.

To all our essential workers and those not yet members, I would like to thank you for all your hard work, as well as the commitment to continue to go to work sometimes with more than just your paycheck on the line.

#### **Gateway Casino Thunder Bay**

It has been 14 months since the pandemic began. Most, if not all, of our casino employees have been on closure leave since the beginning of that time with a handful returning to work on October 9th of last year only to be move back to closure leave in late December. Since that time, the Casino has not operated at all with most of the employees receiving the

Canadian Emergency Wage Subsidy. Others are not, they continue to collect EI or have moved on to greener pastures. As I draft this report, Doug Ford has extended the lockdown once again! I am optimistic that at some point in the not-so-distant future we will all be able to continue to provide for our families and return to the workplace, whatever that may look like. The service industry has borne the brunt of this pandemic and none more than our casino workers. I can say with pride that the casino representatives have continued to pursue what is in the best interests of the membership and they look forward to the casino and our members welcoming back patrons a little at a time.

Brothers and Sisters, Stay safe, be safe and work safe!

In Solidarity;  
Jason Lacko



## **PANDEMIC BRINGS DIFFICULTIES FOR UPCOMING NEGOTIATIONS AND CONFERENCES**

Hi Brothers and Sisters,

I hope everyone's doing well during this never-ending pandemic going on around the world. We are facing difficult times and it's making everyone's job harder to do. We are seeing a light at the end of the tunnel with the vaccines being distributed. When we have more people that received their first dose of the vaccine the restrictions should ease up and we should get a more normal way of life. Let's keep being strong, better days are coming ahead.

We have members who haven't seen their loved ones

for a long time as they live in other parts of the country or even in another country. Even for us who have our loved ones close to us it's been hard. We can't see them all the time and be with them or hug them. I can't imagine the members whose families are far away, how they feel. I just want to tell them be strong, better days are coming and hopefully soon you will be able to see them in person. God bless all.

As you have probably been aware, this year we have our Triennial Convention and that means we have to do elections regarding the shop steward, the grievance committee, the

women's committee and also a vote for the members who will attend the Triennial. That will be held on September 30 and October 1, 2021 in Hearst.

We also have the Sawmill and Wood Wage Conferences for which we need to elect members to attend. The Sawmill Wage Conference will be held on September 16-17, 2021 in Kapuskasing and the Woodlands Wage Conference will be held on September 23-24, 2021 in Thunder Bay.

All those conference dates are subject to the Ontario restrictions. We believe by September things should be

better for us to be able to hold these conferences on these dates.

We have negotiations that are due this year. We need to get the demands for those units. So as you can see, with this lockdown in place, it's very hard to have membership meetings for our units. We had a plan in place before the last lockdown came in effect. This plan is still in place and hopefully we will be able to make it happen after June 2 when hopefully the lockdown is lifted. If not we will have to readjust our plan to make it happen for the unit of RYAM Sawmill and Woodlands and

...cont'd on page 5

Guy Veilleux... from page 4  
also for Lecours Sawmill.

With this COVID-19 we have been having arbitrations and meetings via Zoom or Teams and even only by phone at some places. It's very hard to have an arbitration done by Zoom. I would rather have them in person. We currently have 3 arbitrations scheduled with Columbia Forest Products and I see more coming with them as they have a harsher way of doing things lately. It seems that no one can do a mistake without receiving a discipline. If this keeps being their way of doing things we will keep fighting them.

As for other units we have Ryam that acts the same way as people are getting disciplined for different infractions. We have a meeting with them scheduled and I believe after that meeting, we will proceed with a lot of arbitration cases, especially with those that involved suspensions.

We have an arbitration scheduled with Hornepayne Lumber regarding a disqualification and also the Company has approached us with a Letter of Understanding regarding a LEAD HAND. We cannot proceed with this Letter

of Understanding until we are able to have a membership meeting in person so our members can have a discussion regarding this Letter of Understanding and also vote on it.

We will also be looking with some Companies regarding make-up shifts for the Christmas Holidays to see if it can be done ASAP so our members will know sooner then later and can plan for their holiday vacations.

We have a negotiation coming on June 16-17 of 2021 with Hearst Community Living. They are due for renewing their

Collective Agreement since last year. The first rounds of negotiations will be done by Zoom.

Hopefully I will be able to attend meetings in person and also have membership meetings where we can have discussions and be able to finalize our votes, and in some cases getting our demands in place for the negotiating coming ahead.

I want to take this moment to wish everyone a happy and safe summer.

In Solidarity;  
Guy Veilleux

## Camping in 2021

One of the earthiest of endeavors can inspire the most heavenly of thoughts, but in the middle of the coronavirus pandemic, it inspires a sobering question as well. Is it safe?

The good new is that relatively speaking, camping is among the safer forms of recreation you can enjoy right now.

Even so, it's not without risk. But if you know what you're getting into and follow some practical camping safety tips, you can enjoy that soul cleaning getaway without much worry.

On a scale of 1 to 10 with 10 being the highest risk level, camping came in at a relatively low 3. That is on par with playing golf and/or getting groceries at a store following safety protocols, as per experts.

### Things to avoid when camping

**Singing around a campfire:** That aerosolizes more virus. If you're going to sing around a campfire, that's a potential risk. So if you are having a moment and just need to burst into song, spread out.

**Smoke from campfire:** That can make you cough and help spread the virus. If you have a fire, don't crowd around it. In summer, maybe you can just do without one.

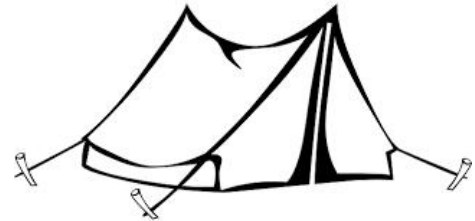
**Shared food:** This can be a problem when you're camping, especially if you go with a larger group. If you make a big pot of stew and everyone goes and takes from the same pot and uses the same utensils and ladle, that's a risk. Avoid buffet style situations, especially in groups outside the family.

When going for a camping trip, don't be spontaneous, make plans. Come supplied with cleaning and personal hygiene agents, practice social distancing, be respectful of the rules, avoid contact sports.

If a trail is marked closed, there's a good reason. Don't go on it.

Don't raft up to other boats and cluster up on lakes.

If you got an RV, use your own restroom instead of public ones. The fewer people using the common areas, the better.



**Enjoy you camping season and BE SAFE!**

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published by:

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UNITED STEELWORKERS  
**USW**  
MÉTALLOS  
**LOCAL 1-2010**



Brother Eric Carroll presents membership's donation to the Kapuskasing food bank



Brother Guy Veilleux making a charitable donation to the Hearst area food bank, on behalf of the members of USW Local 1-2010



Brother Jason Lacko presenting a donation to the Aspen Court Senior Living on behalf of its members. The contribution enables a future bench marked with your USW Local 1-2010 logo and it will be place in the garden area of the Atikokan community living facility.



Sister Michelle Theriault presents a donation on behalf of the Brothers and Sisters of Local 1-2010 to the Centre de Santé Communautaire of Sudbury



Brother Daniel Touchette of Cochrane presenting the Cochrane food bank with our membership donation